the Military Services

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DEPARTMENT OF DEFENSE

UNITED STATES OF AMERICA

# Population Representation in the Military Services

## Fiscal Year 1992

## October 1993

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# EXECUTIVE SUMMARY

This report provides Department of Defense personnel data for Fiscal Year (FY) 1992 and compares characteristics of enlistment applicants and military personnel with the U.S. population on demographic, socioeconomic, and other attributes. The report provides information on both Active and Reserve Components, including some longitudinal data for Active Component enlisted accessions and members.

Chapter 1 provides a summary of military social composition issues since the inception of the all-volunteer force. The chapter also introduces FY 1992 issues related to the impact of the Defense drawdown on the recruiting of military personnel. Chapters 2 through 5 deal with the Active Services while Chapters 6 and 7 focus on the Reserve Components. The chapters compare applicants, accessions, and members in the enlisted and officer ranks, with civilian youth and the civilian labor force; the findings from these analyses indicate that the members of the Armed Forces are intelligent, well-educated volunteers, representing all socioeconomic groups. Chapter 8 concludes with a focus on the future.

This report will contribute to manpower policy plans and decisions that will affect the future composition of the military. The impact of downsizing, force restructuring, and changes in labor force demographics will not be fully felt for a number of years. The interplay of equal opportunity, modified by attention to balance in-group representation, will be a topic of discussion for the foreseeable future.

Selected FY 1992 findings include:

**Age.** The mean age of Active Component (AC) non-prior service (NPS) enlisted accessions in FY 1992 was 20 years. Active duty enlisted members averaged 27 years, while those in the Reserve Components averaged 31. Officers were older, with a mean age of 26 years for AC accessions and 34 years for active duty officers. The age distribution of AC officer accessions was somewhat skewed upward because approximately 20 percent of officer accessions were health professionals, lawyers, and chaplains -- occupations requiring years of graduate education. In the Selected Reserve, ages of officers varied by component. For example, more than half of Army Reserve and Air Force Reserve officers were 40 or older, compared to one-third of Marine Corps Reserve and Army National Guard officers. In part, this reflects the percentage of Army Reserve and Air Force Reserve officers who serve as Individual Mobilization Augmentees (IMA) to Active Component units and headquarters.

**Race/Ethnicity.** Blacks comprised 17 percent of both Active and Reserve Components' NPS enlisted accessions, compared to 14 percent of civilian 18- to 24-year-olds. Black males represented 15 percent of male NPS accessions in both the Active and the Reserve Components; black females represented 24 and 27 percent, respectively, of female Active and Reserve Component NPS accessions. Hispanics represented 8 and 6 percent, respectively, of Active and Reserve NPS enlisted accessions, compared to 11 percent in the 18- to 24-year-old population. "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) comprised 3 and 4 percent, respectively, of AC and Selected Reserve NPS recruits, compared to 4 percent of the comparably aged civilian population.

Blacks comprised 22 percent of the active duty enlisted force (21 percent of males and 34 percent of females) and 18 percent of the Selected Reserve enlisted force (16 percent of males and 31 percent of females) compared to 12 percent of 18-to 44-year-olds in the civilian labor force. Hispanics comprised 6 percent each of active duty and Reserve enlisted members, compared to 9 percent in the labor force. "Other" racial minorities represented 4 and 3 percent, respectively, of the Active and Reserve Component enlisted force.

Black, Hispanic, and "Other" racial minorities comprised 7, 3, and 5 percent, respectively, of Active Component officer accessions, and 7, 3, and 6 percent, respectively, of Reserve Component officer accessions. These proportions mirror the percentage of Black, Hispanic, and "Other" racial category members among civilians who received an undergraduate degree in 1990[1] (6, 3, and 4 percent, respectively). Blacks, Hispanics, and "Other" racial category members included 7, 3, and 3 percent, respectively, of both the Active and the Reserve Component officer corps.

**Gender.** The increase over the past decade in the proportion of Servicewomen continued. In FY 1992, women made up 15 and 19 percent, respectively, of NPS AC and Selected Reserve enlisted accessions. Women comprised 11 and 13 percent, respectively, of Active and Reserve enlisted members. The percentage of female officers was higher: 18 percent of both Active and Reserve Component accessions, and 13 and 16 percent, respectively, of active duty and Selected Reserve officers.

**Armed Forces Qualification Test (AFQT) Scores.** AFQT measures aptitude for enlisted military service. In FY 1992, 74 percent of AC male NPS enlisted accessions and 79 percent of female enlisted accessions scored in the upper half of the AFQT score range (Categories I - IIIA). There is no single aptitude test for officer candidates.

**High-Quality Recruits.** The primary market sought by recruiters is high school diploma graduates who score at or above the 50th percentile on the AFQT. These are referred to as "high quality" prospects. In FY 1992, 73 percent of AC NPS accessions were high quality, 72 percent of males and 78 percent of females.

**Education Level.** Virtually all (99+ percent) FY 1992 AC NPS enlisted accessions and 98 percent of Selected Reserve NPS accessions had either a high school diploma or an alternate credential, compared to 83 percent of comparably aged civilian youth. Ninety-eight percent of AC officer accessions and active duty officers were college graduates. Eighty-one and 84 percent, respectively, of Reserve Component officer accessions and officers were college graduates. The Reserve figures were skewed by the lower proportion of non-college graduate officers in the Army National Guard (46 and 37 percent, respectively, of Army National Guard officer accessions and officer corps members).

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[1] 1990 was the most recent year for which college graduation rates by race, ethnicity, and gender were available.

**Socioeconomic Status.** Most AC enlisted accessions came from middle-class socioeconomic families where both parents were present in the household, and parents owned their own home and were employed. As in the civilian comparison group, the largest percentage of recruits' fathers were employed in precision production and craftsman occupations, and recruits' mothers in clerical and administrative support occupations.

**Geographical Representation.** Over the last decade, migration within the United States has been from the Northeast toward the South and West. Military geographical migration was similar. Population shifts, unemployment, college enrollment, and wage rates, which vary widely and fluctuate significantly across census regions, affect military geographical representation.

**Occupations.** There were greater proportions of Blacks in medical, administration and functional support, communications, and service support occupations than in combat specialties, for both Active and Reserve Components. Hispanics were overrepresented in combat and medical skills. Proportionally, women were found most often in medical, 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 females and a higher proportion of married members. There were relatively fewer minorities in the Air Force; mean AFQT scores were higher; and Air Force enlisted personnel came from families of slightly higher socioeconomic status. The Army had the highest proportion of enlisted accessions who had completed at least some college, and the highest proportion of minorities. Black females comprised 49 percent of Army Servicewomen. The Navy had the highest proportion of NPS applicants with Hispanic background. Its enlisted force and officer accessions included greater proportions of "Other" racial/ethnic minorities than the other Services. The Marine Corps had the youngest enlisted force, the lowest proportion of females, and the most members with only a high school diploma  The greatest percentage of Army and Marine Corps enlisted personnel were in infantry and related skills. The greatest percentage of Navy and Air Force enlisted personnel were assigned to electrical repair occupations. Service differences in the officer corps generally paralleled those in the enlisted force.

**Reserve Component Service Differences.** Almost three-fourths of Army Reserve NPS accessions were 17- to 19-year-olds, compared to 16 percent in the Naval Reserve. Approximately one-third of the Air National Guard and Air Force Reserve enlisted members were 40 or older, compared to 4 percent in the Marine Corps Reserve. The percentage of enlisted members with at least a high school diploma ranged from 85 percent in the Army National Guard to 99 percent in the Air Force Reserve. The Army Reserve had the greatest percentage of Servicewomen who were Black (42 percent), and the Air National Guard the smallest percentage (16 percent).

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# Chapter 1

## INTRODUCTION

This 19th annual Department of Defense (DoD) report on social representation in the U.S. Armed Forces includes demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. The Senate Committee on Armed Services mandated the report (Repor̄ ^3-884, May 1974). Since Fiscal Year (FY) 1975, the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Personnel and Readiness) has provided annual data addressing the quality and representativeness of enlisted accessions and personnel compared to the civilian population. Officer data were added in FY 1989, Reserve Component data were added in FY 1991, and new this year are some longitudinal data. This report covers FY 1992: October 1, 1991 - September 30, 1992.

### Fiscal Year 1992 and the Drawdown

The most significant manpower issue affecting Service members in FY 1992 was the continuation of the drawdown of forces. The FY 1992 end-strength of the Active Components (AC) was 1.79 million, compared to 1.97 million in FY 1991. The 1992 active duty figure represents the lowest force size since the years between World War II and the Korean conflict. The end-strength of the Selected Reserve decreased from 1.15 million in FY 1991 to 1.11 million in FY 1992.

Previous military drawdowns were demobilization actions in response to the end of major wars. Significant proportions of military members were conscripts anxious to return to civilian life. The primary concern for the Services was how to discharge large numbers of soldiers, who were anxious to separate, in a short period of time. The situation is markedly different today. For example, a 1990 Army survey indicated that 47 percent of surveyed soldiers wanted to remain in the Army for at least a 20-year career.[1] The military will face similar challenges in personnel layoffs as private industry rather than those experienced during previous military personnel reductions.

The major proportion of the FY 1992 downsizing was achieved through lowered recruiting objectives, encouragement of retirements, and the use of voluntary separation incentives. In various public forums, opinions were expressed that the drawdown would result in fewer openings for women and minorities. That was not the case in FY 1992; the proportions of minority and female accessions and Service members increased slightly from FY 1991.

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[1] "Downsizing the Army," *ARI Newsletter*, vol. 8 (February 1992), p. 3.

## Background for the Annual Military Population Representation Report

In the late 1960s and early 1970s, representation was a major national social and political issue. Fueled by Supreme Court rulings, the war on poverty, civil rights and women's movements, and federal legislation, representation became a measure of social justice or equity. Minority hiring and placement policies were instituted and the appointment of racial/ethnic minorities and women to public office was encouraged.

Social representation within the military became a matter of debate during the Vietnam conflict because proportionately more minorities and those from lower socioeconomic backgrounds were drafted. Selective Service System inequities during that period fueled debates that ultimately led to the demise of conscription and the establishment of an all-volunteer military force. Initially, these debates focused primarily on issues of racial, socioeconomic background, and geographic representation of the Armed Forces. Over time, emphasis was placed on the role of women, and on educational attainment and aptitude scores of Service members.

The Senate-mandated representation report was established to provide information about the composition of the Armed Forces. The annual reports clearly describe the people who apply for, enter, and serve as soldiers, sailors, airmen, and marines.

## Population Representation Issues

Since the 1970 publication of the report of the President's Commission on an All-Volunteer Armed Force (often referred to as the Gates Commission report, after the chairman, Thomas S. Gates), there have been myriad journal and media articles, task forces, study groups, and commissions investigating population representation issues in the military. Two main concerns have emerged: 1) whether the enlisted military ranks are overrepresented by the disadvantaged (e.g., minorities, the poor, those joining the military as an employer of last resort); 2) whether a volunteer military force can successfully perform its mission while sharing the burden of national defense across all segments of society.[2]

Significant differences of opinion have arisen concerning representation issues in an all-volunteer force. The primary issues of this debate are:

● The percentage of recruits from lower socioeconomic backgrounds;

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[2] Four sources provide detailed documentation for the 1967-1983 time period regarding representation issues in the military: 1) The *Defense Manpower Commission, Staff Studies and Supporting Papers: Volume III - Military Recruitment and Accessions and Future of the All Volunteer Force* (Washington, DC: Government Printing Office, May 1976); 2) *America's Volunteers: A Report on the All-Volunteer Armed Forces* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs and Logistics], December 31, 1978); 3) *Military Manpower Task Force, A Report to the President on the Status and Prospects of the All-Volunteer Force*, revised edition (Washington, DC: Government Printing Office, November 1982); and 4) Bowman, W., Little, R., and Sicilia, T. (Eds.), *The All Volunteer Force After a Decade: Retrospect and Prospect* (Washington, DC: Pergamon-Brassey, 1986).

- The proportion of minority Service members;

- The quality of the force;

- The percentage and occupational/skill assignment of women;

- The fluctuating youth population;

- The geographical representation of recruits.

The historical and current debates on these issues are briefly summarized below.

**Socioeconomic status.** Many critics of a volunteer military assert that the volunteer force draws disproportionately from the poor, the underclass, and the undereducated. As pointed out by Richard Fernandez of the Congressional Budget Office, those claims are based on data more than 10 years old, and no longer correct.[3] By the late 1980s, 45 percent of recruits came from above-average income families. Young men whose family incomes were 20 percent below the average were only slightly more likely to enlist than those from families with incomes 20 percent above the average. Since 1988, military recruits have been drawn mostly from the middle class.

**Minorities.** Questions on minority representation have centered on the implications of racial composition in peacetime and in war. Would American minorities bear too much of the battle's burden in terms of higher casualty rates? Proponents of the current system point out that the military has been very attractive to minorities because the Services provide opportunities lacking in civilian industries and institutions.

Many minorities, particularly Blacks, see the military as offering better career-enhancing opportunities than the private sector. A question in FY 1992 and beyond is whether the downsizing of the military will disproportionately reduce training, education, and job opportunities for minorities. Many public officials and academicians believe that reductions in the number of minorities who enter the military or an increase in the number who are forced to separate (even if proportional to overall force cuts) would close doors of opportunity. This is disconcerting because the current drawdown is occurring during a time of lessened civilian job opportunities.

The military provides an important channel of upward social and economic mobility for able minority youth. However, some have questioned why Hispanics, Asian-Americans, and Native Americans have not enlisted at as high a rate as Blacks. The reasons for the lower level of representation are not clear. Different cultural traditions and norms, levels of educational attainment, and limited English-speaking proficiency may account for some of the differences.

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[3] See Fernandez, R., *Social Representation in the U.S. Military* (Washington, DC: Congressional Budget Office, October 1989); and Fernandez, R., "A Poor Man's Military? Not at All," *Washington Post* (December 18, 1990), p. A21.

**Quality.** "High-quality" recruits are high school diploma 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 levels refer to completing training; repairing, maintaining, or operating technical equipment and systems; and functioning either independently or as part of a team in dynamic crisis situations.

As the volunteer force was implemented, concerns were expressed that the Services would be unable to recruit sufficient numbers of high quality recruits. The fears seemed to be confirmed during the early years of the volunteer force. In 1980, the Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics testified before the House Committee on Appropriations that the number of high school graduates entering the enlisted force declined from an all-volunteer force high of 245,000 in FY 1976 to 192,000 in FY 1979, a drop of 22 percent.[4] Further, none of the Services met their numerical recruiting objectives in FY 1979. In FY 1980, the percentage of non-prior service (NPS) recruits with high school diplomas was 66 percent. The drop was most pronounced in the Army, which experienced a decline from 73 to 52 percent.

The Armed Forces Qualification Test, derived from the Armed Services Vocational Aptitude Battery (ASVAB), is one measure of quality. 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 (i.e., applicants received test scores higher than their actual ability). Using the miscalibrated score scales, the Services recruited larger numbers of lower scoring individuals. After an independent study of the test scores was conducted, the test was correctly calibrated.

Reviews of the difficulties in recruiting high-quality youth pointed to policy problems rather than to a reluctance of high-quality youth to serve.[5] The government initiated several programs to enable the Services to develop recruiting and retention objectives that improved the quality of new enlistees. The changes brought immediate and positive results. The proportion of high school graduate accessions jumped from 66 percent in FY 1980 to 79 percent in FY 1981. Since the late 1980s, data clearly indicate that volunteer recruits are well-educated and highly qualified compared to their civilian peers. In FY 1992, 98 percent of Active Component enlisted recruits were high school diploma graduates.

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[4] Department of Defense Appropriation Bill, 1981; *Report of the Committee on Appropriations*, House of Representatives Report No. 96-1317 (September 11, 1980), p. 28.

[5] During the summer of 1978, the Senate Committee on Armed Services conducted an assessment of the all-volunteer force. On June 20, 1978, Congressional, Defense Department, and academic witnesses before the Subcommittee on Manpower and Personnel of the Committee on Armed Services provided their assessments of the difficulties faced by the all-volunteer force and presented recommendations on maintaining sufficient and effective military strengths.

The military is streamlining its force, consolidating jobs, and broadening its mission. 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 are consolidated. 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 viewed by some as running counter to the goal of providing opportunities for minorities. Some argue 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 raising enlistment standards might contribute indirectly to blocked opportunities for Black males who would have qualified under earlier standards.[6]

A higher level in technical job requirements may affect the proportion of minority applicants who are qualified. National assessments of literacy (in areas including mathematics, science, and reading skill and knowledge) show that despite increases in educational achievement and test scores, Blacks and Hispanics score considerably lower than Whites.[7] All racial and ethnic groups perform well at the lowest level of proficiency, but performance falls off sharply as the difficulty increases. A decline in proficiency was observed in all demographic groups, but particularly for Blacks and Hispanics. Based on these proficiency exams, the Department of Labor predicts a potential shortfall in individuals qualified for technical skill training, particularly among minorities.[8]

**Gender.** The military has historically been a predominantly male institution. However, the need for additional "manpower" in major wars repeatedly brought women into the Services.[9] Between 1948 and 1967, there was a 2-percent ceiling on the proportion of

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[6] 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.

[7] The achievement data are from the National Assessment of Educational Progress, a testing program that has collected information on national scholastic achievement of American children at age 9, 13, and 17 every four years since 1969. For detailed discussions of test results and implications, see 1) Laurence, J.H., "Test Score Trends and the Recruit Quality Queue," in M. Eitelberg and S. Mehay (Eds.), *Marching Toward the 21st Century* (New York, NY: Praeger, in press); 2) *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 68-71; 3) *School Enrollment - Social and Economic Characteristics of Students: October 1990* (Washington, DC: Bureau of the Census, Current Population Report, Series P-20, No. 460, April 1992), pp. 4-5; and 4) *Literacy: Profile of America's Young Adults* (Princeton, NJ: Educational Testing Service, September 1986), referenced in *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 69-73.

[8] See *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 68-72.

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

women allowed in the military. During this period, women made up approximately 1 percent of the force. Following the elimination of the 2-percent ceiling in 1967, little change occurred in the number of women seeking entrance into the Armed Forces. Through the early 1970s, the number of female Service members gradually increased but remained small.

Two significant events profoundly affected the growth rate of women in the military: the expanding role of women in society (spurred by the women's movement) and the transition to the all-volunteer military. Since the advent of the all-volunteer force in FY 1973, the percentage of female accessions has nearly tripled, rising from 5 percent to the current 14 percent.

The role of women in the military, especially the inclusion of women in combat, has been an issue of continuing debate. 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 contends that combat restrictions preclude women from achieving positions of senior leadership, and foster institutional discrimination. Proponents believe that relief from such restrictions, thus broadening the role of women in the military, could lead to increases in the number who serve.

The competing school of thought argues 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.[10] The position taken by Commission members in the final report and reaction to that report indicate that the issue of women in combat remains a source of debate.

Secretary of Defense Les Aspin issued a Service-wide policy on the assignment of women in the Armed Forces on April 28, 1993. Aspin's policy directs the Services to open more specialties and assignments to women. Specifically, more aircraft, including aircraft engaged in combat missions, must be opened to qualified women. The Navy has been instructed to open as many ships to women as possible and to submit a proposal to repeal the combat exclusion law to allow women on ships engaged in combat missions. Army and Marine Corps officials have been requested to consider additional opportunities for women

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[10] The 15-member Commission was appointed by the President (George Bush) in consultation with the Congress in March 1992. The Commission was mandated by the National Defense Authorization Act of 1991 (Public Law 102-90) to assess the laws and policies governing the assignment of women in the military and to make recommendations to the President. The recommendations were disclosed in November 1992 in *The Presidential Commission on the Assignment of Women in the Armed Forces: A Report to the President* (Washington, DC, November 1992).

in field artillery and air defense artillery. Additionally, Aspin's policy establishes an implementation committee "to ensure that the policy on the assignment of women is applied consistently across the Services, including the Reserve Components" (p. 2).[11] The committee is reviewing parental and family policies, pregnancy and deployability policies, and the "Risk Rule."[12]

**Youth population.** Males 17 to 21 years old are the principal enlistment pool for the Services. Within that group, the 18-year-old male is the primary focus. The number of 18-to 24-year-olds declined by 11 percent during the 1980s, and the number of 14-to 17-year-olds dropped even more, by 18 percent. Since the inception of the all-volunteer force, there have been two major concerns regarding the decline in the 18-year-old male population: 1) whether the decline would result in failure of the volunteer force, and 2) whether the decline would require new approaches to recruiting. However, the increasing number of women entering the labor force, declines in earning power of high school graduates, and higher unemployment rates for teenagers have offset the population decline. Greater proportions of young men are considering enlistment. As indicated in Figure 1.1, the male population pool has been large enough to sustain recruiting. While by 1992 the 18-year-old male population had declined 25 percent from its 1979 peak, recruiting requirements for non-prior service male enlistees decreased by 38 percent over the same period.

**Geographic representation.** The pre-1973 draft provided a well-distributed pattern of accessions. Each state had its quota for Selective Service System inductees, based upon the state's proportion of draft-eligible males.

The interest in the geographic origin of recruits in an all-volunteer environment stemmed largely from those who favored conscription. They believed that all-volunteer service would appeal primarily to young men from rural areas and those who lived in the South and Southwest.[13] Data since the early 1970s indicate that the percentages of recruits from most states and census regions are quite similar to the national distribution of youth.

## The Reserve Components

Today, the force structure of the Armed Services is evolving to meet different missions and contingency operations, involving an increasing reliance on the Reserve

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

[12] In 1988, the Secretary of Defense issued the Department of Defense Risk Rule: "Risks of direct combat, exposure to hostile fire, or capture are proper criteria for closing noncombat positions or units to women, when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of noncombat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women." The Risk Rule is currently under review.

[13] See Department of Defense, *Population Representation in the Active Duty Military Services: Fiscal Year 1985* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], 1986), p. II-10.

**Draft Ends**
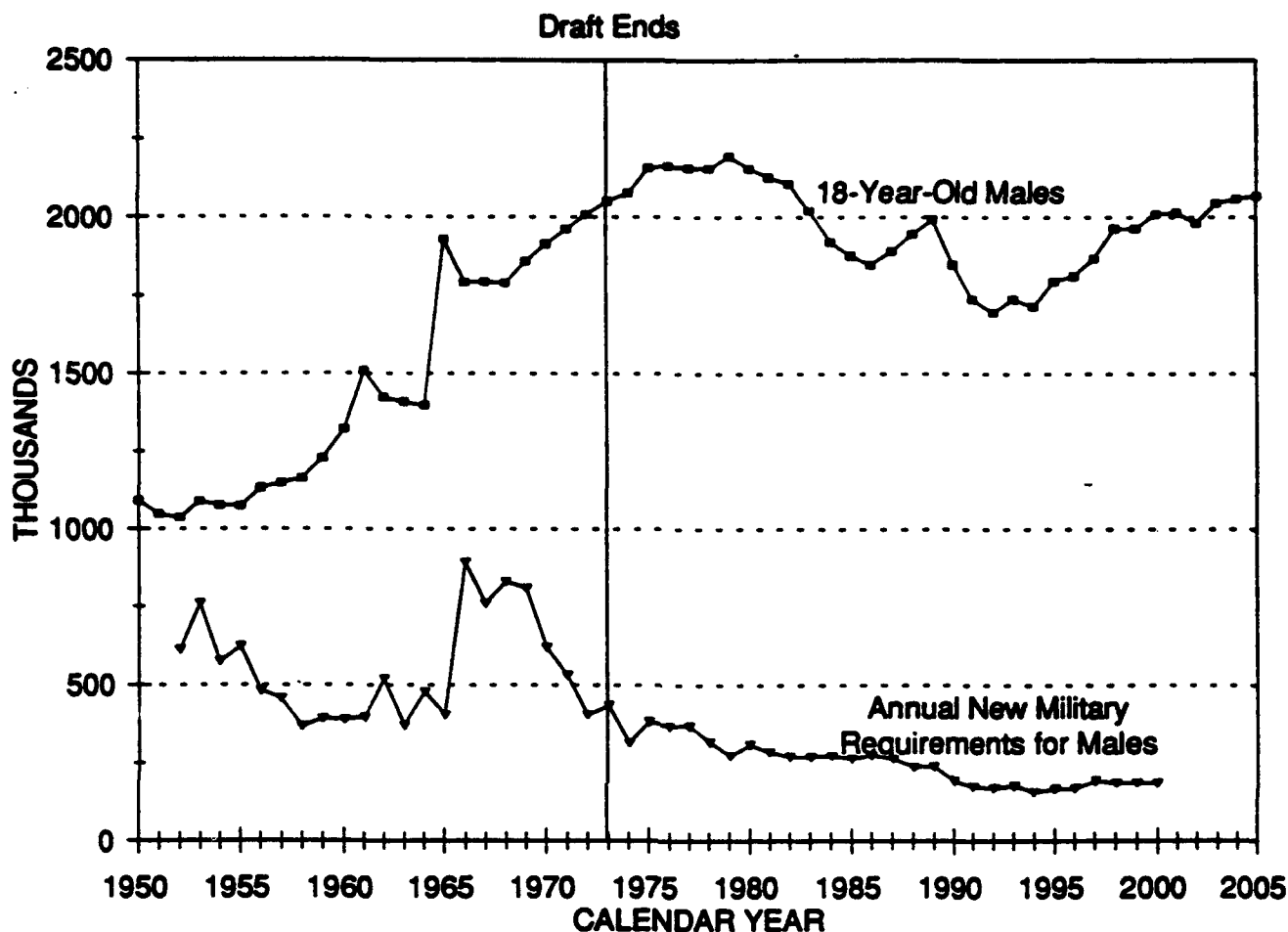


Also see Appendix Table F-1 (18-Year-Old Males and Accession Requirements by Year).
Source: 18-year-old males data compiled by Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Figure 1.1. The population of 18-year-old males and the Services' male NPS recruiting requirements for years 1950-2005 (projected).

Components (RC). DoD's Total Force Policy recognizes that all military components contribute to national defense.[14] The Reserve Components are an integral part of warfighting contingency plans and peacetime operations. Expectations about future national security threats may increase the military reliance on flexible manpower. The use of Guardsmen and Reservists in support of wartime operations in FY 1991 and in domestic crises in FY 1992 demonstrated clearly that the RCs are capable of reacting to a wide range of global and domestic contingencies.

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[14] For a more detailed discussion of force requirements, force structuring, and DoD and Service manpower programs, see Office of the Secretary of Defense, *Manpower Requirements Report: FY 1992* (Washington, DC: February 1991).

Reserve Component military manpower is divided into three categories: the Ready Reserve, the Standby Reserve, and the Retired Reserve. The Ready Reserve, with an FY 1992 strength of 1.86 million, is the major source of manpower augmentation for the active military force. The two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. This report limits RC data to the Selected Reserve.[15] Selected Reserve data include:

- Unit personnel -- Drilling Reservists and Guardsmen who train together on a part-time basis in their mobilization mission.

- Full-time support personnel -- Reserve Component personnel on active duty, also known as Active Guard/Reserve (AGR) and Training and Administration of the Reserve (TAR), who provide Reserve Component expertise and assignment flexibility.

- Individual Mobilization Augmentees (IMAs) -- Members of the Selected Reserve who are not assigned to a Reserve Component unit but are trained for and assigned to an Active Component organization, Selective Service System, or Federal Emergency Management Agency billet that must be filled shortly after mobilization.[16]

- Training pipeline - individuals who have joined but have not yet completed initial active training or those who are awaiting the second part of split training. Split training, going to boot camp one summer and technical training the next summer, is an option for youth in school or those who cannot leave their home area for an extended period of time.

The Selected Reserve consists of the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), Marine Corps Reserve (USMCR), and Coast Guard Reserve. This report covers the Military Services, and therefore excludes the Coast Guard Reserve.

The National Guard is unique among the world's Reserve Forces as Guardsmen 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 or national emergency, or to meet operational requirements. The state mission of the 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.

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[15] This report does not include warrant officers or the Coast Guard Reserve.

[16] Ibid., (p. 12).

During the 1980s, both the Active and the Reserve Components experienced peacetime buildup of their forces. Active Component manpower strength increased by 98,000 (5 percent) from FY 1980 to FY 1989; Selected Reserve manpower grew by 331,000 (38 percent) during the same period. Faced with a changing world order, weakened economy, and technological advances, the Armed Forces will be reduced during the 1990s. Recent military actions, budgetary restrictions, changes in the armed forces structure, and a growing reliance on flexible manpower capacity make the Reserve Components increasingly important. Thus, the planned cuts in Reserve Component end-strength are less severe than the cuts in the Active Components.

Prior to Operations Desert Shield and Desert Storm (ODS), Reserve Forces had not been mobilized in large numbers in 40 years. During ODS, almost 250,000 Guardsmen and Reservists were activated (approximately 21 percent of the Selected Reserve). Mobilization rates varied significantly across components and occupations. In the wake of ODS, attitudes and expectations concerning the Selected Reserve are likely to be different. Evidence from a sample of Army Guardsmen and Reservists who were mobilized during ODS indicates that 75 percent believed that operations like Desert Storm were likely to occur in the next 10 years.[17] Thus, future decisions by individuals to join or remain in the Selected Reserves are likely to be based on risk of mobilization and combat duty. These issues have the potential to affect Reserve Component recruiting in the 1990s.

**Comparing Race/Ethnicity Data in the FY 1992 Report with Prior Years' Data**

Prior to this year, tables in the Population Representation reports showing racial representation included the following categories:

| White | Black | Other | Total |
|-------|-------|-------|-------|
|       |       |       |       |

The "Other" racial category included Asians/Pacific Islanders, American Indians, and Alaskan natives. The three categories included Hispanics because individuals claiming Hispanic origin also declared themselves as part of a racial group. Beginning with this year's report, Hispanics have been removed from their race category and identified as Hispanic only. For example, White means "White, non-Hispanic." The same applies to the Black (non-Hispanic) and "Other" (non-Hispanic) racial categories. The change was made to be consistent with the Office of Management and Budget reporting standards. Thus, tables in this year's report include:

| White | Black | Hispanic | Other | Total |
|-------|-------|----------|-------|-------|
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[17] Elig, T., Oliver, L., and Harris, B., *1991 Survey of Total Army Military Personnel: Initial Surveys of Mobilized Reserve Components* (Alexandria, VA: U.S. Army Research Institute, August 1991).

The reader should use caution when comparing race and ethnicity data over time. Following the changes in race/ethnicity categories, the data reported for FY 1992 show fewer Whites and Others than in previous years, while Blacks remain relatively unchanged. (Data analysis shows that approximately 60 percent of Hispanic applicants and accessions for the Active Components declared their race as White, 40 percent declared their race as "Others," and relatively few identified themselves as Black.)

**Data Sources and Computations**

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

| Subject | Data Source |
|---|---|

Active Components

| | |
|---|---|
| Applicants to Enlisted Military | DMDC Military Entrance Processing Command (USMEPCOM) Edit File, September 1992. |
| Enlisted Accessions | DMDC USMEPCOM Edit Files, June 1973 through September 1992. |
| Enlisted Force | DMDC Active Master and Loss Edit Files, June 1973 through September 1992. |
| Officer Accessions | DMDC Officer Gain Files, June 1973 through September 1991. |
| Officer Corps | DMDC Officer Master and Loss Edit Files, June 1973 through September 1992. |
| Recruit Socioeconomic Status | DMDC Survey of Recruit Socioeconomic Backgrounds, April - September 1992. |

| Subject | Data Source |
|---|---|

**Reserve Components**

| Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps | Reserve Components Common Personnel Data System (RCCPDS), September 1992. |
|---|---|

**Civilian Comparisons**

| Civilian Comparison Groups for Applicants, Accessions, and Active and Reserve Members | Bureau of Labor Statistics (BLS) Current Population Survey (CPS) File, September 1992. |
|---|---|
| Civilian Socioeconomic Comparison Data | Bureau of Labor Statistics (BLS) Current Population Survey (CPS) File, April - September 1992. |
| 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). |
| Other Civilian Comparison Data (e.g., college enrollments, immigration statistics) | Digest of Education Statistics, 1992; Statistical Abstract of the United States, Bureau of the Census, 1990 and 1992; Current Population Reports, Population Characteristics, Series P-20 and P-60. |

Chapter 2

## ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

"You're in the Army now" was a woeful refrain from a song popular with draftees from the World War II period through the 1950s. It echoed the sentiments of hundreds of thousands of young men who were drafted and those who were considered "reluctant volunteers" -- individuals who enlisted in a Service because they expected to be drafted. Today, that refrain could be sung, "I'm in the Service now," by the approximately 200,000 young men and women who voluntarily enlist annually in the Active Components.

Recruiting, despite the numbers involved, is a one-on-one process: a recruiter working for an extended period of time to persuade an individual to enlist. Most young men and women who enter the military have other career or educational options available to them. Recruiters must work hard to convince prospects to enlist. Data from the annual Youth Attitude Tracking Study reflect that the propensity to enlist among young men (16- to 21-year-olds) continues to decline, from 32 percent in 1989 to 27 percent in 1992.[1] Among Blacks, the decline was greater, from 53 percent in 1989 to 37 percent in 1992.[2]

The decision to enlist in a Military Service is one of the most significant and expressive choices an individual makes during young adulthood. It does not occur solely due to the efforts of recruiters, recruiting incentives, and advertising. The decision reflects the enlistee's individual motivations, interests, and abilities. Social class, family situation, parental encouragement, and personal circumstances also affect how people perceive possible career choices. Potential applicants weigh the opportunity costs -- the benefits one loses by foregoing other education, career, or personal options. Youth also consider factors such as separation from family, friends, and sweethearts.

Interviews with recruits and recruiters indicate that youth enter the military for many reasons. Some enlist to acquire a marketable skill, others to obtain money for college. Some enlist to gain direction in life, for self-satisfaction and self-esteem, to learn how to make decisions, for help in standing up for oneself, to serve their country, or simply because of a desire for change. A number interrupt their college education and join the military for both personal and financial reasons.

The decision to enlist remains primarily 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 recruiting goals for particular categories of youth (always expressed as a floor rather than a ceiling), it is the cumulative decisions of the youth that result in the

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[1] A synopsis of the shifts in enlistment propensity was documented in a memorandum from the Deputy Assistant Secretary of Defense, Military Manpower and Personnel Policy, Subject: 1992 Youth Attitude Tracking Study, January 13, 1993.

[2] Ibid.

representative distribution of recruits and Service members. In an all-volunteer environment, the Department of Defense must accept the consequences of those decisions.

## The Recruiting Process

Initial contacts between military recruiters and youth interested in military service 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 more than one Service. Once they select a Service and take the Armed Services Vocational Aptitude Battery (ASVAB), youth may wait from a day to months before deciding to proceed with enlistment processing.

In addition to providing information to the prospective recruit, recruiters determine the prospective recruit's eligibility for military service. Questions are asked regarding age, citizenship, education, involvement with the law, use of drugs, and physical and medical conditions that could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.[3]

**The Armed Services Vocational Aptitude Battery.** Prospects who meet initial qualifications take the ASVAB at either a local test site (officially called a Mobile Examining Team [MET] site) or at a Military Entrance Processing Station (MEPS).[4] Taking the ASVAB is the first formal step in the process of applying to enlist in the Armed Forces.

The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 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.[5] The scores are grouped into five categories based on the percentile score ranges shown in Table 2.1. 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,

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[3] 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.

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

[5] 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.

markedly below average. By law, Category V applicants and those in Category IV who have not graduated from high school are not eligible for enlistment. Over and above these legal restrictions, each Service prescribes its own aptitude and education criteria for eligibility. Each Service uses combinations of ASVAB subtest scores to determine an applicant's aptitude and eligibility for different military occupations.

| Table 2.1. 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. DoD implemented a three-tier classification of education credentials in 1987. The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.[6] The three tiers are:

- Tier 1. Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.
- Tier 2. Alternative credential holders, including those with a GED.[7]
- Tier 3. Those with no education credentials.

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

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[6] 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).

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

**Physical examination.** If an applicant achieves qualifying ASVAB scores and wants to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. The examination assesses physical fitness for military service. It includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history, 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.

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

**Occupational area counseling.** If the applicant's ASVAB scores, educational credentials, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at the MEPS to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. Qualification scores and interest information are fed into a person-occupation reservation system.

The reservations can be for specific skills or for a broad occupational area (such as the mechanical or electronics areas). In the Army, all recruits enter for specific skill training. Approximately half of Air Force recruits enter for a specific skill, while the rest sign up for an occupational area and are classified into a specific skill while in basic training. Marine Corps enlistees sign up for a guaranteed program (e.g., Engineering or Combat Arms) that includes four or five specific skills. In the Navy, approximately 60 percent of recruits enlist for a specific skill, while the rest go directly to the fleet after basic training, classified in airman, fireman, or seaman programs.

Normally an applicant will be shown a number of available positions. In general, the higher the individual's test scores, the more choice he or she will have. While the process differs by Service, the specific skills and occupational groupings are arranged similar to an airline reservation system, with the "seat" and time of travel (to recruit training) based upon either school or field unit position openings. The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may offer incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer.

At this stage of the enlistment process, a number of events can occur:

● A match can be made for an opening within 30 days, and the applicant will be processed to ship to recruit training within an agreed-upon time frame.

- A desired occupation is available, but beyond 30 days, so the applicant will enlist in the delayed entry program (DEP) with a shipping period of up to one year in the future.

- An applicant who is a high school junior or senior can commit to enlisting in an occupation or area at some point after graduation.

- A telephonic override of the computerized job reservation system will be requested for an applicant who is exceptionally well qualified and insists on a certain occupation.

- A well-qualified applicant is willing to enlist, but nothing is available consistent with his or her qualifications. This individual may be placed on a priority waiting list until a position is available.

- A qualified applicant insists on a specific occupation that is currently not available. He or she may be placed on a waiting list for a certain period of time. If the position becomes available, the applicant will be called in to enlist. If the position does not appear, the applicant will be asked to select another option or discontinue processing until some future date.

- The applicant is not satisfied and discontinues processing.

Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist. A review of the enlistment decision process indicated that the military continues to compete with civilian employment and educational opportunities even after the application stage of the enlistment process.[8] The study also found that even after application, the enlistment decision by high-quality youth is largely one of individual choice, not one determined by eligibility or policy considerations.

**The delayed entry program (DEP).** When the applicant accepts an 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 DEP, which allows up to a year before the individual reports for duty. The DEP controls recruit flow into training "seats" at technical schools. 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 successfully completing high school. 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 during peacetime.

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[8] Orvis, B.R. and Gahart, M.T., *Enlistment Among Applicants for Military Service: Determinants and Incentives* (Santa Monica, CA: RAND Corporation, 1990), p. vii.

## Characteristics of Active Component Non-Prior Service (NPS) Applicants

In FY 1992, nearly 340,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1). More than 247,000 individuals reported to a MEPS for a medical examination.[9] Eighty-four percent who took an initial physical examination qualified. Three percent of applicants were disqualified on moral grounds.[10] Nearly 215,000 enlisted in the DEP during FY 1992. The distribution of FY 1992 Active Component applicants by race/ethnicity and gender is shown in Table 2.2.

| Table 2.2. Race/Ethnicity and Gender of FY 1992 Active Component NPS Applicants, by Service (Percent) | | | | | |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | DoD |
| MALES | | | | | |
| White | 67.2 | 68.1 | 73.2 | 80.0 | 70.3 |
| Black | 20.7 | 17.0 | 13.7 | 12.5 | 17.2 |
| Hispanic | 8.2 | 11.0 | 9.3 | 4.2 | 8.7 |
| Other | 3.9 | 3.9 | 3.9 | 3.3 | 3.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| FEMALES | | | | | |
| White | 52.9 | 60.4 | 64.1 | 73.0 | 60.4 |
| Black | 35.9 | 24.6 | 21.2 | 18.7 | 28.0 |
| Hispanic | 7.2 | 10.9 | 9.8 | 4.4 | 7.6 |
| Other | 4.0 | 4.1 | 4.9 | 4.0 | 4.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| TOTAL | | | | | |
| Male | 78.0 | 85.0 | 92.7 | 71.7 | 81.2 |
| Female | 22.0 | 15.0 | 7.3 | 28.3 | 18.8 |

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

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[9] As individuals report for a physical some time after taking the ASVAB, this figure includes an appreciable number who took the ASVAB during FY 1991.

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

Eighty-one percent were male, of whom 70 percent were White, 17 percent Black, 9 percent Hispanic, and 4 percent "Other." For female applicants, 60 percent were White, 28 percent Black, 8 percent Hispanic, and 4 percent "Other."[11] Additional statistics on applicant characteristics (e.g., age, education levels, AFQT score, and marital status, by gender and race/ethnicity) are contained in Appendix A, Tables A-1 through A-8.

## Characteristics of Active Component Non-Prior Service Accessions

During FY 1992, 201,622 Active Component non-prior service (NPS) recruits (individuals who had not previously served in the military) shipped to recruit training centers. This does not include individuals who entered the DEP in FY 1992 but had not yet shipped by September 30, 1992, nor does it include Reserve Component recruits. This section examines a number of sociodemographic characteristics of FY 1992 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population. Accession statistics, by age, Service, and gender, are provided in Appendix Table B-1.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.[12] Within the 17- to 35-year age range, the Services have different age 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. FY 1992 recruits were slightly younger on the average than their FY 1991 counterparts. During FY 1992, the proportion of 18- and 19-year-old recruits increased from 55 to 56 percent, while the proportion of recruits over age 24 decreased from 8 to 6 percent.

The age distribution of FY 1992 active duty accessions is shown in Figure 2.1. Ninety-one percent of new recruits were 18- to 24-year-olds, compared to about 33 percent of the comparable civilian population. The Marine Corps enlisted the greatest percentage of 17- and 18-year-old recruits (44 percent) and the smallest percentage of those over age 21 (8 percent). The Army had the greatest proportion of recruits older than age 21 (21 percent) and the smallest proportion of 17- and 18-year-old recruits (32 percent).

The right hand column of Table 2.3 shows the rate at which civilian youth in each age group enlisted in the Armed Services in FY 1992. For example, 19.3 of every 1,000 18-year-olds and 1.3 of every 1,000 24-year-olds enlisted in FY 1992.

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[11] "Other" refers to other-than-Black racial minorities or Hispanics, such as American Indians, Asians and Pacific Islanders, and Native Alaskans.

[12] 10 U.S.C. 505.
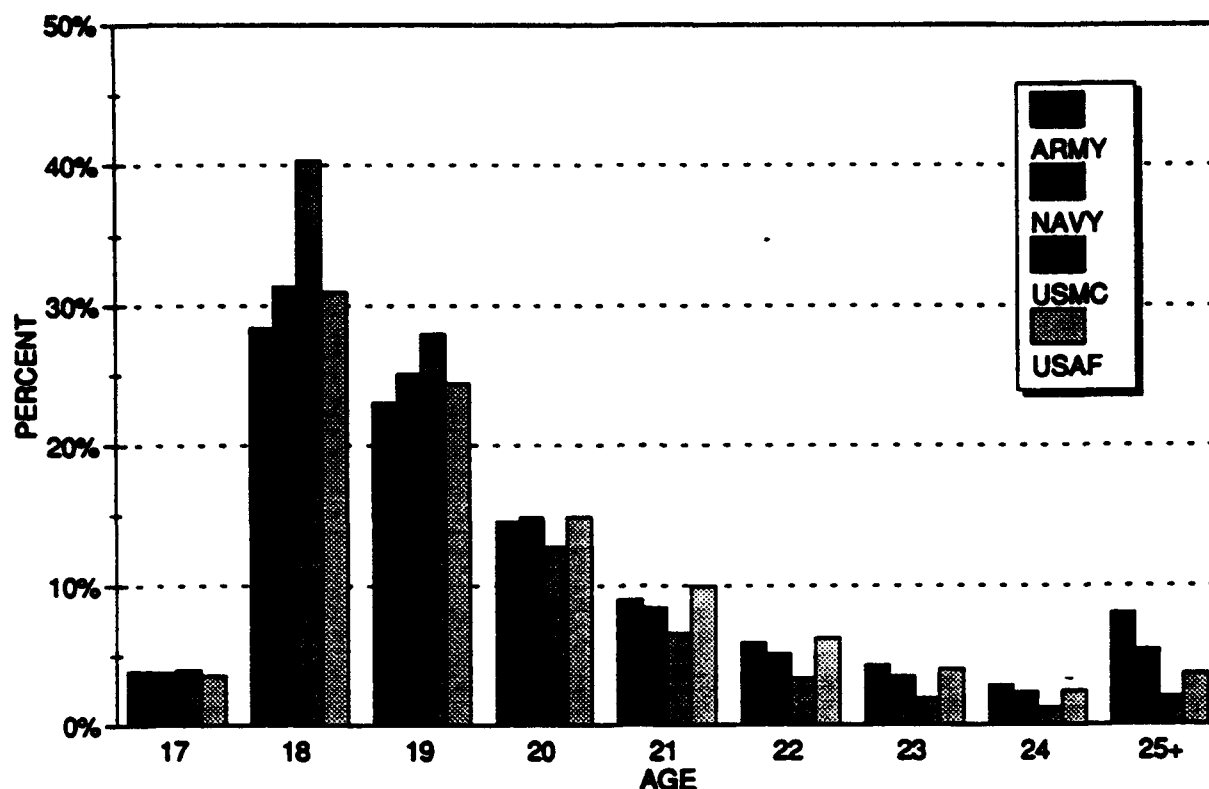
Figure 2.1. Age of FY 1992 Active Component accessions.

| Table 2.3. Age of FY 1992 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 | 3.9 | 3.8 | 4.0 | 3.5 | 3.8 | 4.5 | 2.3 |
| 18 | 28.4 | 31.4 | 40.4 | 31.0 | 31.6 | 4.4 | 19.3 |
| 19 | 23.1 | 25.1 | 28.0 | 24.4 | 24.7 | 4.5 | 14.8 |
| 20 | 14.6 | 14.9 | 12.8 | 14.9 | 14.4 | 4.5 | 8.7 |
| 21 | 9.0 | 8.5 | 6.6 | 10.0 | 8.6 | 4.9 | 4.8 |
| 22 | 5.9 | 5.1 | 3.3 | 6.2 | 5.3 | 5.1 | 2.9 |
| 23 | 4.3 | 3.5 | 1.9 | 4.0 | 3.6 | 4.8 | 2.1 |
| 24 | 2.8 | 2.3 | 1.2 | 2.4 | 2.4 | 4.8 | 1.3 |
| >24 | 8.1 | 5.4 | 2.0 | 3.7 | 5.6 | 62.5 | 0.2 |
| 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).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Education.** More than 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.[13] In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late-1970s, the Army, Navy, and Air Force classified General Educational Development (GED) holders and high school graduates differently since evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores than do high school diploma graduates.

Additional research indicated that those with other alternative credentials, such as adult education and correspondence school diplomas, also had attrition rates greater than regular high school graduates.[14] In 1987, DoD implemented a three-tier classification of education credentials. Table 2.4 shows the percentage of FY 1992 active duty accessions by education tier. Ninety-eight percent of recruits possessed high school diplomas and/or some college education (Tier 1); 2 percent held alternative high school credentials (Tier 2); and less than half of one percent had not completed high school (Tier 3). It should be noted that enlisted occupations are generally comparable to civilian jobs not requiring college education. A civilian comparison of education levels by occupational skills and age was not available.

While 99.8 percent of FY 1992 accessions were in Tiers 1 and 2, only 82.8 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences between Services in FY 1992 high school graduate accessions were quite small, from 98.7 percent in the Army to 96.2 percent in the Navy. The Navy had the highest proportion of recruits with Tier 2 credentials (nearly 4 percent); the Army and Air Force had the lowest (slightly over 1 percent each).

The proportion of accessions with high school diplomas by Service for FYs 1973 through 1992 is shown in Figure 2.2. During most of the first decade of the volunteer military (FYs 1973-1982), there were significant differences among the Services in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 65 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

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[13] 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).

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

| Table 2.4. Levels of Education of FY 1992 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 | 98.7 | 96.2 | 97.4 | 98.6 | 97.7 | 82.8 |
| Tier 2: GED, Alternative Credentials | 1.3 | 3.6 | 2.5 | 1.3 | 2.1 | |
| Tier 3: No Credentials | ** | ** | ** | ** | ** | 17.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| College Experience (Part of Tier 1)[1] | 7.5 | 4.0 | 2.5 | 2.8 | 4.9 | 47.1 |

Columns may not add to total due to rounding.
* Civilian numbers and percentages combine Tiers 1 and 2 as civilian data includes GED certificates with high school graduate rates.
** Less than .5 percent.
[1] Taken from the education certificate variable of DMDC's USMEPCOM Edit File for September 1992. College experience is defined as those individuals with the following credentials: first year college level of education certificate equivalency, associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, and completed one semester of college.
Also see Appendix Tables B-7 (Education by Service and Gender) and B-8 (Education by Service and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.
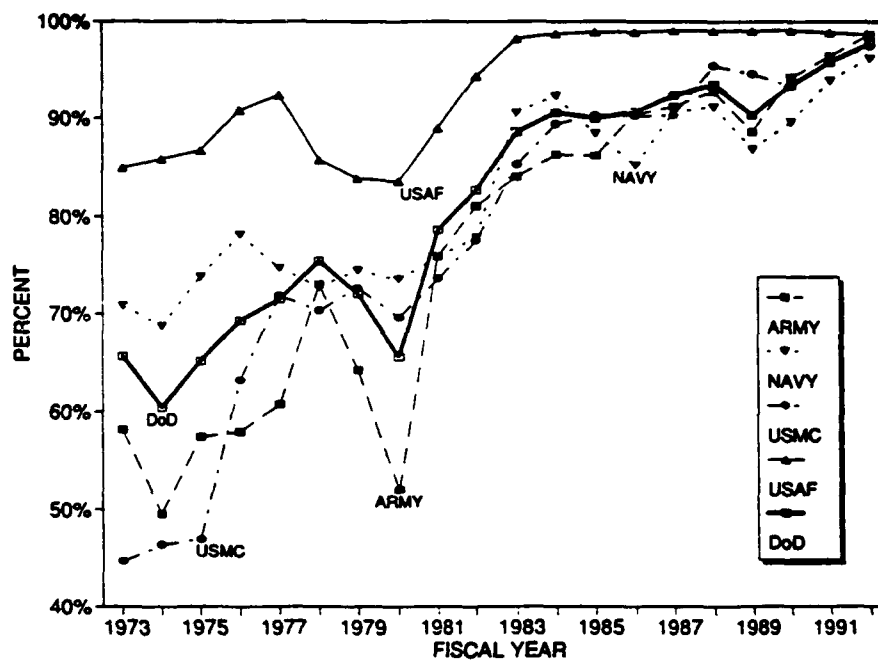


Also see Appendix Table F-2 (Accessions with High School Diplomas by Service and Fiscal Year).

Figure 2.2. FY 1992 Active Component accessions with high school diplomas.

2-10

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of shrinking military benefits and significant gaps in pay comparability with the civilian sector. Media articles cited the hemorrhage of talent from the Services due to loss of benefits, and the percentage of Service members eligible for food stamps.

Because of lower education levels of new recruits, lower test scores, and increasing minority representation during this period, debates began on whether to replace the volunteer force with either a form of national service or a return to the draft.[15] The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Service members' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 68 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army and Navy College Funds, and the Services' emphasis on improving the quality of life for Service members and their families led to improved recruiting. The proportion of high school graduates climbed to 93 percent in FY 1987 and 99+ percent in FY 1992. Figure 2.3 provides a comparison of the percentage of high school graduates in FY 1992 accessions with civilians of similar age, by gender and race/ethnicity.
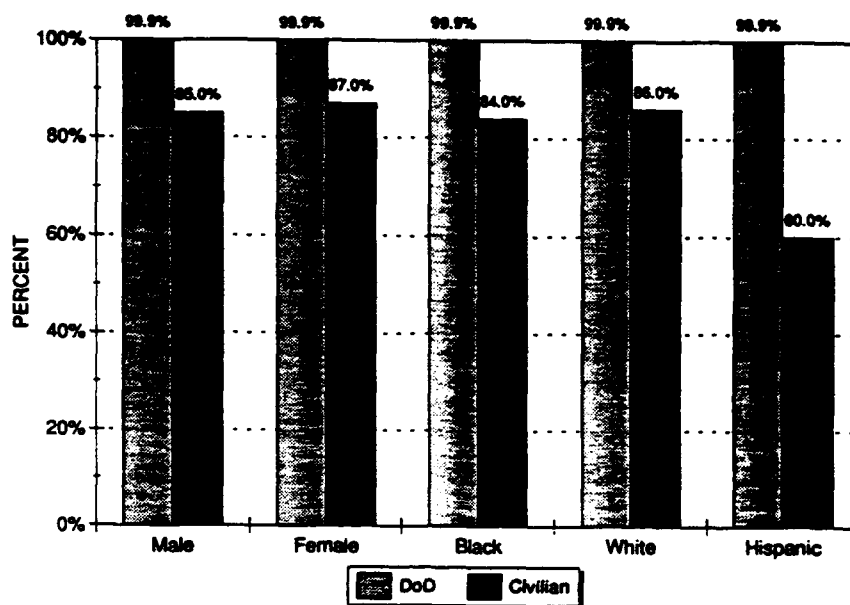


* Includes both diploma graduates and those with GED or alternative credentials.
Source: Civilian data adapted from School Enrollment--Social and Economic Characteristics of Students as of October 1991. Bureau of the Census Current Population Report P20-469. February 1993. Table 3, pp. 8-14.
Civilian data for "other" racial category not available.

Figure 2.3. FY 1992 high school graduate* accessions and civilians 18-24 years old, by gender and race/ethnicity.

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[15] In December 1976, the Department of Defense released a report, *The All Volunteer Force: Current Status and Prospects*, which listed seven alternatives to the all-volunteer military. On June 20, 1978, the Senate Subcommittee on Manpower and Personnel of the Committee on Armed Services conducted an extensive hearing, *Status of the All-Volunteer Armed Force*, on the problems of a volunteer force and the need to examine alternatives to the all-volunteer military.

**AFQT.** AFQT scores are the primary measure of recruit potential. Figure 2.4 indicates the percentage of recruits who scored at or above the 50th percentile (Categories I - IIIA) since FY 1973. Numerical data are in Appendix B, Tables B-5 and B-6.
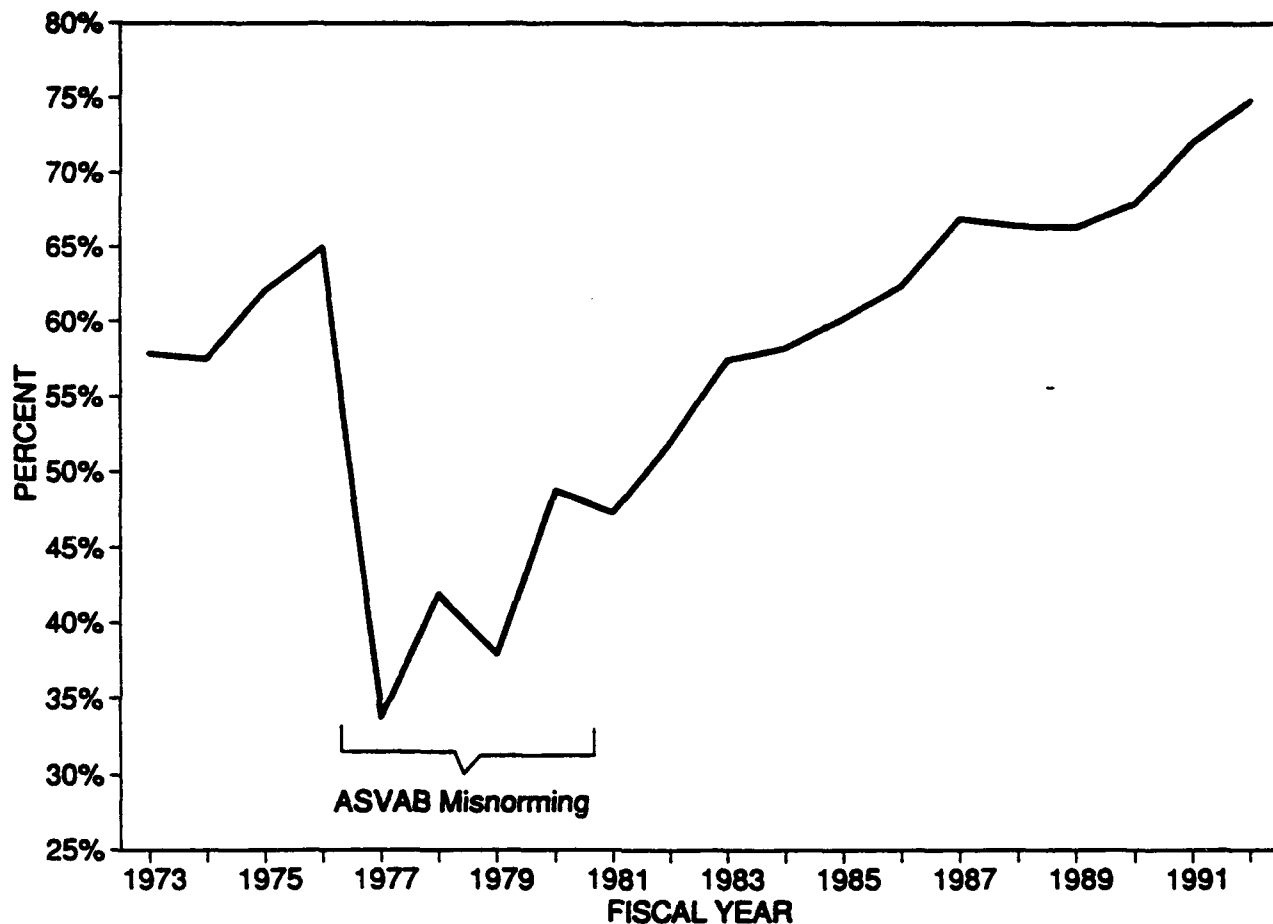


Also see Appendix Table F-3 (AFQT Category IIIA and Above by Fiscal Year).

Figure 2.4. Percentage of NPS accessions in AFQT Categories I-IIIA, FYs 1973-1992.

Many critics of the all-volunteer force point to the drop in Category I - IIIA recruits after FY 1976 as supporting their position that the volunteer system was not successful. However, that drop was due primarily to a miscalibration of the ASVAB.[16] 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 (i.e., applicants received test scores higher than their actual ability). An independent study of the calibration was made and the test correctly calibrated. Then, Congress added legal provisions stipulating

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[16] 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).

2-12

that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.[17]

Figure 2.5 provides an objective evaluation of the trend in the AFQT performance of accessions. The figure clearly indicates the increase in AFQT scores of accessions from FY 1981 through 1992. The more significant gains were in Category II and IIIA accessions, whei : the percentages increased year by year from approximately 33 percent of accessions in FY 1981 to almost 70 percent of accessions in FY 1992. Conversely, there has been a steady decline in the percentage of Category IIIB accessions, from approximately 32 to 25 percent of accessions. Most dramatic has been the decrease in accessions who score in Category IV -- from 21 percent of accessions in FY 1981 to less than two-tenths of a percent in FY 1992.
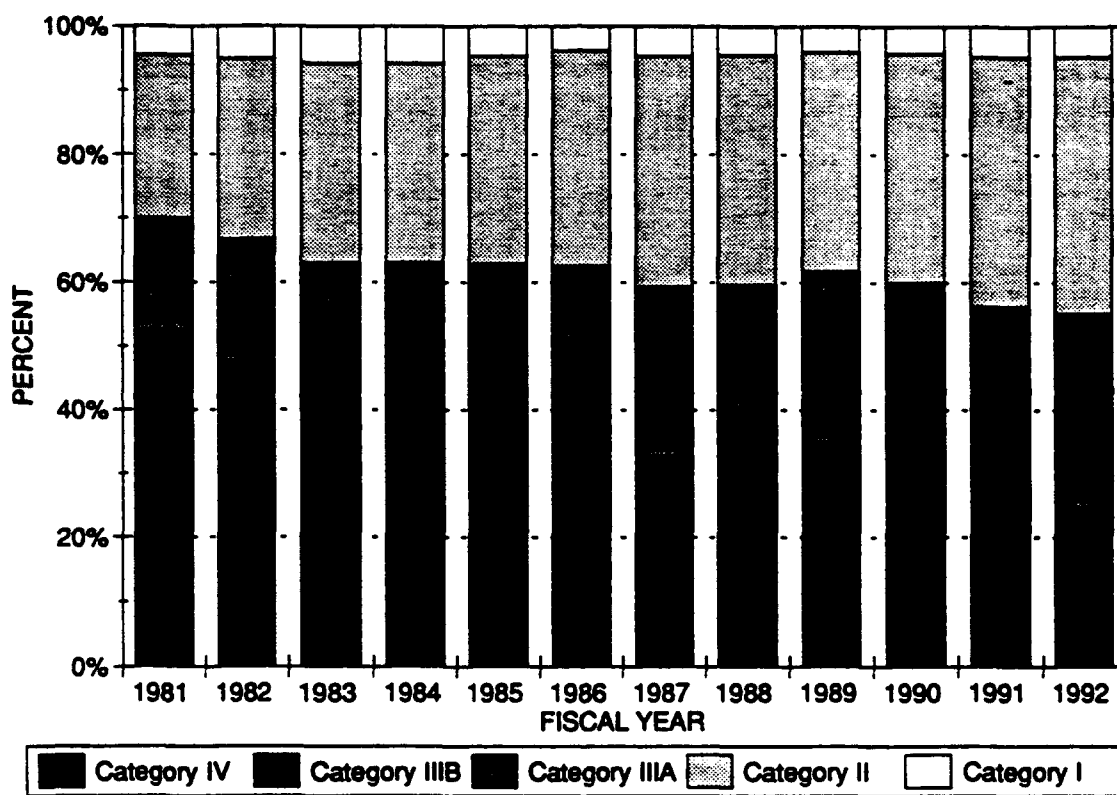


Also see Appendix Table F-4 (AFQT Category by Fiscal Year).

Figure 2.5. Percentage of NPS accessions in AFQT Categories, FYs 1981-1992.

The proportion of accessions-to-applicants over FYs 1981-1992 is tracked in Figure 2.6. In the earlier years, recruiters sent far more applicants to MEPS for processing to achieve recruiting objectives. In FY 1981, over 800,000 applicants were processed through the MEPS to access approximately 302,000 new recruits, a 38 percent accession-to-applicant

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[17] 10 U.S.C. 520.

ratio. In the early 1980s, the Services implemented a series of management initiatives designed to emphasize quality and reduce overhead costs. Recruiting management objectives and award systems were changed to stress types of applicants (e.g., high school diploma graduates, Category IIIA and higher) in contrast to achieving purely numerical goals; enlistment screening tests were devised to estimate ASVAB performance prior to sending an individual to a test site. Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPS. In FY 1992, 341,000 applicants were processed through MEPS to access approximately 202,000 new recruits, a 59 percent ratio of accessions-to-applicants. The increasing ratio suggests that recruiters became progressively more successful at converting examinees to recruits across the 12 year period.
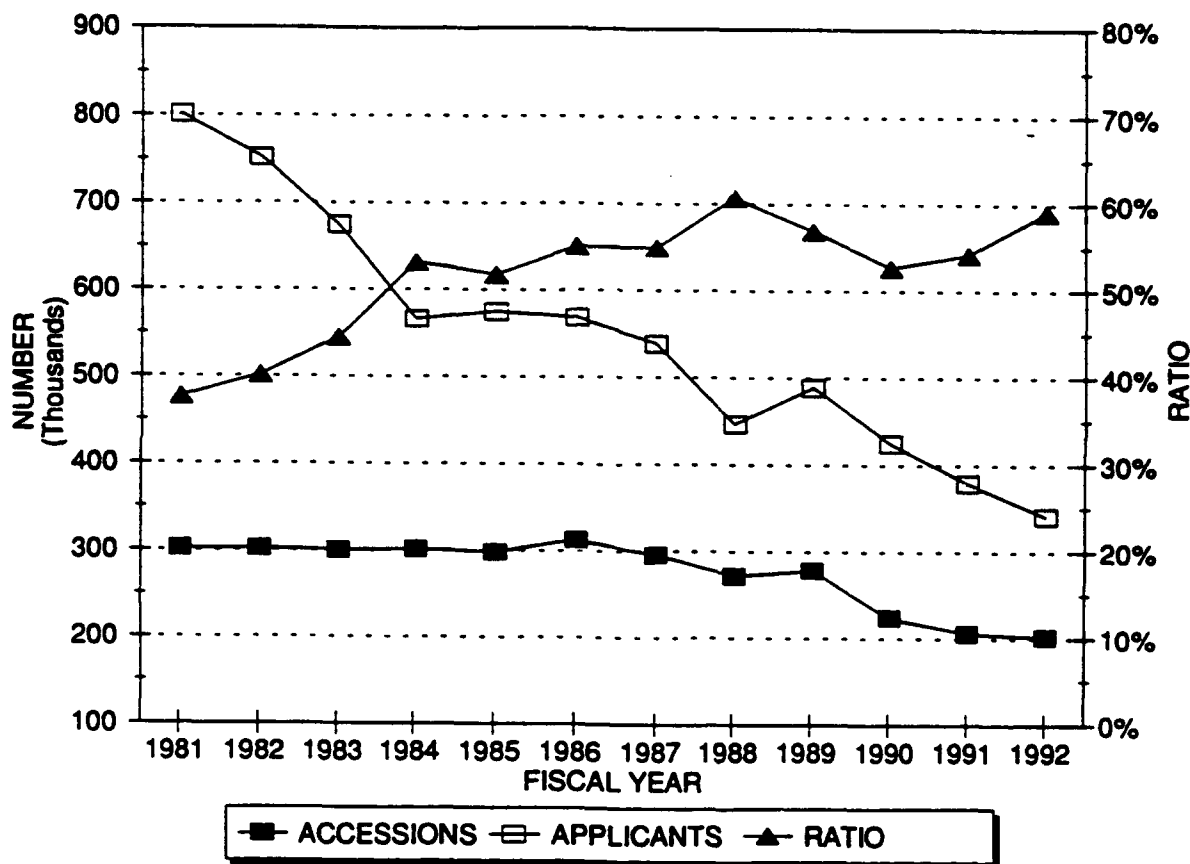


Also see Appendix Table F-5 (Accessions and Applicants by Fiscal Year).

Figure 2.6. Applicants-to-accessions ratio, FYs 1981-1992.

Table 2.5 shows the percentage of FY 1992 active duty NPS accessions in each AFQT category, by Service, and similar data for civilian youth 18 through 23 years old. The percentage of recruits in Categories I and II was higher than for their civilian counterparts (male - 45 versus 39 percent; female - 43 versus 33 percent). Category III accessions greatly exceeded civilian group proportions (males - 54 versus 30 percent; females - 57 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 0.2 versus 20 percent; females - 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.

| Table 2.5. AFQT Scores of FY 1992 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 | 5.7 | 3.2 | 5.4 | 5.0 | 10.0 |
| II | 40.6 | 36.9 | 36.2 | 49.0 | 40.1 | 29.4 |
| IIIA | 32.5 | 23.7 | 30.3 | 30.2 | 29.2 | 14.4 |
| IIIB | 20.8 | 33.1 | 30.3 | 15.2 | 25.2 | 16.0 |
| IV | 0.4 | * | * | 0.2 | 0.2 | 20.4 |
| V | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.9 |
| Other/Unknown | 0.6 | 0.6 | * | * | 0.4 | 0.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| FEMALES | | | | | | |
| I | 3.0 | 2.6 | 3.0 | 3.7 | 3.0 | 5.8 |
| II | 34.0 | 37.0 | 44.3 | 50.2 | 39.5 | 26.9 |
| IIIA | 36.8 | 34.6 | 44.1 | 34.8 | 36.1 | 16.2 |
| IIIB | 25.2 | 25.4 | 8.5 | 11.2 | 20.8 | 20.7 |
| IV | 0.2 | 0.0 | 0.0 | 0 1 | 0.1 | 21.7 |
| V | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.6 |
| Other/Unknown | 0.9 | 0.4 | 0.0 | 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.
* Less than one-tenth of one percent.
** The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V.
Also see Appendix Tables B-5 (AFQT by Service and Gender) and B-6 (AFQT by Service and Race/Ethnicity).
Source: Civilian data from *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).

Appendix Table B-5 shows that 75 percent of recruits scored at or above the 50th percentile on the AFQT (Categories I-IIIA), with a mean AFQT of 62. Air Force recruits scored higher than those of the other three Services. Eighty-five percent of Air Force recruits scored in Categories I-IIIA, compared to 76 percent of Army, 71 percent of Marine Corps, and 67 percent of Navy recruits.

High quality. One impact of the defense drawdown will be broader and heavier workloads for individuals remaining in the military. In civilian industry, when a company lays off workers and runs more lean, each worker has a greater effect on the company's performance. Workers in downsized companies must perform more duties; they must possess analytical, communication, and leadership skills found normally in senior supervisors and managers.[18] The same rationale applies in the military.

The Services continue to redesign a number of career fields, with incumbents assuming a more diverse workload and greater responsibilities. The redesign will both increase the numbers of tasks assigned to an individual, and require incumbents to perform new tasks of greater complexity. 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. They need to recruit a greater *proportion* of high-quality youth.

The significant increases in the proportion of high-quality accessions generated some criticism that Service quality standards were too high (Table 2.6). For example, comparative FY 1989 and FY 1992 data indicate increasing proportions of high-quality recruits in all

| Table 2.6. High-Quality* NPS Active Duty Accessions, by Gender and Service, Fiscal Years 1986-1992 (Percent) | | | | | | | |
|---|---|---|---|---|---|---|---|
| Service | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 |
| MALES | | | | | | | |
| Army | 49.8 | 56.1 | 57.1 | 52.6 | 59.0 | 70.6 | 77.1 |
| Navy | 45.4 | 50.2 | 50.0 | 45.1 | 51.6 | 58.1 | 63.3 |
| Marine Corps | 56.7 | 59.5 | 61.9 | 61.4 | 60.0 | 64.2 | 67.7 |
| Air Force | 66.7 | 73.9 | 79.4 | 81.3 | 83.3 | 83.6 | 83.1 |
| DoD Total | 52.5 | 57.8 | 58.4 | 55.3 | 60.3 | 67.0 | 72.4 |
| FEMALES | | | | | | | |
| Army | 68.1 | 69.1 | 67.3 | 60.3 | 74.0 | 75.6 | 73.0 |
| Navy | 56.7 | 71.2 | 64.3 | 59.6 | 67.8 | 77.6 | 72.5 |
| Marine Corps | 96.4 | 97.5 | 98.5 | 83.8 | 82.2 | 89.9 | 90.7 |
| Air Force | 77.1 | 83.6 | 88.5 | 89.1 | 88.5 | 87.6 | 87.5 |
| DoD Total | 69.9 | 75.1 | 73.4 | 68.3 | 76.4 | 80.0 | 77.5 |

* High school diploma graduates who score in the upper half of the AFQT.
Source: Civilian data from *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).
Also see Appendix Table B-9 (Quality by Service and Gender).

[18] See Spraggins, E.E., "Hiring Without the Guesswork," *Inc.*, (February 1992), pp. 80-87.

Services except for female Air Force accessions. These data support the contention that the Services significantly increased their quality standards. However, as indicated in Tables 2.6 and 2.7, percentages can be misleading. A more interpretable assessment of changes in quality is shown by the actual numbers of high-quality accessions. For example, the absolute number of high-quality male accessions declined each year from FY 1987 to FY 1990. While there have been increases in male high-quality accessions during the last two years and female high-quality recruits in the last year, the numbers in FY 1992 were lower than the numbers in FYs 1986 through 1989. The recent increases can be attributed to several factors, including the ratio of recruiters to the recruiting mission and civilian employment opportunities.

| Table 2.7. High-Quality* NPS Active Duty Accessions, by Gender and Service, Fiscal Years 1986-1992 | | | | | | | |
|---|---|---|---|---|---|---|---|
| Service | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 |
| MALES | | | | | | | |
| Army | 55,435 | 58,444 | 52,230 | 50,559 | 42,838 | 46,419 | 49,424 |
| Navy | 36,092 | 40,192 | 39,991 | 35,522 | 32,315 | 36,074 | 31,819 |
| Marine Corps | 18,443 | 18,884 | 20,329 | 18,935 | 18,694 | 18,008 | 20,426 |
| Air Force | 34,846 | 32,887 | 26,012 | 27,669 | 23,689 | 19,482 | 22,681 |
| DoD Total | 144,816 | 150,407 | 138,562 | 132,685 | 117,536 | 119,983 | 124,350 |
| FEMALES | | | | | | | |
| Army | 10,445 | 11,232 | 9,606 | 9,683 | 9,330 | 8,515 | 9,090 |
| Navy | 4,992 | 5,484 | 6,303 | 6,427 | 5,393 | 4,961 | 5,941 |
| Marine Corps | 2,070 | 1,746 | 2,070 | 1,754 | 1,436 | 1,443 | 1,446 |
| Air Force | 9,079 | 8,487 | 7,093 | 8,156 | 6,462 | 5,653 | 6,593 |
| DoD Total | 26,586 | 26,949 | 25,072 | 26,020 | 22,621 | 20,572 | 23,070 |

* High school diploma graduates who score in the upper half of the AFQT.
Also see Appendix Table B-9 (Quality by Service and Gender).

**Reading ability.** Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.[19] Table 2.8 shows that the mean RGL for FY 1992 recruits was at a level that would be

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[19] 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).

expected of an 11th grade student, compared to 10th grade level for the average FY 1983 accession.

| Fiscal Year | Army | Navy | Marine Corps | Air Force | DoD | 1980 Civilian Youth Population |
|---|---|---|---|---|---|---|
| 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 | 10.3 |
| 1988 | 11.2 | 11.1 | 11.2 | 11.5 | 11.2 | |
| 1989 | 11.1 | 11.0 | 11.2 | 11.4 | 11.2 | |
| 1990 | 11.2 | 11.1 | 11.2 | 11.7 | 11.3 | |
| 1991 | 11.4 | 11.0 | 11.3 | 11.7 | 11.3 | |
| 1992 | 11.5 | 11.4 | 11.3 | 11.7 | 11.5 | |

Table 2X. Mean Reading Grade Level of FY 1983-1992 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old

Source: 1980 civilian youth population data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

Inter-Service differences in RGL were relatively small in FY 1992, with mean RGLs ranging from 11.3 for the Marine Corps to 11.7 for the Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

**Gender.** At the start of the all-volunteer force, there were four primary reasons for increasing the number of women in the military: 1) this action would compensate for a projected decline in the 18-year-old male market; 2) the pool of young women was a vastly underutilized resource; 3) 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 4) changing social norms and economic conditions were resulting in greater proportions of women going into the workforce, with many entering what were described as nontraditional female positions.

Figure 2.7 illustrates the trend in the proportion of female recruits since the start of the all-volunteer force. Appendix Table F-6 shows the number and proportion of NPS female accessions by Service in FY 1964, and FYs 1970 through 1992. While the Services have increased their proportions of women, the proportions and numbers are not

comparable to female representation in the civilian population. Reasons for the difference include lower inclination of women than men to apply for and enter the military,[20] combat exclusion constraints, and Service policies.
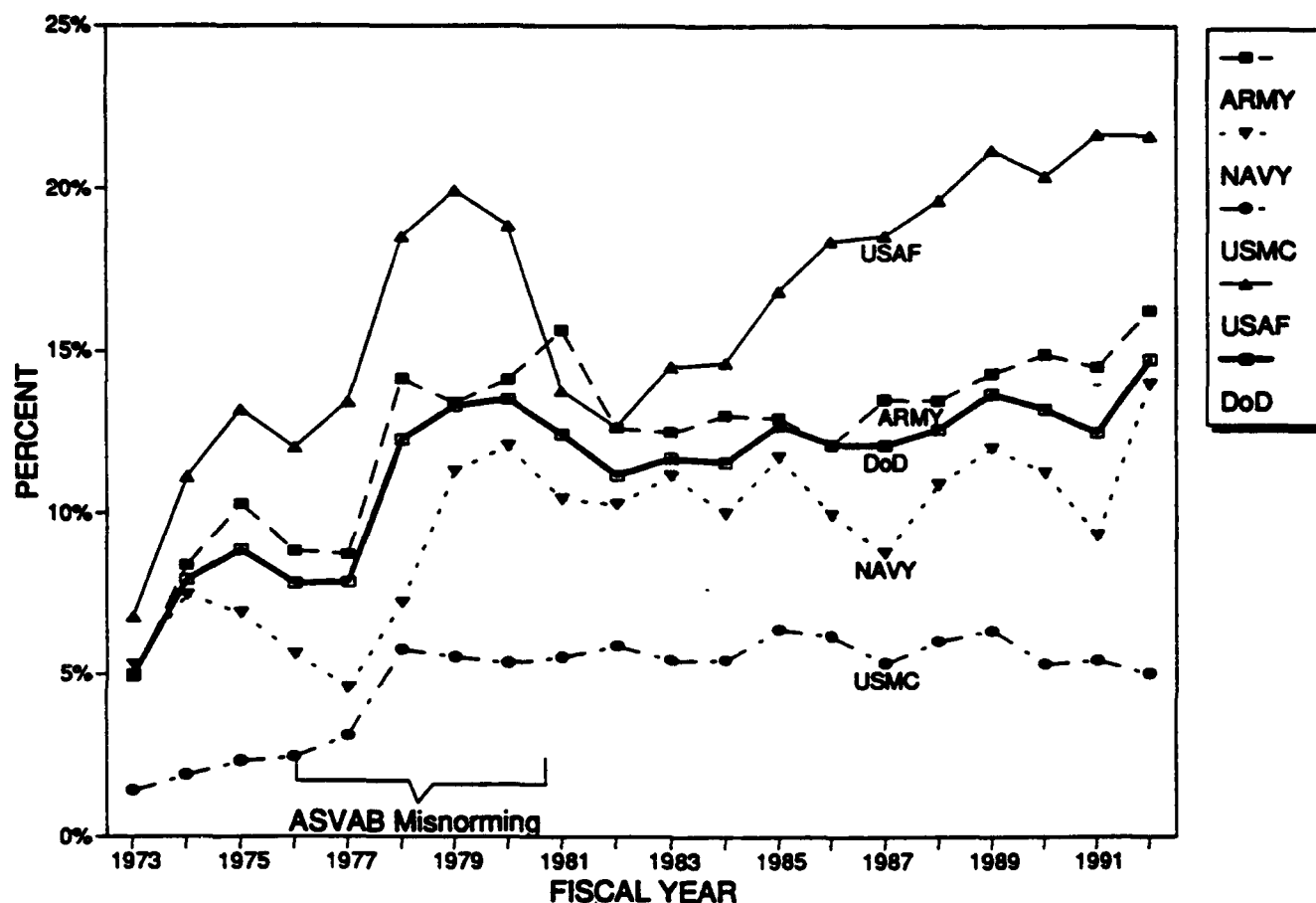


Also see Appendix Table F-6 (Female Accessions by Service and Fiscal Year).

Figure 2.7. Women as a proportion of Active Component NPS accessions, FYs 1973-1992.

Race/Ethnicity. There were significant race/ethnicity differences among the Services, as shown in Table 2.9 and Appendix Tables B-3 and B-4. Slightly over 30 percent of Army accessions were minorities, as compared to 31 percent Navy recruits, 25 percent Marine Corps recruits, and 18 percent Air Force recruits.

Blacks. During deliberations on the feasibility of ending the draft, several questions regarding fairness emerged. One question involved racial representation -- would a volunteer force draw excessively upon Black recruits? The Gates Commission projected

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

| Table 2.9. Race/Ethnicity and Gender of FY 1992 Active Component NPS Accessions, by Service (Percent) | | | | | |
|---|---|---|---|---|---|
|  | Army | Navy | Marine Corps | Air Force | DoD |
| **MALES** | | | | | |
| White | 72.3 | 69.9 | 75.2 | 83.3 | 73.8 |
| Black | 17.9 | 16.2 | 12.7 | 10.2 | 15.3 |
| Hispanic | 6.8 | 10.3 | 8.6 | 3.7 | 7.6 |
| Other | 3.0 | 3.6 | 3.5 | 2.8 | 3.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| **FEMALES** | | | | | |
| White | 57.1 | 63.6 | 69.6 | 78.4 | 64.9 |
| Black | 33.5 | 20.4 | 17.4 | 14.5 | 24.2 |
| Hispanic | 6.2 | 12.1 | 8.5 | 3.7 | 7.3 |
| Other | 3.3 | 3.9 | 4.5 | 3.4 | 3.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| **TOTAL** | | | | | |
| Male | 83.7 | 86.0 | 95.0 | 78.3 | 85.1 |
| Female | 16.3 | 14.0 | 5.0 | 21.7 | 14.9 |
| White | 69.8 | 69.0 | 74.9 | 82.2 | 72.5 |
| Black | 20.4 | 16.9 | 13.0 | 11.1 | 16.6 |
| Hispanic | 6.7 | 10.6 | 8.6 | 3.7 | 7.6 |
| Other | 3.1 | 3.6 | 3.5 | 2.9 | 3.3 |

| 18-24 Year-Old Non-Institutionalized Civilians | | | | | | |
|---|---|---|---|---|---|---|
| White | Black | Hispanic | Other | Total | Male | Female |
| 70.4 | 14.3 | 11.5 | 3.8 | 100.0 | 49.0 | 51.0 |

Columns may not add to total due to rounding.
Also see Appendix Tables B-3 (Race/Ethnicity by Service and Gender), and B-4 (Ethnicity by Service).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

that the racial composition of the force would not be fundamentally changed by ending the draft.[21] It considerably underestimated participation by Blacks. When, by the mid-1970s, the proportion of Black recruits doubled the Gates Commission projections, supporters of the draft claimed to have found solid evidence for the theory of economic conscription.[22] This issue contributed to a growing discussion in the late 1970s and early 1980s of returning to the draft as a way of fostering more equitable "representation" and "fairness" in sharing the burden of military service.

The percentage of Black enlisted accessions did increase, with some fluctuations, during the years following the end of conscription. In the last draft year, FY 1972, Blacks comprised 11 percent of the Armed Services, about the same proportion as in the civilian population. As indicated in Figure 2.8, the volunteer force brought an increase in Black accessions, from 17 percent in FY 1973 to 26 percent in FY 1979. The percentages of Black accessions, by fiscal year, are contained in Appendix Table F-7.
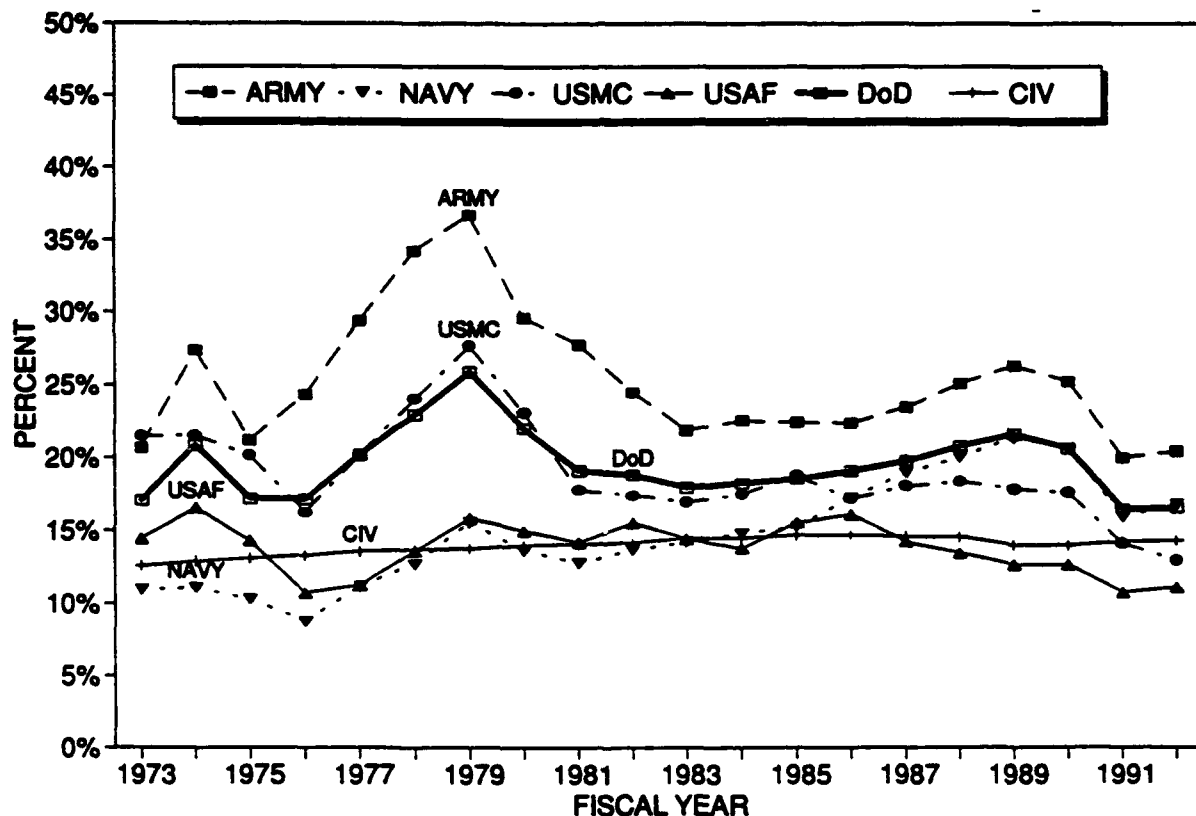


Also see Appendix Table F-7 (Black Accessions by Service and Fiscal Year).
Source: Civilian data from U. S. Bureau of the Census, Current Population Reports.

Figure 2.8. Blacks as a percentage of Active Component NPS accessions, FYs 1973-1992.

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[21] President's Commission on an All-Volunteer Force, *The Report of the President's Commission on an All-Volunteer Force* (New York: The MacMillan Company, 1970), pp. 50 and 139.

[22] Economic conscription means that disproportionate numbers of individuals who come from poor, underclass, and/or undereducated backgrounds enlist in the Services because they perceive no other viable education or occupational opportunities available in civilian life.

The number of Black accessions peaked in FY 1979, especially in the Army, where 38 percent of recruits were Black. The 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. Thus, representation of Blacks -- whose test scores are generally lower than those of Whites -- increased during the miscalibration period. The error was corrected by September 1980.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.[23] By FY 1983, the proportion of Black recruits had returned to approximately the same level as before the test scoring error. By the mid-1980s, a gradual increase had resumed, especially in the Navy. During FY 1985, the proportion of Navy Black accessions was 15 percent; by FY 1989, it had risen to 22 percent. FYs 1991 and 1992 saw lower proportions of Black recruits than in previous years. A number of factors contributed to this change, including the closing of offices in less productive recruiting areas, the relocation of recruiters to more promising markets consistent with shifting demographic patterns, and a decreasing propensity among Black youth toward enlisting.[24] In FY 1992, Blacks comprised nearly 17 percent of enlisted recruits, roughly 3 percentage points more than in the civilian population (14.3 percent). The Army continues to have the highest percentage of Black accessions, 20 percent in FY 1992.

While Black men comprised 15 percent of DoD male recruits, Black women made up 24 percent of female recruits (Table 2-9 and Appendix Table B-3). Across all Services, Black women were a greater proportion of female recruits than Black men were of male recruits. Black women in FY 1992 comprised nearly 34 percent of Army female recruits, and approximately 20 percent of Navy female recruits, 17 percent of Marine Corps female recruits, and 15 percent of Air Force female recruits.

Hispanics. Hispanics were underrepresented among enlisted accessions in FY 1992; slightly less than 8 percent of recruits compared to 12 percent of civilian 18- to 24-year-olds. The Navy had the highest proportion of Hispanic accessions in FY 1992 -- 11 percent, followed by the Marine Corps, Army, and Air Force (9, 7, and 4 percent, respectively). Hispanic under-representation may be more a product of high dropout rates from school than from other social or economic reasons.

"Other" minorities. Members of "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) were slightly underrepresented in Air Force and Army recruits, 3 percent of each Services' accessions compared to the civilian population (4 percent). "Other" races constituted approximately 4 percent of recruits in the Navy and Marine Corps.

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

[24] *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.

Marital Status. The majority of accessions are young high school graduates and the military is often their first full-time job. Thus, very few are married. In FY 1992, 9 percent of male and 13 percent of female recruits were married, compared to 56 and 46 percent of male and female enlisted members, respectively. Table 2.10 compares marriage rates in the Services with 18- to 24-year-old civilians in the labor force. Civilians were more likely to be married than accessions (20 versus 10 percent). Within the Services, Army recruits had the greatest rate of marriage (14 percent) and the Marine Corps had the lowest rate (3 percent). Figure 2.9 shows marital status trends for FYs 1976 to 1992 by Service.

| Table 2.10. Marital Status of FY 1992 Active Component NPS Accessions, by Gender and Service, and Civilians 18-24 Years Old (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Gender | Army | Navy | Marine Corps | Air Force | DoD | 18-24 Year-Old Civilians |
| Males | 13.6 | 5.3 | 3.4 | 12.4 | 9.2 | 15.8 |
| Females | 18.6 | 6.8 | 3.9 | 11.7 | 12.8 | 24.8 |
| Total | 14.4 | 5.5 | 3.4 | 12.3 | 9.7 | 20.0 |

Also see Appendix Table B-2 (Marital Status by Age and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.
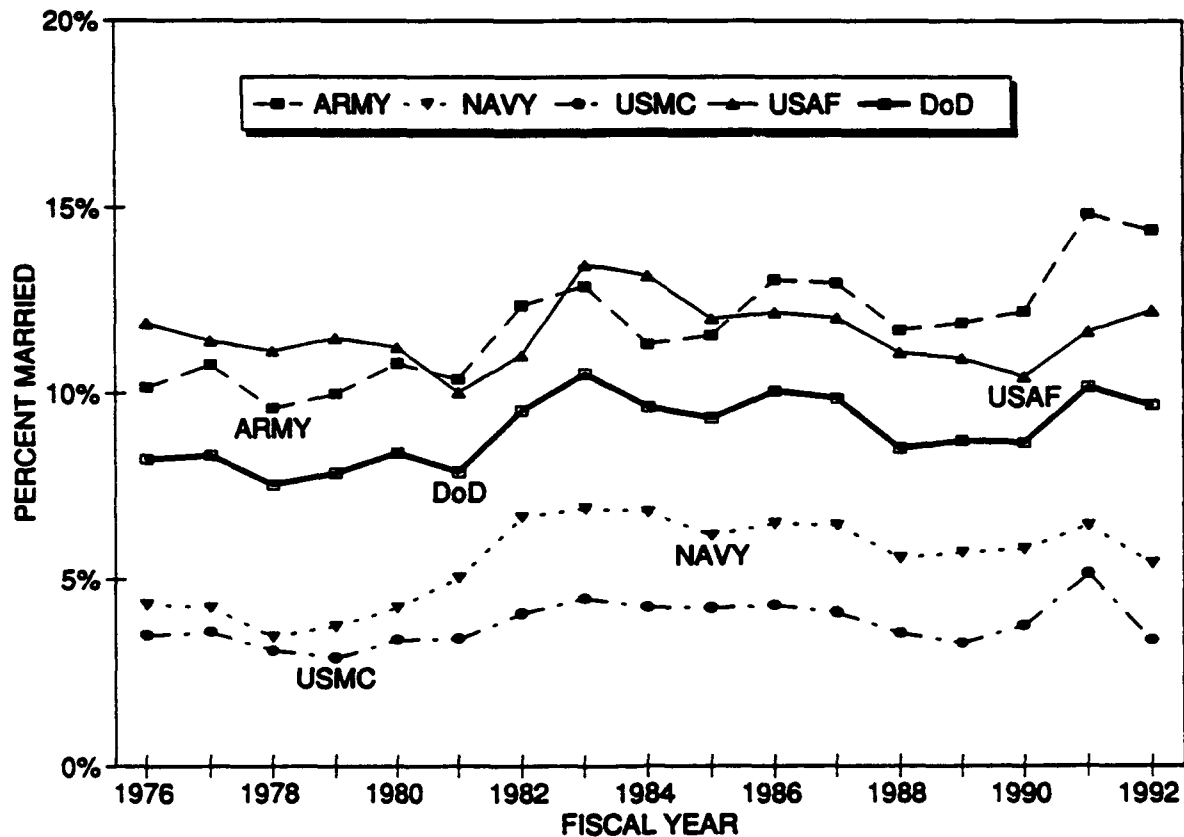


Also see Appendix Table F-8 (Marital Status by Service and Fiscal Year).

Figure 2.9. Marital status trends by Service, FYs 1976-1992.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force.[25] However, as Figure 2.9 illustrates, 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 1992. Concomitantly, the proportion of accessions from the South increased nine percentage points, from 33 percent in FY 1982 to 42 percent in FY 1992.
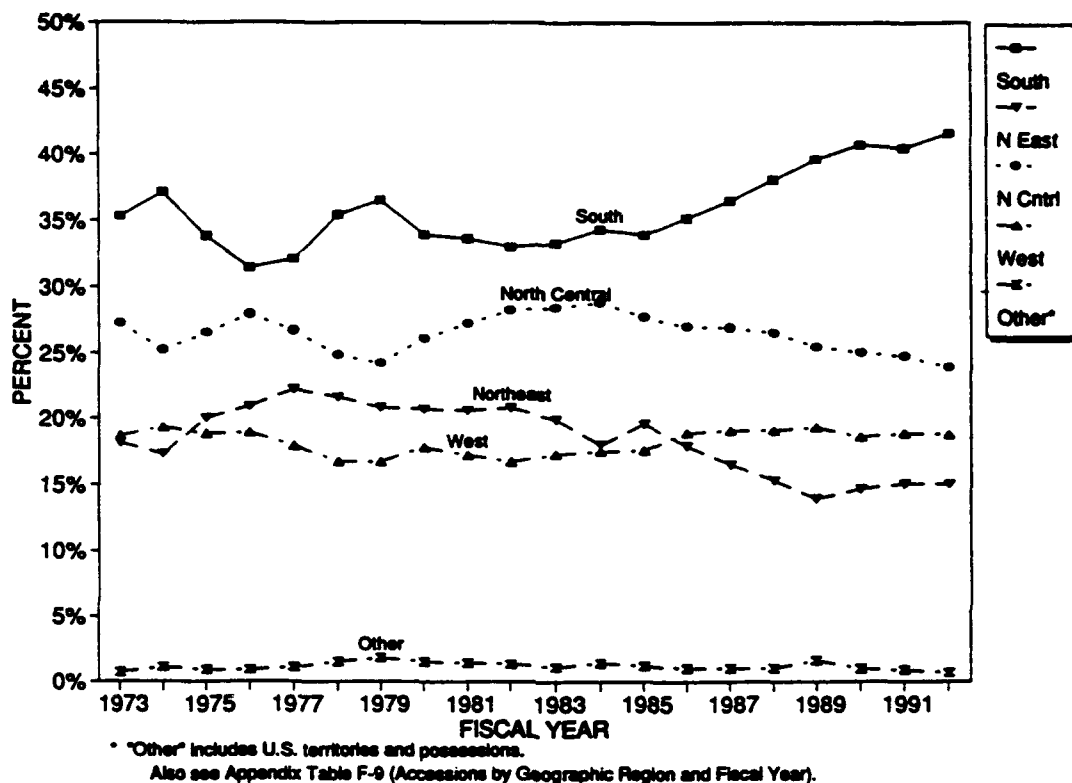


Figure 2.10. NPS accessions by geographic region, FYs 1973-1992.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates which vary widely across regions of the country.[26] Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

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[25] 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.

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

Table 2.11 presents FY 1992 accession statistics by region, division, and state. 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 mean AFQT score for each area. Figure 2.11 shows the representation ratios by state.

The South Region had the greatest ratio of enlistees (1.2), with only Maryland, Tennessee, and the District of Columbia having ratios less than one. The West South Central and South Atlantic divisions had the strongest representation (1.3 and 1.2, respectively). The Northeast Region had the lowest ratio (.8), with Massachusetts, Rhode Island, Connecticut, and New Jersey having representation ratios among the lowest in the country. New Hampshire and Maine had ratios greater than one. The North Central Region had six states with ratios at or higher than one, and six slightly lower than one. The ratios ranged from .8 in Wisconsin and Minnesota to 1.3 in South Dakota. West Region ratios ranged from .6 in Utah to 3.0 in Wyoming. While Utah's ratio was among the lowest in the nation, its influence on the region's total was minor due to its small youth population (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 12 percent of the U.S. youth population and therefore dominated the statistics. California's 1992 ratio was .7. By comparison, Texas, with the second largest youth population (7 percent of 18- to 24-year-olds), had a ratio of 1.2.

The sixth column of Table 2.11 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 1992. The proportion of high-quality accessions by region ranged from a low of 73 percent in the South and West to a high of 75 percent in the Northeast. Differences across divisions were somewhat larger. Eight percentage points separated the East South Central and New England divisions. Differences by state were larger, ranging from 54 percent in the District of Columbia to 81 percent in Montana. The South Region contributed the largest proportion of the total number of FY 1992 recruits. However, fewer of the accessions from the southern states were high-quality recruits, compared to accessions from the other regions.

The last column of Table 2.11 shows the mean AFQT score by each geographical area. These youth should not be presumed to be representative of the communities or school systems from which they are drawn. Occasionally interest has been expressed 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

2-25

| 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 | Representation Ratio | Percent of High-Quality Accessions[a] | Mean AFQT Score |
|---|---|---|---|---|---|---|
| NORTHEAST REGION | 30,285 | 15.1 | 19.8 | 0.8 | 75.3 | 63.3 |
| | | | | | | |
| *New England Division* | *7,981* | *4.0* | *5.4* | *0.7* | *77.3* | *64.1* |
| Maine | 1,354 | 0.7 | 0.5 | 1.4 | 79.4 | 65.3 |
| New Hampshire | 1,102 | 0.6 | 0.4 | 1.5 | 80.9 | 66.4 |
| Vermont | 449 | 0.2 | 0.2 | 1.0 | 80.2 | 65.3 |
| Massachusetts | 3,031 | 1.5 | 2.6 | 0.6 | 76.8 | 63.6 |
| Rhode Island | 494 | 0.2 | 0.4 | 0.5 | 71.9 | 62.5 |
| Connecticut | 1,551 | 0.8 | 1.4 | 0.6 | 75.0 | 62.7 |
| | | | | | | |
| *Middle Atlantic Division* | *22,304* | *11.1* | *14.4* | *0.8* | *74.5* | *63.1* |
| New York | 10,125 | 5.1 | 6.7 | 0.8 | 74.8 | 63.2 |
| New Jersey | 3,506 | 1.8 | 3.2 | 0.6 | 73.1 | 62.6 |
| Pennsylvania | 8,673 | 4.3 | 4.5 | 1.0 | 74.8 | 63.0 |
| NORTH CENTRAL REGION | 48,191 | 24.1 | 24.3 | 1.0 | 73.7 | 63.0 |
| | | | | | | |
| *East North Central Division* | *34,553* | *17.3* | *17.0* | *1.0* | *72.4* | *62.4* |
| Ohio | 10,164 | 5.1 | 4.5 | 1.1 | 72.3 | 61.9 |
| Indiana | 4,623 | 2.3 | 2.2 | 1.0 | 74.6 | 63.3 |
| Illinois | 8,016 | 4.0 | 4.6 | 0.9 | 71.1 | 61.7 |
| Michigan | 8,466 | 4.2 | 4.0 | 1.0 | 70.9 | 62.2 |
| Wisconsin | 3,284 | 1.6 | 2.1 | 0.8 | 77.0 | 64.9 |
| | | | | | | |
| *West North Central Division* | *13,638* | *6.8* | *7.3* | *0.9* | *76.9* | *64.4* |
| Minnesota | 2,536 | 1.3 | 1.6 | 0.8 | 77.2 | 65.5 |
| Iowa | 2,138 | 1.1 | 1.2 | 0.9 | 79.2 | 65.5 |
| Missouri | 4,553 | 2.3 | 2.4 | 1.0 | 75.1 | 63.1 |
| North Dakota | 484 | 0.2 | 0.3 | 0.7 | 79.3 | 65.5 |
| South Dakota | 725 | 0.4 | 0.3 | 1.3 | 76.4 | 63.7 |
| Nebraska | 1,398 | 0.7 | 0.6 | 1.2 | 74.2 | 63.7 |
| Kansas | 1,804 | 0.9 | 1.0 | 0.9 | 79.9 | 65.2 |
| SOUTH REGION | 83,919 | 1.9 | 34.7 | 1.2 | 72.5 | 61.4 |
| | | | | | | |
| *South Atlantic Division* | *41,490* | *20.7* | *17.2* | *1.2* | *72.5* | *61.8* |
| Delaware | 521 | 0.3 | 0.2 | 1.5 | 78.3 | 63.7 |
| Maryland | 3,280 | 1.6 | 2.1 | 0.8 | 71.7 | 61.9 |
| D.C. | 226 | 0.1 | 0.2 | 0.5 | 54.0 | 53.1 |
| Virginia | 5,772 | 2.9 | 2.7 | 1.1 | 75.3 | 63.0 |
| West Virginia | 2,184 | 1.1 | 0.8 | 1.4 | 70.7 | 60.2 |
| North Carolina | 6,488 | 3.2 | 2.7 | 1.2 | 69.1 | 60.5 |
| South Carolina | 3,809 | 1.9 | 1.5 | 1.3 | 69.0 | 59.7 |
| Georgia | 6,293 | 3.1 | 2.3 | 1.4 | 71.2 | 60.2 |
| Florida | 12,917 | 6.5 | 4.8 | 1.4 | 75.2 | 63.5 |
| | | | | | | |
| *East South Central Division* | *14,552* | *7.3* | *6.5* | *1.1* | *69.5* | *59.7* |
| Kentucky | 3,405 | 1.7 | 1.5 | 1.1 | 72.1 | 61.4 |
| Tennessee | 4,284 | 2.1 | 2.3 | 0.9 | 71.5 | 60.7 |
| Alabama | 4,323 | 2.2 | 1.6 | 1.4 | 69.0 | 59.1 |
| Mississippi | 2,540 | 1.3 | 1.1 | 1.2 | 63.5 | 56.8 |
| | | | | | | |
| *West South Central Division* | *27,877* | *13.9* | *11.0* | *1.3* | *73.9* | *61.6* |
| Arkansas | 2,522 | 1.3 | 0.9 | 1.4 | 69.6 | 59.9 |
| Louisiana | 4,535 | 2.3 | 1.8 | 1.3 | 70.5 | 59.0 |
| Oklahoma | 3,341 | 1.7 | 1.2 | 1.4 | 74.1 | 62.0 |
| Texas | 17,479 | 8.7 | 7.0 | 1.2 | 75.4 | 62.5 |

(Continued)

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| Table 2.11. Selected Statistics for FY 1992 NPS Accessions by Region, Division, and State with Civilians 18-24 Years Old (continued) | | | | | | |
|---|---|---|---|---|---|---|
| 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 REGION | 37,868 | 18.9 | 21.3 | 0.9 | 73.0 | 63.3 |
| *Mountain Division* | *12,804* | *6.4* | *5.2* | *1.2* | *74.8* | *63.7* |
| Montana | 1,004 | 0.5 | 0.3 | 1.7 | 81.2 | 66.1 |
| Idaho | 1,020 | 0.5 | 0.4 | 1.3 | 78.6 | 65.7 |
| Wyoming | 594 | 0.3 | 0.1 | 3.0 | 75.3 | 64.4 |
| Colorado | 3,117 | 1.6 | 1.1 | 1.5 | 75.9 | 64.0 |
| New Mexico | 1,593 | 0.8 | 0.6 | 1.3 | 72.6 | 61.5 |
| Arizona | 3,472 | 1.7 | 1.3 | 1.3 | 75.5 | 63.3 |
| Utah | 936 | 0.5 | 0.9 | 0.6 | 65.0 | 63.2 |
| Nevada | 1,068 | 0.5 | 0.5 | 1.0 | 71.7 | 63.9 |
| *Pacific Division* | *25,064* | *12.5* | *16.1* | *0.8* | *72.1* | *63.1* |
| Washington | 4,063 | 2.0 | 2.3 | 0.9 | 76.3 | 65.3 |
| Oregon | 2,802 | 1.4 | 1.0 | 1.4 | 78.1 | 65.9 |
| California | 17,383 | 8.7 | 12.2 | 0.7 | 70.2 | 62.1 |
| Alaska | 371 | 0.2 | 0.2 | 1.0 | 78.7 | 65.9 |
| Hawaii | 445 | 0.2 | 0.3 | 0.7 | 62.7 | 58.7 |
| TOTAL (50 STATES + D.C.) | 200,263** | 100.0 | 100.0 | 1.0 | 69.7 | 62.4 |

* 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 1,359 recruits from the territories and unknowns.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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, it does not provide valid state-by-state performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.11 reflect the mean AFQT scores for accessions in each state. A score of 50 is the median for all test-takers; the mean scores displayed are all above 50 because low-scoring applicants were screened out.
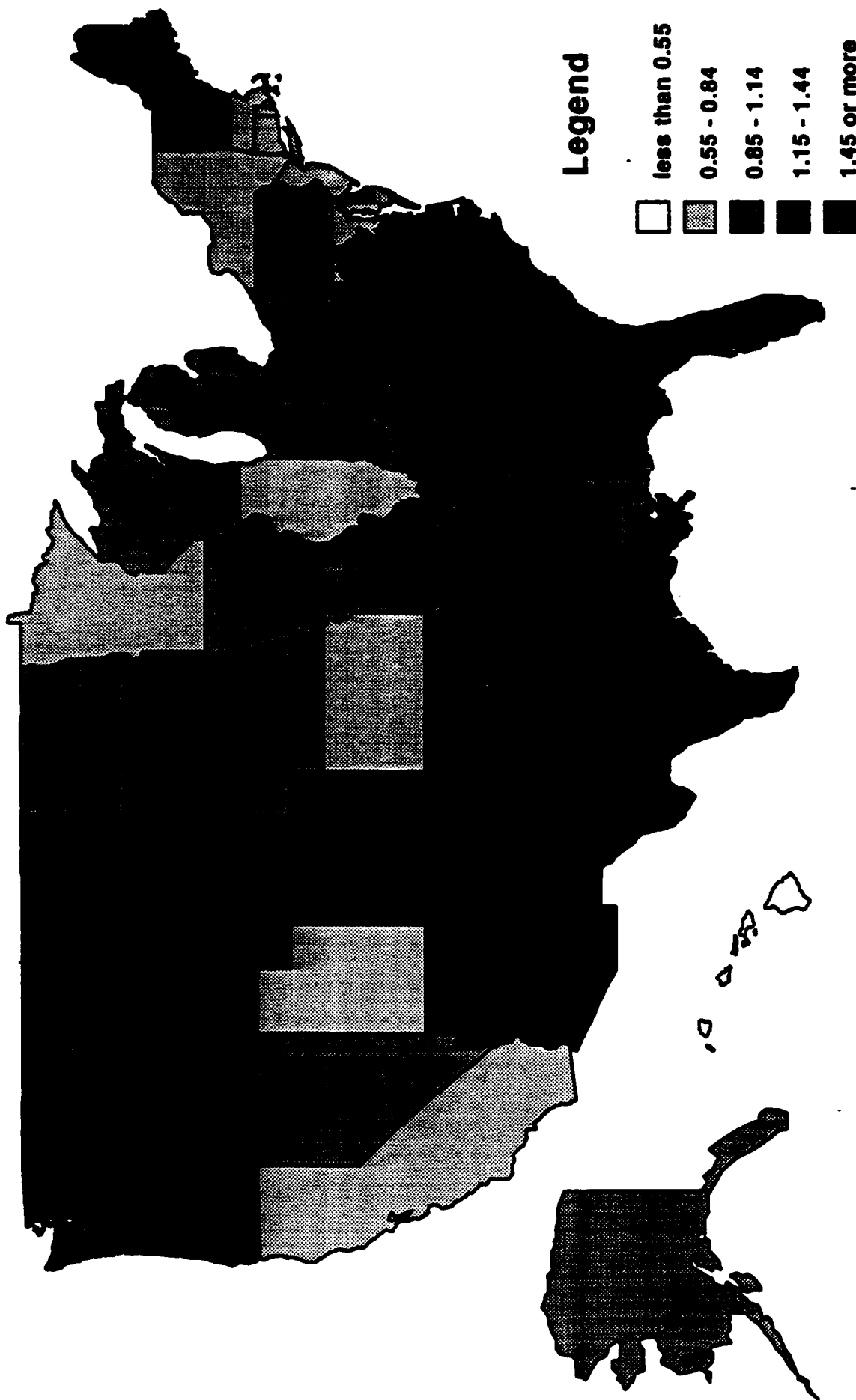
Figure 2.11. Representation ratios for FY 1992 NPS accessions by state (% NPS accessions/% civilians 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |

Chapter 3

## SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS

Differing viewpoints on the socioeconomic status of accessions have been the basis for serious debates regarding the viability of the All-Volunteer Force. While the concern that the volunteer military would recruit primarily from the lower economic and social levels does not appear to be true,[1] it is important to understand the socioeconomic composition of the military. This chapter reviews issues surrounding these aspects of the military and provides data on the social background of a sample of FY 1992 recruits.

### Socioeconomic Status in Perspective

Imbalances in socioeconomic representation in the military often have been a controversial social and political issue. In debate over the establishment of the volunteer force, opponents argued that it would lead to a military composed of those 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.[2]

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. A 1988 report by the Democratic Leadership Council stated, "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."[3]

Many of the assertions about the class composition of the military have been based on impressions and anecdotes rather than on empirical data. 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

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

[2] See, for example, Janowitz, M., "The All Volunteer Military as a Socio-Political Problem," *Social Problems* (February 1975), pp. 432-449.

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

between the military and the comparison groups were relatively modest.[4]  While the socioeconomic status of recruits is slightly lower than the general population, today's recruits have higher levels of education and reading skills than their civilian counterparts.

Operation Desert Shield revived the notion that Blacks would bear a disproportionate share of fighting and dying in future wars.  The Chairman of the House Committee on Armed Services stated, "The...Committee spent some considerable time on this [issue] and came to a rather surprising conclusion about it.  It's not true."[5]  A related report 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.[6]  The report indicated that a draft would lead to a less educated, less motivated, and less competent force, even though it might be more representative of the upper and lower social strata.

## Defining Socioeconomic Status

Although the term "socioeconomic status" is used frequently, there is no general consensus as to exactly how to define and measure this construct.  Often, measures cited in the literature are those of convenience or availability (e.g., race, zip code).  In general, socioeconomic status is defined as an indicator of economic and social position.[7]

Research suggests that occupation is the best single indicator of socioeconomic position.[8]  However, including additional information, such as education and income, can increase explained variance in the measure of social class.  In addition, different items may assess unique dimensions of socioeconomic status, which together may represent the construct more completely.[9]  The variables traditionally used to assess social standing are

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[4] See (1) Cooper, R.V.L., *Military Manpower and the All Volunteer Force* (Santa Monica, CA:  RAND Corporation, September 1977), pp. 223-250;  (2) 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);   (3) Fernandez, R.L., *Social Representation in the U.S. Military* (Washington, DC:  Congressional Budget Office, October 1989).

[5] 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.

[6] Aspin, L., *All Volunteer:  A Fair System, A Quality Force* (Washington, DC:  Chairman, House Committee on Armed Services, April 26, 1991).

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

[8] Powers, M.G., "Measures of Socioeconomic Status:  An Introduction," in M.G. Powers (ed.), *Measures of Socioeconomic Status:  Current Issues* (Boulder, CO:  Westview, 1981), pp. 1-28.

[9] Nam, C.B. and Terrie, E.W., "Measurement of Socioeconomic Status from United States Census Data," in M.G. Powers (Ed.), *Measures of Socioeconomic Status:  Current Issues* (Boulder, CO:  Westview, 1981), pp. 29-42.

education, occupation, and income; additional measures include employment status, possessions, and presence of reading materials in the home.[10]

## Measuring Socioeconomic Status

Reporting of socioeconomic representation in the annual *Population Representation in the Military Services* report to Congress began in 1987. However, there were no reliable data to report at that time. Available data included the zip code of a recruit's current address and associated statistics from census data. While this type of data is useful for demographic trend analysis and advertising and marketing analysis, it is not reliable for comparing socioeconomic representation in the military to that of the general population. For example, applicants and recruits may not come from the background indicated by the zip code for their current address (i.e., these individuals may move away from home to go to college or to work).[11] Thus, the report for FY 1986 documented efforts to develop a survey to collect information that could be used to assess social representation issues in the military.

The Survey of Recruit Socioeconomic Backgrounds, first administered in March 1989, is currently administered on a continuing basis at Recruit Training Centers. Participants answer questions about their parents' education, employment status, occupation, and home ownership. While income is a widely used measure of socioeconomic status, research provides evidence that recruit-aged youths are not accurate at estimating their parents' income.[12] Thus, home ownership is included as a proxy for income.

Several researchers have devised a summary statistic for socioeconomic status.[13] The socioeconomic index (SEI), derived from predicted prestige scores based on levels of income and education within occupations, is another means of defining socioeconomic status. SEI scores can be calculated using occupation information reported in the survey. In this report, the two most recent index scores are used -- one for the total population and one for the male population.

Each year, the Survey of Recruit Socioeconomic Backgrounds is administered to 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 of a survey of approximately 12,500 FY 1992 accessions who provided information on the marital status, education, employment, and occupation of their parents. The FY 1992 survey requested information on the parents with whom the recruit was last

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[10] Department of Defense, *Population Representation in the Military Services: Fiscal Year 1986* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], 1987).

[11] Ibid.

[12] Ibid.

[13] 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.

living, whether they were biological parents, stepparents, or other legal guardians. Throughout this discussion, these will be referred to as "recruit or DoD parents."

For civilians, similar information is collected by the Bureau of Census. These measures include: marital status, highest level of education, home ownership, employment status, and occupation. 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 the Census for the Bureau of Labor Statistics.[14] They will be referred to as "CPS parents."

## Socioeconomic Status of Enlisted Accessions and Civilians

The remainder of this chapter presents the results of the 1992 recruit survey and comparison data from the CPS. These data provide several measures of socioeconomic status, including the SEI scores.

**Marital status.** Almost 89 percent of recruit fathers and 75 percent of recruit mothers were married at the time of the recruits' enlistment, as were most of the CPS parents (Table 3.1). 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. Further, Air Force mothers were more likely to be married than were CPS mothers.

| Table 3.1. Parents Who Are Married, by Gender of Parents and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Gender of Parent | Army | Navy | Marine Corps | Air Force | DoD | CPS |
| Male | 88.1 | 88.9 | 89.5 | 90.0 | 88.9 | 91.4 |
| Female | 72.4 | 75.5 | 73.5 | 79.2 | 74.7 | 75.4 |
| Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992. | | | | | | |

**Education.** The education level most representative of both DoD and CPS parents was high school graduate, with 34 percent of recruits' fathers and 40 percent of recruits' mothers included (Tables 3.2 and 3.3). Across all Services, parents of recruits were more likely than CPS parents to have attended college without earning a college degree, while CPS parents were somewhat more likely to hold at least a college degree (28 versus 20

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[14] To facilitate comparison between the military and civilian data sets, the CPS data were weighted to match the military data in terms of age. CPS sample weights were ratio-adjusted to age distributions, in 5-year intervals, of recruits' parents. The adjusted CPS data contain the same percent of male parents 40-44 as the military data set. When sample sizes are large, small differences in magnitude can be statistically significant. For these comparisons, any difference greater than one percentage point is statistically significant.

percent for CPS and recruit male parents, respectively, and 19 versus 15 percent, respectively, for CPS and recruit female parents).

| Table 3.2. Education of Male Parents, by Service, of FY 1992 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 | 21.0 | 18.0 | 21.9 | 16.2 | 19.4 | 16.2 |
| HS Graduate | 33.1 | 34.3 | 34.0 | 34.9 | 33.9 | 33.4 |
| Some College (No 4-Yr. Degree) | 25.7 | 26.9 | 24.0 | 28.3 | 26.3 | 22.1 |
| College Graduate* | 20.3 | 20.8 | 20.0 | 20.7 | 20.4 - | 28.3 |
| 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.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.

| Table 3.3. Education of Female Parents, by Service, of FY 1992 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 | 20.4 | 17.5 | 19.7 | 15.2 | 18.5 | 16.6 |
| HS Graduate | 38.9 | 39.3 | 40.1 | 41.6 | 39.7 | 40.5 |
| Some College (No 4-Yr. Degree) | 25.7 | 27.5 | 25.0 | 29.0 | 26.7 | 24.0 |
| College Graduate* | 15.1 | 15.7 | 15.2 | 14.2 | 15.1 | 18.9 |
| 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.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.

Across the Services, parents of Navy and Air Force 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 28 percent of Air Force fathers and 29 percent of Air Force mothers had at least some college.

Twenty-one percent of Navy and Air Force fathers and 20 percent of Army and Marine Corps fathers had at least a 4-year college degree. Among mothers, the percentage

of those of the Navy recruits who had at least a 4-year college degree was 16 percent, those of the Army and Marine Corps 15 percent, and the Air Force 14 percent.

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 mothers' education approximated the effects of all four variables.[15] Thus, the measure of recruit mothers' education becomes important as an indicator of high-quality recruits. Approximately 27 percent of recruit mothers accrued some college credits, while 15 percent earned a college degree or better.

Home ownership. The percentage of both CPS mothers and fathers who owned homes was higher than for those in the Armed Services (Table 3.4). 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 than DoD parents to have housing arrangements other than buying or renting.

| Table 3.4. Parents in "Owned" Residence, by Gender and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Residence | Army | Navy | Marine Corps | Air Force | DoD | CPS |
| MALES | | | | | | |
| Own | 74.8 | 78.7 | 78.1 | 80.3 | 77.5 | 82.8 |
| Rent | 20.1 | 17.3 | 18.0 | 15.6 | 18.1 | 16.0 |
| Other | 5.1 | 4.0 | 3.9 | 4.1 | 4.4 | 1.2 |
| FEMALES | | | | | | |
| Own | 69.0 | 73.8 | 72.9 | 75.6 | 72.3 | 75.8 |
| Rent | 26.1 | 22.1 | 23.2 | 20.4 | 23.4 | 23.0 |
| Other | 4.9 | 4.0 | 3.9 | 4.0 | 4.3 | 1.2 |

Columns may not sum to 100 percent due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.

Employment status. More CPS fathers were employed than DoD recruit fathers.[16] Table 3.5 reports, by Service, the rates of fathers and mothers who were employed. An explanation of levels of employment, particularly those for fathers, is in order. In the CPS,

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[15] 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.

[16] The recruit survey asks recruits whether the parent is currently working at a paid job, in a business, or on a farm, while the CPS asks whether the individual was employed in the last week. Thus, comparisons of employment rates from the two data sets must be interpreted with caution.

the civilian labor force is defined as all employed and unemployed civilians 16 years and over."[17]  Unemployed, however, is limited to those civilians who made a specific effort to find a job within the past four weeks.  All other persons are "not in the labor force."  For this report, civilian comparison employment computations are based on the non-institutionalized population, 16 years and over, including those not in the labor force.[18]  The three employment categories (employed, unemployed, not in the labor force) are included because recruits' parents represent the total population, not just the defined "labor force."

Inter-Service differences in fathers' employment were small, from 87 percent for Air Force fathers to 82 percent for Army fathers.  The differences were similar for mothers, with the difference ranging from 74 percent for mothers of Marine Corps recruits to 68 percent for Army recruits' mothers.

| Table 3.5.  Employed Parents, by Gender and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Gender of Parent | Army | Navy | Marine Corps | Air Force | DoD | CPS |
| Male | 82.0 | 84.7 | 86.2 | 86.8 | 84.3 | 86.5 |
| Female | 68.1 | 70.4 | 73.7 | 71.7 | 70.3 | 69.0 |
| Source:  Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992. | | | | | | |

Occupation.[19]  Table 3.6 compares the occupations of recruit and CPS parents.  These data show that recruit parents were underrepresented in management and the professions.  Conversely, they were overrepresented in a number of craftsmen and blue-collar occupations.  Differences between mothers of recruits and the CPS group were smaller than those between the fathers.

Socioeconomic index scores.  Socioeconomic index scores reflecting the education, income, and prestige associated with different occupations were computed from responses

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[17] See Bureau of the Census, Statistical Abstract of the United States: 1992 (Washington, DC: Government Printing Office, 1992), p. 378, for a detailed explanation of labor force employment categories and the component parts of each category.

[18] Approximately 16 percent each of recruits' mothers and fathers, 10 percent of CPS fathers, and 28 percent of CPS mothers were reported as "not in the labor force."

[19] To determine occupation, recruits selected one of 15 categories to best describe their parents' jobs.  CPS respondents provided open-ended descriptions of primary occupation.  The descriptions were manually coded to 3-digit Census occupation codes, which were then collapsed into 13 major Census categories.  The 15 recruit categories were combined to match the 13 Census categories.

to DoD and CPS surveys. Stevens and Cho[20] developed such scores for each 3-digit occupation code in the 1980 Census, revising earlier work by Duncan, and Featherman, et al.[21] 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. As there is no female-specific socioeconomic index, TSEI scores are reported for CPS and DoD mothers, while MSEI scores are reported for all fathers.

Table 3.6. Parents of FY 1992 Active Component Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group (Percent)

| Occupation* | Male Parents | | Female Parents | |
|---|---|---|---|---|
| | DoD | CPS | DoD | CPS |
| Executive, Administration, & Managerial | 15.6 | 17.9 | 10.7 | 11.7 |
| Professional | 7.0 | 13.8 | 13.9 | 17.3 |
| Technicians & Related Services | 5.0 | 2.9 | 4.4 | 3.7 |
| Sales | 6.8 | 10.5 | 7.9 | 10.4 |
| Clerical & Administrative Support | 3.8 | 5.3 | 30.2 | 28.2 |
| Protective Services | 4.3 | 2.6 | 0.9 | 0.5 |
| Other Service Occupations | 3.5 | 4.2 | 16.6 | 15.0 |
| Farming, Forestry, & Fishing | 3.2 | 3.6 | 0.9 | 1.2 |
| Precision Production, Craft, & Repair | 25.2 | 20.8 | 2.0 | 2.5 |
| Machine Operators | 7.3 | 7.1 | 5.0 | 6.8 |
| Transportation | 8.1 | 8.0 | 1.2 | 1.1 |
| Handlers, Helpers, Laborers | 6.0 | 3.6 | 5.9 | 1.6 |
| Military | 4.1 | ** | 0.5 | ** |
| Total | 99.9 | 100.3 | 100.1 | 100.0 |

Columns may not sum to 100 percent due to rounding.
* Those classified as employed in private households and those not classified are excluded.
** Less than one-tenth of one percent.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.

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[20] 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.

[21] 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), pp. 139-161. 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.

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 3.1 shows the relationship of DoD fathers' MSEI scores to those of CPS fathers at several percentiles. Figure 3.2 relates TSEI scores for mothers from recruit and civilian surveys.

The MSEI scores ranged from 12 to 89. Up to the 25th percentile, the DoD and CPS distributions were equivalent; however, the distributions diverged above the 25th percentile. Over 50 percent of the DoD fathers' MSEI were 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; TSEI scores ranged from 14 to 91.

Figure 3.3 shows the representation of DoD parents from each quartile of the general population. As the quartiles divide CPS parents into equal fourths with regard to SEI, DoD parents also might be equally divided among the quartiles. However, the MSEI (comparison index for fathers) percentage from the first quartile was higher than would be expected and from the highest quartile was lower than would be expected. The TSEI (comparison index for mothers) indicates percentages from the lowest quartile were slightly higher than would be expected, much higher in the second quartile, and lower in the third and fourth quartiles. Thus, military recruits were primarily drawn from the lower and middle class, with fairly comparable representation from the second and third quartiles of the population. While not proportional, there was representation of recruits from the highest SEI quartile.
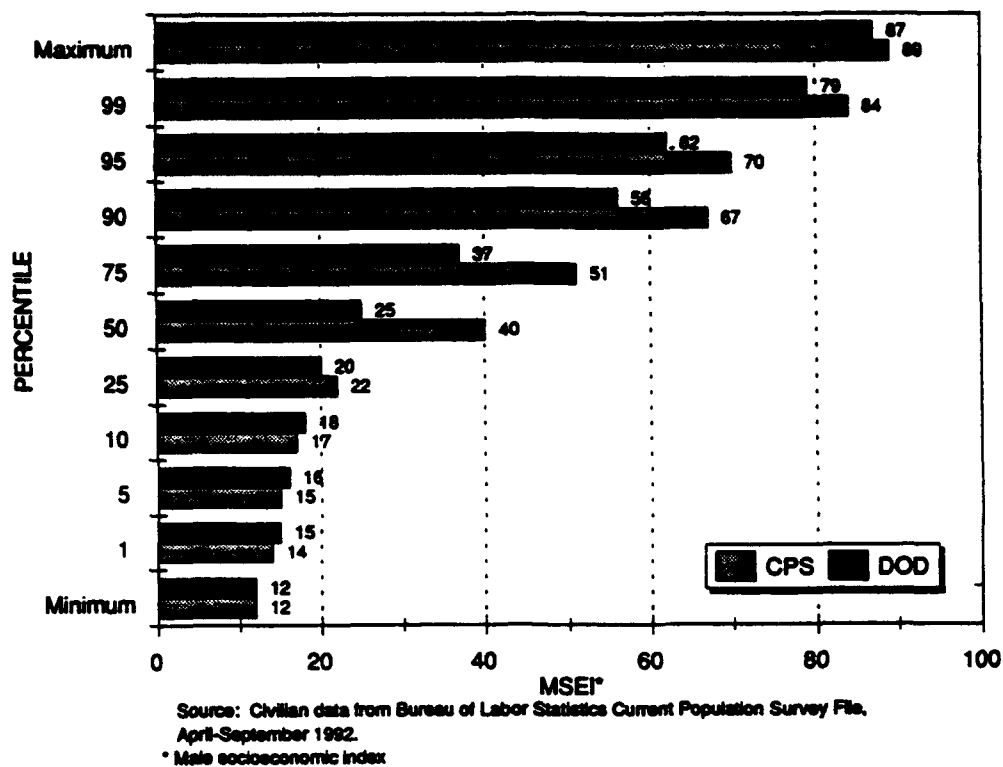
Figure 3.1. Percentile of MSEI distribution for DoD and CPS fathers.
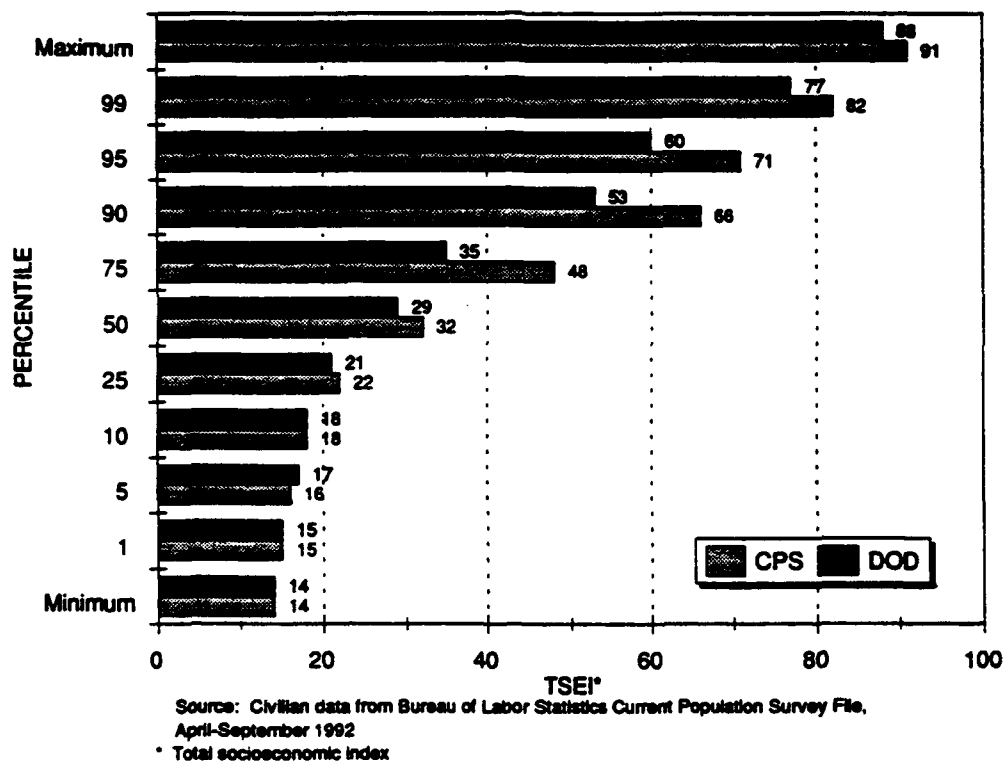
Figure 3.2. Percentile of TSEI distribution for DoD and CPS mothers.
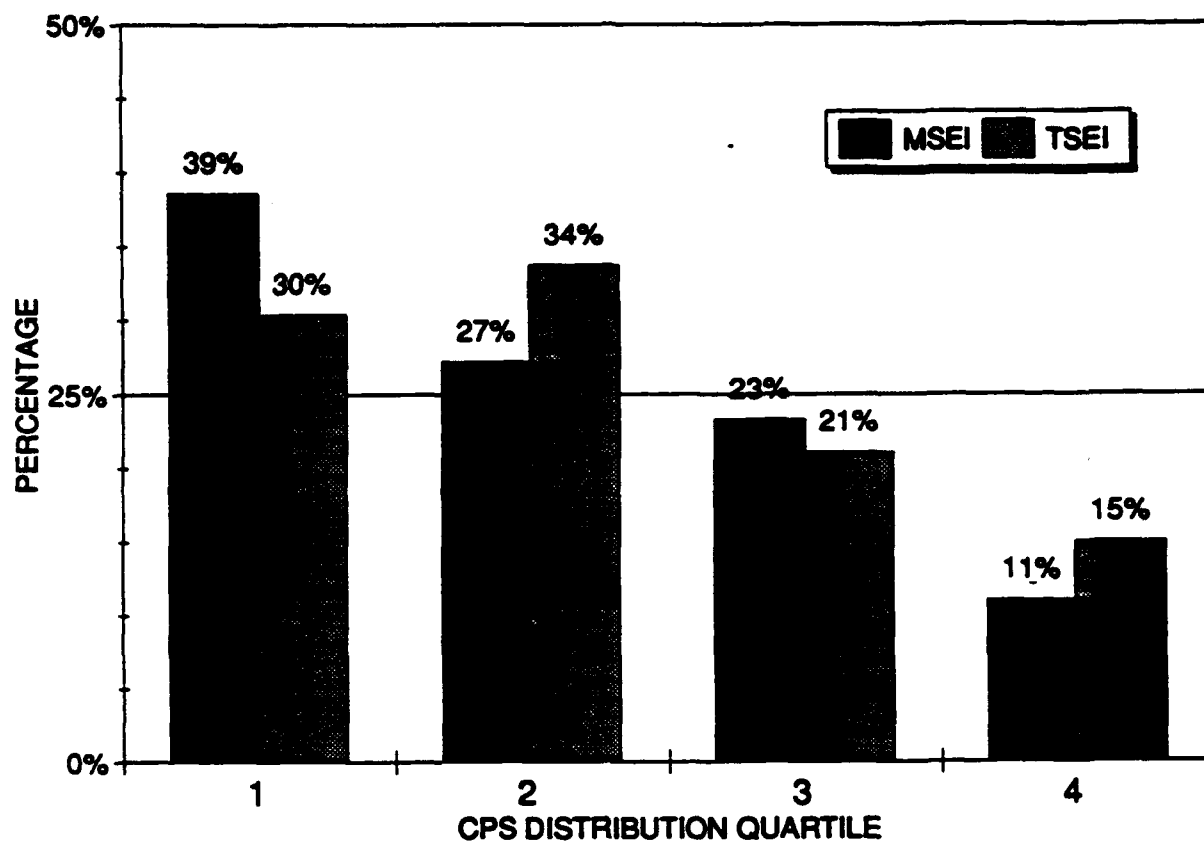
Note. Twenty-five percent of the civilian population is in each quartile. MSEI is the comparison index for fathers and TSEI is the comparison index for mothers.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April-September 1992.

Figure 3.3. DoD MSEI and TSEI distribution related to CPS distribution quartiles.

# Chapter 4

## ACTIVE COMPONENT ENLISTED FORCE

DoD continued the scheduled reduction of military forces in FY 1992. At the end of the fiscal year, enlisted force end-strength was 1.52 million, the smallest since 1947-1950 (between World War II and the Korean War) when the enlisted force averaged 1.34 million members. Figure 4.1 displays trend lines for the enlisted force size since FY 1973, and Appendix Table F-15 provides end-strength data by year and by Service for FY 1964 (the last conscription year prior to the Vietnam build-up), and for FYs 1973 through 1992. Although there were concerns that minority and female Service members might be disproportionately affected by the drawdown, the demographic composition of the enlisted force did not change significantly in FY 1992.[1]
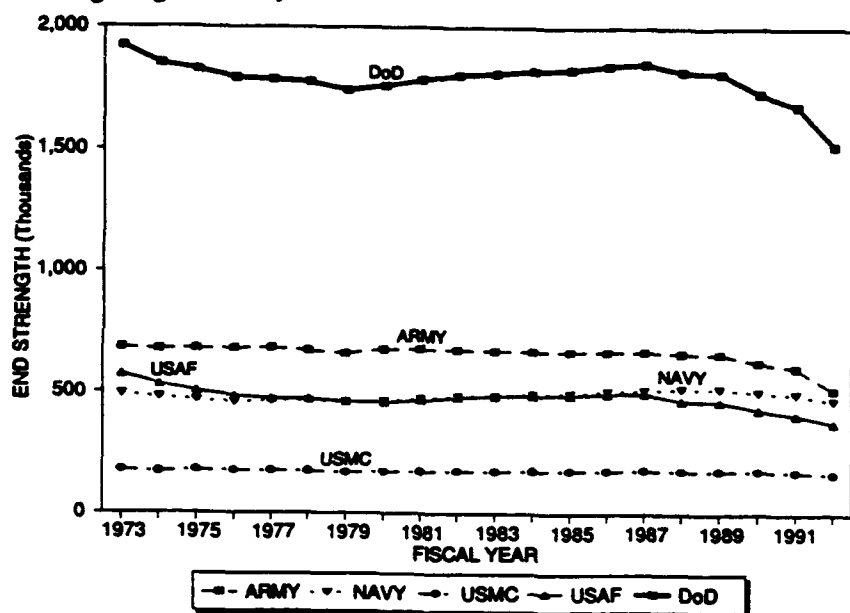


Also see Appendix Table F-10 (Enlisted Strength by Fiscal Year).

Figure 4.1. Active Component enlisted force end-strength, FYs 1973-1992.

### Characteristics of Active Component Enlisted Force

**Age.** Trained person-years are more important than end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Service members, DoD and Service planners increased the mean initial term of enlistment and restructured the mix of first-term and career force personnel over the last decade. In addition to the planned increase in months of service, drawdown targets were met by reducing recruiting objectives.

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[1] Throughout this chapter, the Active Component enlisted force is compared with the civilian labor force, ages 18-44, from Bureau of Labor Statistics Current Population Survey File, September 1992.

Figure 4.2 highlights the mean number of months in service per Service member. Mean time in service rose from 67 months in FY 1980 to slightly over 86 months in FY 1992 (an increase of nearly 30 percent). The planned increase in service months combined with the drawdown also resulted in an increase in mean age of the Services' enlisted force to 27 years.



Also see Appendix Table F-11 (Age and Months in Service by Fiscal Year).
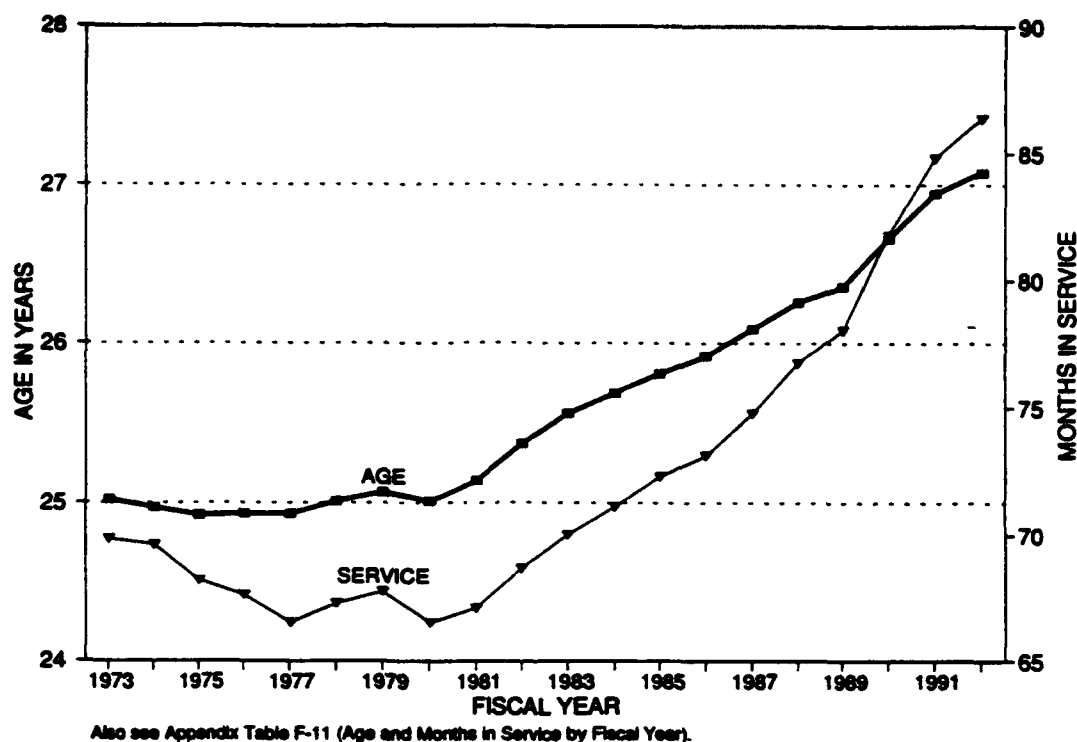
**Figure 4.2.** Active Component enlisted force average age and months in service, FYs 1973-1992.

Force structure, personnel requirements, retention trends, and personnel policies govern the distribution of Service members by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.[2] Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and age data should be interpreted cautiously.

Table 4.1 shows that in FY 1992, 45 percent of the enlisted force was 17-24 years old and 1 percent was older than 44. For those who make the military a career, the 20-year

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[2] See Timenes, N., Jr., *Force Reductions and Restructuring in the United States,* presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on the distribution by years of service from FY 1987 through FY 1989--a period of stable funding.

retirement option results in many leaving service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (46, 47, and 64 percent, respectively). Air Force members were the "oldest" with less than 34 percent under age 25, and almost 7 percent over 39. The Air Force traditionally has older accessions and higher retention rates; its FY 1992 recruit-to-enlisted force ratio was less than 1:11. The ratios for the other Services were approximately 1:5 for the Marine Corps, 1:7 for the Army, and 1:8 for the Navy.

| Age | Army | Navy | Marine Corps | Air Force | DoD | Civilian Labor Force |
|---|---|---|---|---|---|---|
| 17-19 | 8.8 | 9.0 | 14.6 | 5.7 | 8.7 | 4.3 |
| 20-24 | 37.5 | 38.4 | 49.0 | 27.8 | 36.6 | 10.8 |
| 25-29 | 21.9 | 21.2 | 16.8 | 24.1 | 21.7 | 13.0 |
| 30-34 | 14.9 | 15.8 | 10.6 | 20.7 | 16.2 | 14.8 |
| 35-39 | 11.2 | 10.2 | 6.4 | 14.9 | 11.3 | 14.1 |
| 40-44 | 4.4 | 4.3 | 2.1 | 5.7 | 4.4 | 12.7 |
| 45-49 | 1.1 | 1.0 | 0.5 | 0.9 | 1.0 | 10.3 |
| 50 + | 0.2 | 0.1 | 0.1 | 0.1 | 0.1 | 20.0 |
| Unknown | 0.1 | * | 0.0 | * | * | 0.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 4.1. FY 1992 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 Years and Older (Percent)

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table B-16 (Active Component by Age, Service, and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File. September 1992.

While nearly half 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, one-fifth of the civilian labor force was 50 years old or older, compared with virtually no enlisted members.

Gender. Figure 4.3 shows trends in the percentage of enlisted women since 1973 (Appendix Table F-11 provides numerical data). Four factors affect the proportion of total enlisted members who are female. First, women have a lower inclination to enlist than men do.[3] For example, despite transitioning to a gender-free recruiting program, the Air Force did not increase its proportion of women recruits. Second, the combat exclusion law and Service policies restrict the positions and skills in which women may serve. Third, the

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[3] *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.
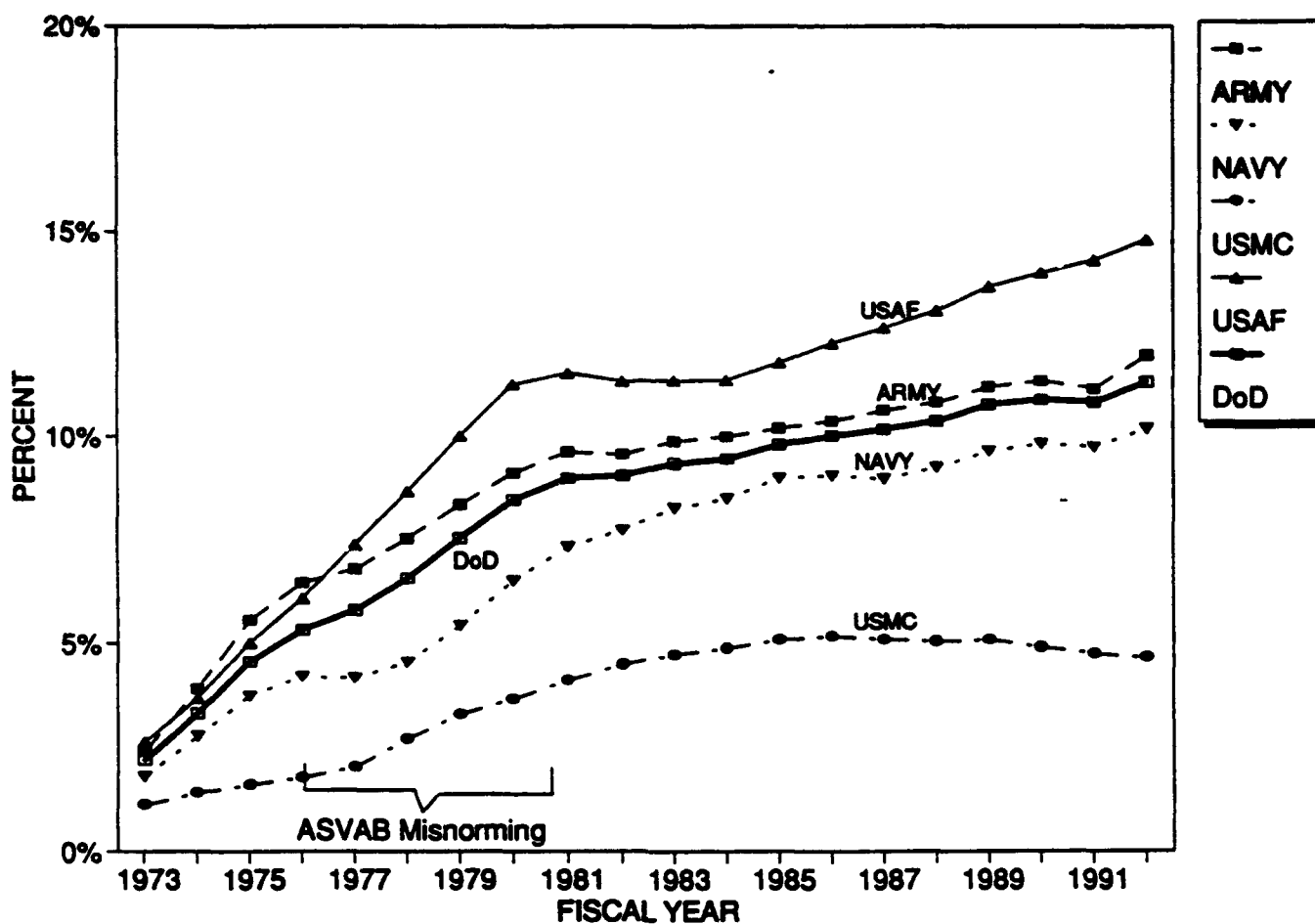
**Figure 4.3.** Women as a percentage of Active Component enlisted members, by Service, FYs 1973-1992.

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 gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military will not change much from current levels unless there are significant increases in female recruiting or retention.

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

The most controversial issue, however, remains defining the role of women in combat.[4] The Presidential Commission on the Assignment of Women in the Armed Forces was tasked to develop recommendations regarding that role. The Commission's findings, which are discussed in more detail in Chapter 5, will no doubt frame future congressional and public debate. Interim and final decisions will affect personnel policy and programs and logistical support. More importantly, decisions on the role of women in combat may have a significant effect on military doctrine and concepts of operations regarding individual and unit field training, deployment, and employment of forces.

Secretary of Defense Les Aspin issued a Service-wide policy on the assignment of women in the Armed Forces on April 28, 1993.[5] Aspin's policy directs the Services to open more specialties and assignments to women. Air Force aircraft and Navy ships (where possible), including those engaged in combat missions, must be opened to qualified women. The Navy has been instructed to submit a proposal to repeal the combat exclusion law to allow women on ships engaged in combat missions. Army and Marine Corps officials have been requested to consider additional opportunities for women, such as in artillery. Additionally, an Implementation Committee was established to ensure that the policy on the assignment of women is applied consistently across the Services. This Committee also is reviewing parental and family policies, pregnancy and deployability policies, and the "Risk Rule."[6]

As shown in Table 4.2, the Air Force had the highest proportion of women on active duty (15 percent), while the Marine Corps had the lowest (5 percent). Percentages in the Army and Navy were similar (12 and 10 percent, respectively). The differences were primarily a function of the proportion of combat and combat-related positions closed to women in each Service. The proportion of enlisted women did not decline in FY 1992. The proportion of women in the Army increased by 1 percent over FY 1991, the Air Force and Navy had increases of approximately one-half of one percent, and the Marine Corps proportion was unchanged. Overall the proportion of enlisted women increased from 10.8 to 11.3 percent from FY 1991 to FY 1992.

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[4] 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.

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

[6] In 1988, the Secretary of Defense issued the Department of Defense Risk Rule: "Risks of direct combat, exposure to hostile fire, or capture are proper criteria for closing noncombat positions or units to women, when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of noncombat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women." The Risk Rule is currently under review.

| Table 4.2. FY 1992 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Gender | Army | Navy | Marine Corps | Air Force | DoD | 18-44 Year-Old Civilians |
| Male | 88.0 | 87.8 | 95.3 | 85.2 | 88.7 | 54.0 |
| Female | 12.0 | 10.2 | 4.7 | 14.8 | 11.3 | 46.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Also see Appendix Table B-15 (Age by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Education.** For the second consecutive year, the proportion of high school graduates was larger among new recruits than in the active duty force. Previously, Table 2.4 showed that 2 percent of accessions held alternative credentials (Tier 2) or no credentials (Tier 3). Table 4.3 indicates that 5 percent of the enlisted force were in these two tiers. However, 8 percent of active duty enlisted members had college experience compared to 5 percent of accessions.

| Table 4.3. FY 1992 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Education Level | Army | Navy | Marine Corps | Air Force | DoD | 18-44 Year-Old Civilians* |
| Tier 1: Regular High School Graduate or Higher | 94.3 | 92.3 | 93.2 | 99.7 | 94.9 | |
| Tier 2: GED, Alternative Credentials | 5.2 | 4.4 | 6.5 | 0.3 | 3.9 | 89.0 |
| Tier 3: No Credentials | 0.5 | 3.3 | 0.3 | ** | 1.2 | 11.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| College Experience (Part of Tier 1)[1] | 8.2 | 3.7 | 2.4 | 13.9 | 7.6 | 53.2 |

** Less than one-tenth of one percent.
* Civilian percentages combine Tiers 1 and 2.
[1] Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 5 for a discussion of officers.
Also see Appendix Tables B-19 (Education by Service and Gender) and B-20 (Education by Service and Race/Ethnicity).
Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

FY 1992's enlisted force was comprised overwhelmingly of high school graduates. As indicated in Appendix Table B-19, 99 percent of female Service members and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). There were fewer high school dropouts in the military than in the civilian labor force (1 versus 11 percent), and

fewer people with college experience (8 versus 53 percent). This latter comparison is biased because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (98 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 5.

The Army, Navy, and Marine Corps had roughly the same proportion of high school graduate enlisted members in FY 1992, ranging from 92 to 94 percent. Almost all Air Force members held diplomas (99+ percent). The Navy and Marine Corps had the largest proportions with alternative and no credentials (8 and 7 percent, respectively), while the Air Force had the least (half of one percent). 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 Services encourage members to continue their education while in the military. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover most or all of the cost of off-duty college and technical courses. The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the Service longer than those who did not.[7]

**Race/Ethnicity.** The military attracts and retains higher proportions of Blacks and "Other" minority groups than are in the civilian labor force. As Table 4.4 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 1992 (32 and 24 percent, respectively). However, Hispanics were underrepresented among enlisted members.

Table 4.4. FY 1992 Race/Ethnicity of 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 | 58.7 | 69.7 | 69.9 | 76.6 | 67.7 | 76.0 |
| Black | 31.5 | 17.9 | 19.0 | 17.1 | 22.4 | 11.5 |
| Hispanic | 4.8 | 7.0 | 7.9 | 3.8 | 5.6 | 9.1 |
| Other | 5.0 | 5.5 | 3.3 | 2.5 | 4.4 | 3.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Columns may not add to total due to rounding.
Also see Appendix Tables B-17 (Race/Ethnicity by Service and Gender) and B-18 (Ethnicity by Service).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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

Twenty-two percent of the enlisted force was Black, compared with 12 percent of the civilian labor force. This near 2:1 ratio for Blacks was higher than for FY 1992 accessions, primarily because retention was higher among minorities than Whites. The Army had the highest proportion of Black enlisted members in FY 1992 (32 percent).

Figure 4.4 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 a raise in 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.
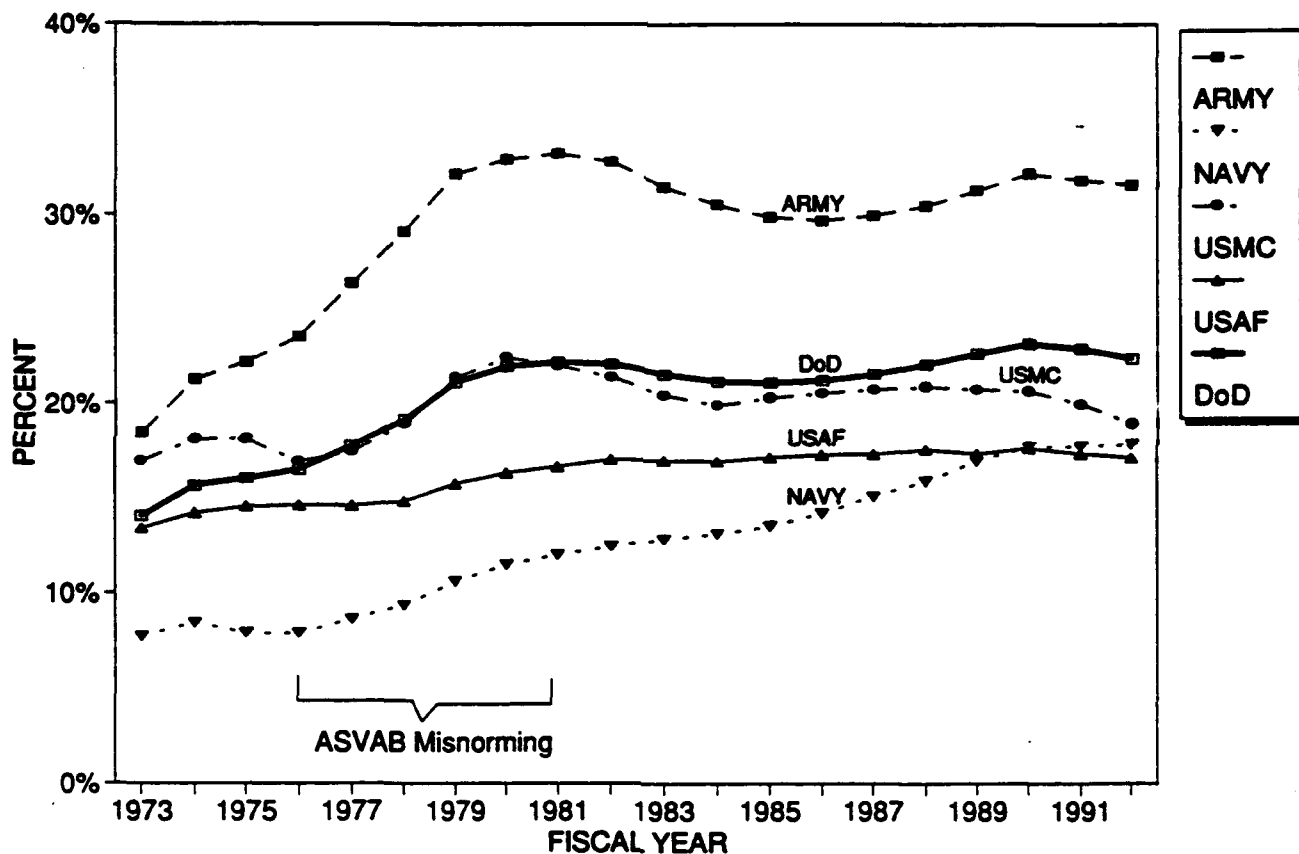


Also see Appendix Table F-13 (Black Enlisted Members by Service and Fiscal Year).

Figure 4.4. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973-1992.

The pattern of change in the Marine Corps was similar to the Army, though the proportion of Blacks was lower. It remained fairly constant from FY 1980 through FY 1992 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 has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to its current 18

percent. In all Services, the percentage of female members who are black significantly exceeds the percentage of male members who are black (see Appendix Table B-17).

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-17). Six percent of Service members were Hispanic, compared to 9 percent of the civilian labor force. The highest representation of Hispanics was in the Navy and Marine Corps (7 and 8 percent, respectively). The proportions of "Other" minority individuals in the Army and Navy were similar (5 to 6 percent, respectively), while the Air Force and Marine Corps had somewhat less (3 percent each).

**Marital status and dependents.** Trends in marital status and number of dependents of active duty members are shown in Figure 4.5. There was a decline in the proportion of married enlisted members from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981, the proportion began to increase and in FY 1992 it was 55 percent. The mean number of military dependents (including spouses) has remained fairly constant, ranging from 2.5 in FY 1973 to 2.3 in FY 1992. (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.)
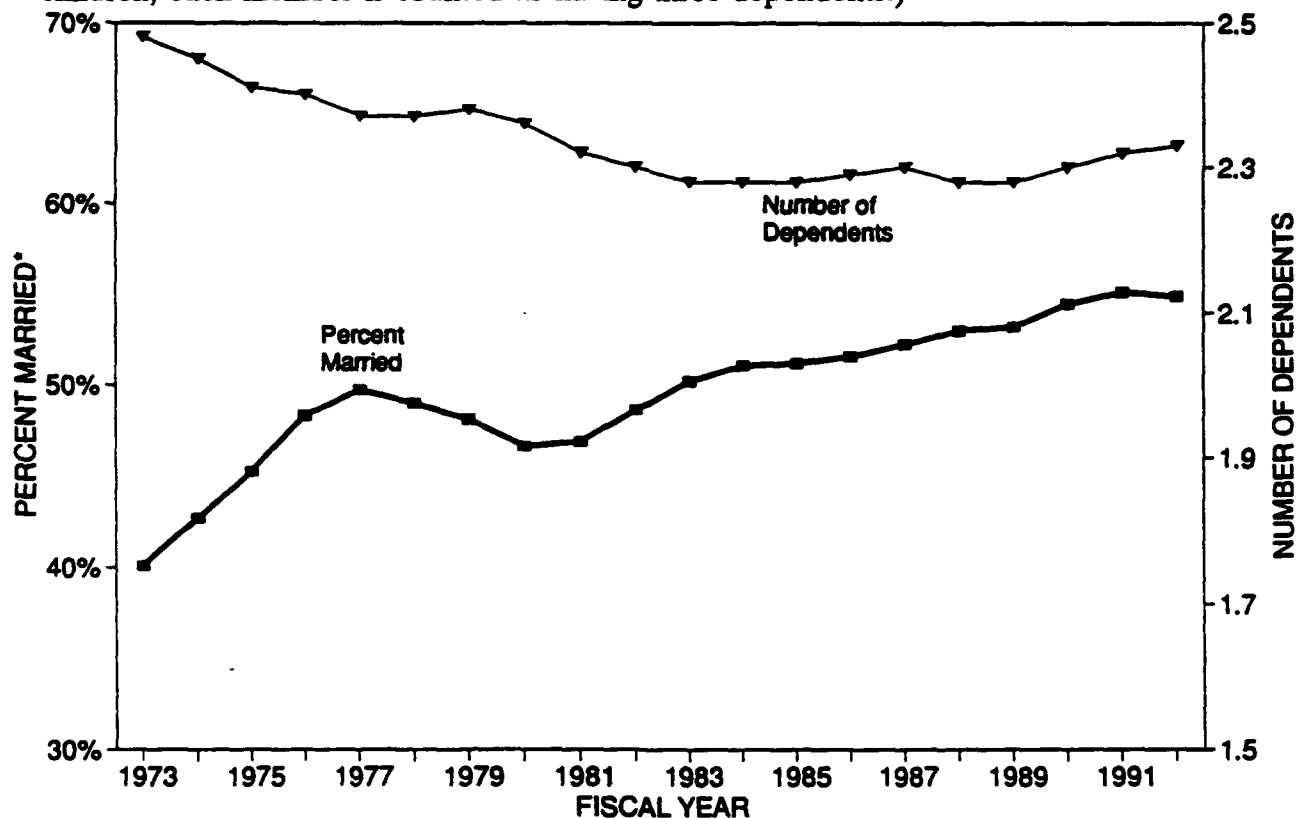


* Affected by large number of unknowns in FY 1973-1975. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.
Also see Appendix Table F-14 (Marital Status and Number of Dependents by Fiscal Year).

Figure 4.5. Percentage of married members and mean number of dependents of Active Component enlisted members, FYs 1973-1992.

The percentages of FY 1992 Active Component enlisted married males and females are shown by Service in Table 4.5. Proportionally, more Servicemen were married than Servicewomen (56 and 46 percent, respectively), while the percentages for civilian men and women were nearly identical (58 percent). The proportion of married Servicemen was similar to 18- to 44-year-old men in the civilian population (56 and 58 percent, respectively). However, the proportion of married Servicewomen was lower than that of women in the comparable civilian population (46 and 58 percent, respectively).

| Table 4.5. FY 1992 Active Component Enlisted Members Who Are Married, by Gender and Service, and Civilian Labor Force 18-44 Years Old (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| Gender | Army | Navy | Marine Corps | Air Force | DoD | 18-44 Year-Old Civilians |
| Male | 55.9 | 50.9 | 45.2 | 68.4 | 56.0 | 57.6 |
| Female | 46.0 | 40.9 | 43.3 | 53.5 | 46.2 | 57.8 |
| Total | 54.8 | 49.9 | 45.1 | 66.3 | 54.9 | 57.7 |

Also see Appendix Table B-16 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

As Figure 4.6 shows, young Servicewomen (less than 23 years old) were more likely than young Servicemen to be married. However, of members over 22 years old, proportionally more men were married. Over the age of 30, 81 percent of military men were married, versus 62 percent of military women.



Also see Appendix Table F-15 (Marital Status by Age and Gender).
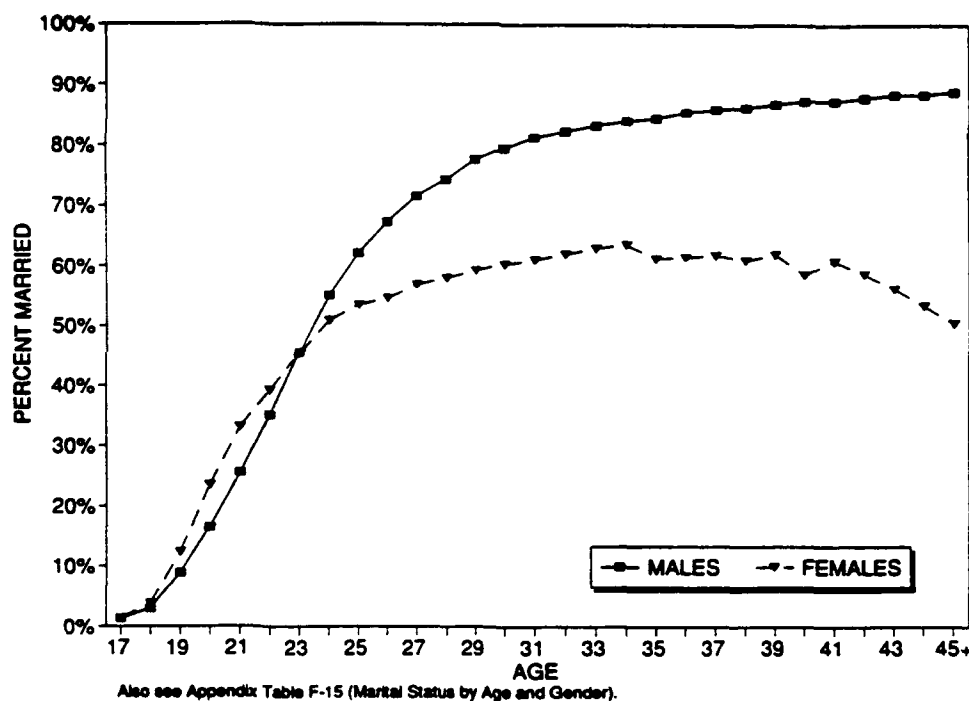
Figure 4.6. Percentage of Active Component enlisted members who were married, by gender, FY 1992.

4-10

The percentage of married military women has changed significantly since FY 1973. In that year, 18 percent of military women were married, increasing to 36 percent in FY 1978, 41 percent in FY 1983, and 46 percent in FY 1992. 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 of women having a child.

During and after the Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The Presidential Commission on the Assignment of Women in the Armed Forces considered several alternatives:

- In dual-service families, only one parent should be allowed to serve in a deployable position.

- One parent in a dual-service couple should be forced to separate.

- To reduce the number of children subjected to prolonged separation or the risk of becoming orphans during deployment, long-term DoD policies regarding the recruitment, deployment, and retention of dual-service parents should be revised. Such policies should allow for voluntary or involuntary discharges at the discretion of local commanders, or reasonable *incentives for separation.*[8]

There are significant implications to the Commission's recommendations. Table 4.6 shows the proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage. Unpublished data from an earlier review indicated that 67 percent of dual-service couples had children.

Table 4.6 demonstrates that a large proportion of military women would be affected by approval of the Commission's recommendations. Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages. Proportionally, more Marines were members of dual-service marriages (14 percent). However, the Air Force had the greatest variance, with 5 percent of married men but 66 percent of married women in dual-service marriages. Overall, approximately 6 percent of married Servicemen and 53 percent of married Servicewomen could be eligible for non-deployable positions if they were allowed to remain in the military. More importantly, adoption of the recommended changes could affect personnel readiness, flexibility, and mobility, and have recruiting and retention implications.

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[8] For a synopsis of the discussions leading to the recommendations, see *The Presidential Commission on the Assignment of Women in the Armed Forces: A Report to the President* (Washington, DC, November 1992), pp. 15-18.

| Gender | End-Strength | Number Married | Percent Married | Number in Dual-Service Marriages* | Percent of Married in Dual-Service Marriages** |
|---|---|---|---|---|---|
| Table 4.6. FY 1992 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent) | | | | | |
| ARMY | | | | | |
| Male | 450,106 | 243,603 | 54.2 | 15,926 | 6.5 |
| Female | 61,211 | 26,687 | 43.6 | 14,029 | 52.6 |
| Total | 511,317 | 270,290 | 52.9 | 29,955 | 11.1 |
| NAVY | | | | | |
| Male | 419,859 | 219,844 | 52.4 | 9,200 | 4.2 |
| Female | 47,688 | 19,608 | 41.1 | 8,092 | 41.3 |
| Total | 467,547 | 239,452 | 51.2 | 17,292 | 7.2 |
| MARINE CORPS | | | | | |
| Male | 157,533 | 72,331 | 45.9 | 3,288 | 8.1 |
| Female | 7,704 | 3,319 | 43.1 | 2,181 | 59.2 |
| Total | 165,237 | 75,650 | 45.8 | 5,469 | 14.2 |
| AIR FORCE | | | | | |
| Male | 320,083 | 219,251 | 68.5 | 17,750 | 4.5 |
| Female | 55,598 | 29,933 | 53.8 | 17,732 | 65.7 |
| Total | 375,681 | 249,184 | 66.3 | 35,482 | 7.2 |
| DOD | | | | | |
| Male | 1,347,581 | 755,029 | 56.0 | 46,164 | 6.1 |
| Female | 172,201 | 79,547 | 46.2 | 42,030 | 52.8 |
| Total | 1,519,782 | 834,576 | 54.9 | 88,194 | 10.6 |

* There are some differences between the number of males and females reporting dual-Service marriages.
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 15,926 male Army enlisted personnel are in dual-Service marriages. That is, 6.5 percent of married male Army enlistees (243,603) are in dual-Service marriages.

Representation within occupations. The percentages of enlisted personnel by occupational area in FY 1992 are shown in Table 4.7. Occupations such as infantry and related specialties, craftsmen, and service and supply handling, which tend to have relatively lower AFQT score requirements, include less than one-third of enlisted personnel (29 percent). Many enlisted members (42 percent) are in jobs requiring mid-level skills, including medical and dental specialties, functional support and administration, and electrical/mechanical equipment repair. The high-skilled, high-tech areas -- electronic

equipment repair, communications and intelligence specialists, and other allied specialists -- make up about a quarter (22 percent) of the force. Shifts in the occupational distribution of the force over the past year were very slight.

| Table 4.7. FY 1992 Occupational Areas of Active Component Enlisted Personnel (Percent) | | Percent |
|---|---|---|
| | Occupational Code and Area | Percent |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | 16.3 |
| 1 | Electronic Equipment Repairers | 10.0 |
| 2 | Communications and Intelligence Specialists | 9.6 |
| 3 | Medical and Dental Specialists | 6.2 |
| 4 | Other Allied Specialists | 2.3 |
| 5 | Functional Support and Administration | 15.5 |
| 6 | Electrical/Mechanical Equipment Repairers | 19.8 |
| 7 | Craftsmen | 4.0 |
| 8 | Service and Supply Handlers | 8.5 |
| 9 | Non-occupational* | 7.8 |
| Total | | 100.0 |

* Non-occupational includes patients, students, those with unassigned duties, an*' unknowns.
Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).

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

Men tend to score higher than women on the ASVAB 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 occupations to which individuals are assigned.

Representation of women within occupations. The major shift that has occurred in assignment patterns for women during the period of the all-volunteer force is shown in Table 4.8. In FY 1973, most enlisted women were in two occupational areas: 64 percent in functional support and administration, and 24 percent in medical/dental. By FY 1992, these

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percentages had dropped to 33 and 15 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 1992 this figure was 52 percent. The proportion of women in combat-related occupational areas (gun crews, seamanship) increased one percentage point over FY 1991, from 4 to 5 percent.

| Table 4.8. Occupational Areas of Active Component Enlisted Personnel Within Gender: Females, FY 1973 and FY 1992; Males, FY 1992 (Percent) | | FY 1973 | FY 1992 | |
|---|---|---|---|---|
| | Occupational Code and Area | Females | Males | Females |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | ** | 17.8 | 4.5 |
| 1 | Electronic Equipment Repairers | 1.0 | 10.6 | 5.5 |
| 2 | Communications and Intelligence Specialists | 6.0 | 9.5 | 10.6 |
| 3 | Medical and Dental Specialists | 24.0 | 5.1 | 14.5 |
| 4 | Other Allied Specialists | 3.0 | 2.3 | 2.2 |
| 5 | Functional Support and Administration | 64.0 | 13.2 | 33.3 |
| 6 | Electrical/Mechanical Equipment Repairers | 1.0 | 21.3 | 8.3 |
| 7 | Craftsmen | ** | 4.4 | 2.1 |
| 8 | Service and Supply Handlers | ** | 8.3 | 9.8 |
| 9 | Non-occupational* | *** | 7.6 | 9.2 |
| 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."
See Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).

Both Table 4.8 and Table 4.9 reflect that gender differences still exist. In FY 1992 the percentage of women in functional support and administration occupations was more than twice that of men; women were almost three times as likely as men to serve in the medical and dental specialties. Although the percentages of women in the technical and craftsmen occupations increased, men accounted for the preponderance of Service members in these areas.[9]

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[9] 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.

Table 4.9 indicates the percentage of men and women within each occupational area. Although women were serving in all occupational areas, their representation was highest in the medical and dental specialists area. Table 4.8 shows that in FY 1992, 33 percent of women were assigned to the functional support area; however, that area is so large that, as shown in Table 4.9, women constituted only 25 percent of assigned strength.

| Table 4.9 FY 1992 Occupational Areas of Active Component Enlisted Personnel Across Gender (Percent) | | | |
|---|---|---|---|
| Occupational Code and Area | Males | Females | Total |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | 96.9 | 3.1 | 100.0 |
| 1 | Electronic Equipment Repairers | 93.8 | 6.2 | 100.0 |
| 2 | Communications and Intelligence Specialists | 87.5 | 12.5 | 100.0 |
| 3 | Medical and Dental Specialists | 73.4 | 26.6 | 100.0 |
| 4 | Other Allied Specialists | 89.0 | 11.0 | 100.0 |
| 5 | Functional Support and Administration | 75.5 | 24.5 | 100.0 |
| 6 | Electrical/Mechanical Equipment Repairers | 95.3 | 4.7 | 100.0 |
| 7 | Craftsmen | 94.2 | 5.8 | 100.0 |
| 8 | Service and Supply Handlers | 86.9 | 13.1 | 100.0 |
| 9 | Non-occupational* | 86.6 | 13.4 | 100.0 |

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).

Representation of minorities within occupations. There have been recent shifts in the distributions of racial and ethnic groups assigned to DoD occupational areas. As seen in Table 4.10, in FY 1992, 18 percent of Hispanic enlisted personnel were in combat skills, the highest proportion for any race/ethnic group. Since FY 1973, the proportion of Blacks in infantry and related specialties has dropped from 27 to 17 percent; the proportion in service and supply occupations decreased from 17 to 11 percent. In all other occupational areas except craftsmen and electrical/mechanical repairers, the proportion of Blacks has increased.

In FY 1992, the proportions of Blacks and Whites were similar in five of the nine occupational areas -- infantry, communications and intelligence specialists, medical and dental specialists, other allied specialists, 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.

Of special note were changes in the proportions of Blacks in the highly technical (electronic equipment repair, and communications and intelligence) and support (service and

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supply handlers) areas. Over the 20-year period from FY 1973 through FY 1992, the proportion of Blacks in the referenced highly technical areas doubled, from 8 percent to 16 percent, while the proportion of Blacks in the support area decreased, from 17 to 11 percent.

| Table 4.10. FY 1992 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity, with FY 1973 Data for Blacks (Percent) | | | | | |
|---|---|---|---|---|---|
| | FY 1973 | FY 1992 | | | |
| Occupational Code and Area | Black | White | Black | Hispanic | Other |
| 0 Infantry, Gun Crews, and Seamanship Specialists | 27.0 | 16.1 | 16.7 | 17.9 | 15.5 |
| 1 Electronic Equipment Repairers | 4.0 | 11.8 | 5.7 | 8.6 | 6.0 |
| 2 Communications and Intelligence Specialists | 4.0 | 9.8 | 10.0 | 8.1⁻ | 6.2 |
| 3 Medical and Dental Specialists | 5.0 | 5.6 | 7.1 | 7.1 | 9.2 |
| 4 Other Allied Specialists | 1.0 | 2.5 | 1.9 | 1.7 | 1.8 |
| 5 Functional Support and Administration | 23.0 | 12.4 | 23.6 | 16.5 | 19.5 |
| 6 Electrical/Mechanical Equipment Repairers | 15.0 | 21.4 | 15.0 | 18.4 | 21.7 |
| 7 Craftsmen | 4.0 | 4.6 | 2.9 | 3.7 | 4.0 |
| 8 Service and Supply Handlers | 17.0 | 7.5 | 11.4 | 7.3 | 10.1 |
| 9 Non-occupational* | ** | 8.3 | 5.7 | 10.8 | 6.0 |
| 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-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).

The race/ethnicity breakout across each occupational area is shown in Table 4.11. Minorities were approximately 1 in 3 (33 percent) in the combat-related area (infantry, gun crews, and seamanship specialties). This does not mean that a widely disproportionate share of minorities were assigned to combat-related areas. Rather, it reflects the total number of minorities in the military (32 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 comparable to their percentage in the combat-related area.

Among Hispanics there also was a shift toward increasing proportions in the technical areas. Compared with previous years, proportionally more Hispanics were in electronic

equipment repair, communications and intelligence, electrical repair, and craftsmen skills, with corresponding reductions in functional support and administration.

| | Table 4.11. FY 1992 Occupational Areas of Active Component Enlisted Personnel Across Race/Ethnicity (Percent) | | | | | |
|---|---|---|---|---|---|---|
| | Occupational Code and Area | White | Black | Hispanic | Other | Total |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | 66.9 | 22.9 | 6.1 | 4.1 | 100.0 |
| 1 | Electronic Equipment Repairers | 79.9 | 12.7 | 4.8 | 2.6 | 100.0 |
| 2 | Communications and Intelligence Specialists | 69.2 | 23.3 | 4.7 | 2.8 | 100.0 |
| 3 | Medical and Dental Specialists | 61.4 | 25.8 | 6.3 | 6.5 | 100.0 |
| 4 | Other Allied Specialists | 73.8 | 18.8 | 4.1 | 3.4 | 100.0 |
| 5 | Functional Support and Administration | 54.3 | 34.2 | 5.9 | 5.5 | 100.0 |
| 6 | Electrical/Mechanical Equipment Repairers | 73.1 | 16.9 | 5.2 | 4.8 | 100.0 |
| 7 | Craftsmen | 75.1 | 15.8 | 5.0 | 4.2 | 100.0 |
| 8 | Service and Supply Handlers | 59.9 | 30.1 | 4.8 | 5.2 | 100.0 |
| 9 | Non-occupational* | 72.3 | 16.6 | 7.7 | 3.4 | 100.0 |

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-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).

# Chapter 5

## ACTIVE COMPONENT COMMISSIONED OFFICERS

This chapter describes demographic and social characteristics of Active Component officer accessions and the commissioned officer corps in FY 1992.[1] Most data compare FY 1973, the first full year of the all-volunteer military, with FY 1992. A number of tables and figures provide longitudinal data, comparing officer composition in FY 1964, the last conscription year prior to the Vietnam buildup, and FYs 1973 through 1992. Figure 5.1 illustrates the trend in Active Component officer strength over the last two decades. The FY 1992 officer strength was the lowest since FY 1950. See Appendix Table F-16 for end-strengths by year and Service.
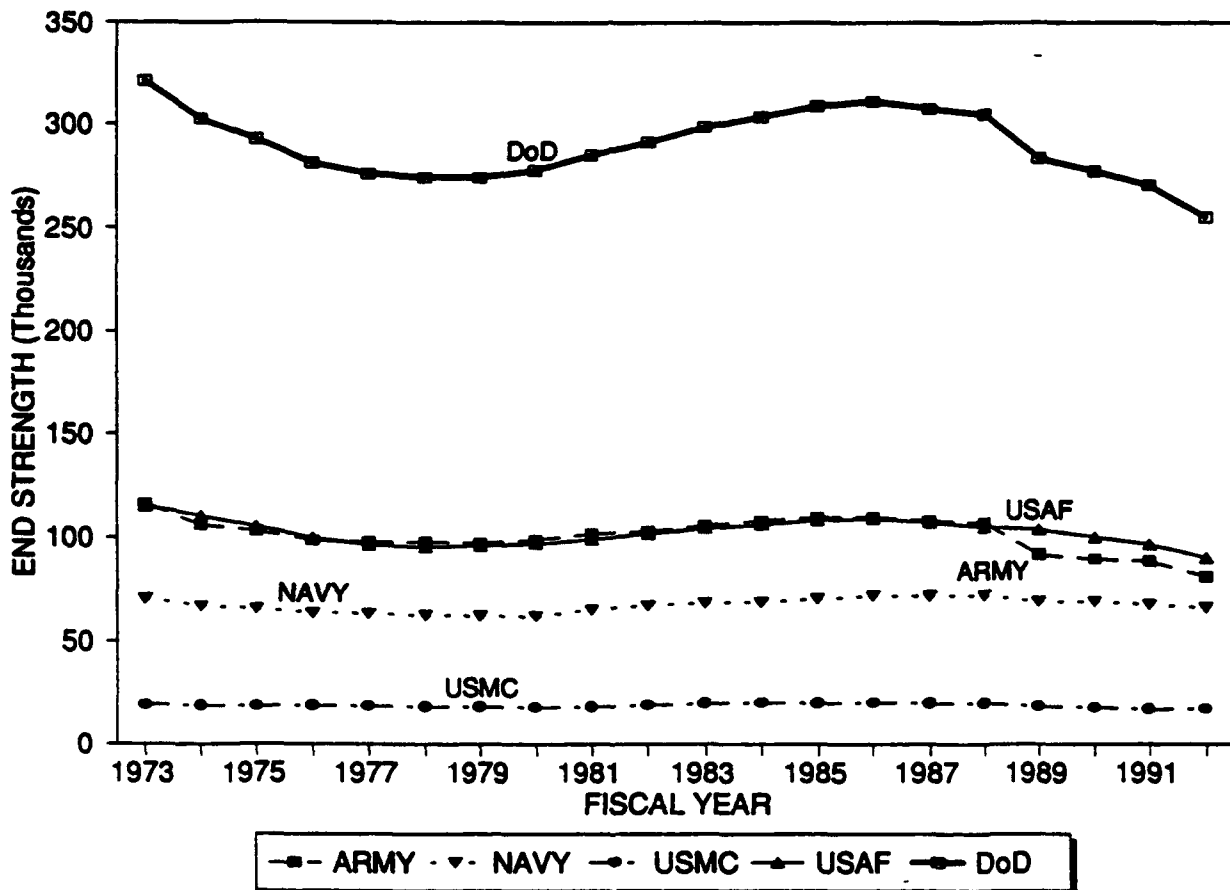


Also see Appendix Table F-16 (Officer Strength by Fiscal Year).
Source: Department of Defense Selected Manpower Statistics Report, Washington Headquarters Service for FY 1973-1989; DMDC for FY 1990-1992.

Figure 5.1. Active Component officer end-strength, FYs 1973-1992.

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

## Characteristics of Active Component Officers

Table 5.1 shows the number and percentage of FY 1992 Active Component officer accessions and officers by Service. The distribution of officer accessions by Service varies from that of the officer force due to differing Service retention rates. The data indicate that the Navy and Marine Corps had higher turnover rates than the Army and Air Force.

| Table 5.1. FY 1992 Active Component Officer Corps and Officer Accessions (Number and Percent)[1] | | | | |
|---|---|---|---|---|
| | Active Component Officer Accessions | | Active Component Officer Corps | |
| Service | Number | Percent | Number | Percent |
| Army | 5,278 | 32.5 | 81,312 | 31.9 |
| Navy | 4,848 | 29.9 | 66,280 | 26.0 |
| Marine Corps | 1,403 | 8.6 | 17,270 | 6.8 |
| Air Force | 4,697 | 28.9 | 90,378 | 35.4 |
| Total | 16,226 | 100.0 | 255,240 | 100.0 |

Columns may not sum to 100 percent due to rounding.
[1] End strength reflects commissioned officers only (it excludes warrant officers).
Also see Appendix Tables B-23 (Accession Age by Service) and B-24 (Officer Age by Service).

**Education.** Each Service applies its own selection procedures for officer candidates. With few exceptions, the Services require officer candidates to have earned 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 commissioning program.

As shown in Table 5.2, most Active Component officer accessions and officers held at least a college degree in FY 1992. The Marine Corps has no health professionals, chaplains, or other such direct appointees, who typically have advanced degrees; the Navy provides those services for the Marine Corps. Thus, the Marine Corps has fewer officers with advanced degrees than do the other Services.

The Services emphasize an educated officer corps. The effects of in-service education are evident in the distribution of officer education levels by Service. Significant proportions of officers attained master's and doctoral degrees while serving. The Air Force had the greatest proportion (52 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees.

| Table 5.2. FY 1992 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps, by Service (Percent) | | | | | |
|---|---|---|---|---|---|
| Educational Attainment | Army | Navy | Marine Corps | Air Force | DoD |
| **ACTIVE COMPONENT OFFICER ACCESSIONS** | | | | | |
| Less than College Graduate | 1.0 | 2.9 | 4.1 | 2.4 | 2.2 |
| College Graduate (B.A., B.S., etc.) | 87.6 | 92.0 | 92.3 | 81.6 | 87.0 |
| Advanced Degree (M.A., Ph.D., etc.) | 11.4 | 5.0 | 3.6 | 16.0 | 10.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| **ACTIVE COMPONENT OFFICER CORPS** | | | | | |
| Less than College Graduate | 0.9 | 3.3 | 4.9 | 0.3 | 1.5 |
| College Graduate (B.A., B.S., etc.) | 59.2 | 63.8 | 79.0 | 48.0 | 57.6 |
| Advanced Degree (M.A., Ph.D., etc.) | 39.9 | 32.9 | 16.1 | 51.8 | 40.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Columns may not add to total due to rounding.
Percentages do not include "Unknown" data.
Also see Appendix Table B-28 (Education by Service).

The increasing proportions of minorities, other than Blacks, and women enrolled in schools of higher education since the mid-1970s have changed the demographic composition of potential officer candidates. The gender and race/ethnicity of students enrolled in undergraduate programs from Fall 1976 to Fall 1990 are compared in Table 5.3; 1976 was the last year reported in which White males constituted the greatest proportion of college students. After 1976, the proportion of White females surpassed the male proportion and has grown continually through 1990. The number of White males remained fairly constant, while the number of females in all categories and all male racial and ethnic minorities except Blacks increased significantly.

The number of Black male undergraduates dropped between 1976 and 1984. It was not until 1990 that more Black males were enrolled in college than were enrolled in 1976 (2 percent greater in 1990 than in 1976). This compares to a Hispanic male enrollment increase of 66 percent and an "Other" racial minority male increase of 128 percent. Female undergraduate enrollments increased 44 percent, with the greatest increases among Hispanic and "Other" females (139 and 159 percent, respectively).

| Table 5.3. Fall 1976 Through Fall 1990 Enrollment in Institutions of Higher Education, by Gender and Race/Ethnicity of Students (Number and Percent) | | | | | | |
|---|---|---|---|---|---|---|
| **Gender and Race/Ethnicity** | **Number (in thousands)** | | | | | **Number Change 1976-1990** |
| | 1976 | 1980 | 1984 | 1988 | 1990* | |
| **UNDERGRADUATES**\** | 9,276 | 10,259 | 10,395 | 11,099 | 11,637 | +2,361 |
| **Males** | **4,800** | **4,858** | **4,860** | 5,010 | 5,210 | +410 |
| White, non-Hispanic | 4,052 | 4,055 | 4,004 | 4,055 | 4,165 | +113 |
| Black, non-Hispanic | 431 | 428 | 405 | 408 | 440 | +9 |
| Hispanic | 192 | 211 | 234 | 287 | 318 | +126 |
| Other | 126 | 164 | 217 | 260 | 287 | +161 |
| **Females** | **4,475** | **5,402** | **5,535** | **6,089** | **6,427** | +1,952 |
| White, non-Hispanic | 3,688 | 4,426 | 4,479 | 4,853 | 5,066 | +1,378 |
| Black, non-Hispanic | 513 | 591 | 590 | 631 | 684 | +171 |
| Hispanic | 161 | 222 | 261 | 344 | 384 | +223 |
| Other | 113 | 163 | 204 | 262 | 293 | +180 |
| **Gender and Race/Ethnicity** | **Percent** | | | | | **Percent Change[1] 1976-1990** |
| | 1976 | 1980 | 1984 | 1988 | 1990* | |
| **UNDERGRADUATES**\** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | +25.5 |
| **Males** | **51.8** | **47.3** | **46.8** | 45.1 | 44.8 | +8.5 |
| White, non-Hispanic | 43.7 | 39.5 | 38.5 | 36.5 | 35.8 | +2.8 |
| Black, non-Hispanic | 4.6 | 4.2 | 3.9 | 3.7 | 3.8 | +2.1 |
| Hispanic | 2.1 | 2.1 | 2.2 | 2.6 | 2.7 | +65.6 |
| Other | 1.4 | 1.6 | 2.0 | 2.3 | 2.4 | +127.8 |
| **Females** | **48.2** | **52.7** | **53.2** | **54.9** | **55.2** | +43.6 |
| White, non-Hispanic | 39.8 | 43.1 | 43.1 | 43.7 | 43.5 | +37.4 |
| Black, non-Hispanic | 5.5 | 5.8 | 5.7 | 5.7 | 5.9 | +33.3 |
| Hispanic | 1.7 | 2.2 | 2.5 | 3.1 | 3.3 | +138.5 |
| Other | 1.2 | 1.6 | 2.0 | 2.3 | 2.5 | +159.3 |

Columns may not add to total due to rounding.
*Preliminary data.
**U.S. citizens enrolled in 2- and 4-year-institutions of higher education.
[1] Percent change from 1976 to 1990 is based on the difference between the number of individuals in a given category in 1976 and 1990. For example, the percent change in Hispanic males is calculated by dividing the number change from 1976 to 1990 (126) by the number in 1976 (192) and multiplying the result (.656) by 100 to get 65.6 percent.
Source: National Center for Education Statistics, *Digest of Education Statistics: 1992* (Washington, DC: U.S. Department of Education, 1992), Table 194, p. 204.

Source of commission. 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.[2] As shown in Table 5.4, the

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

largest proportion of FY 1992 officer accessions (39 percent) came through ROTC programs. Forty percent went through the academies or earned ROTC scholarship commissions, a decrease of 2 percentage points from FY 1991 but 3 percentage points more than in FY 1990. Officer Candidate School (OCS) and Officer Training School (OTS) 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, the same as FY 1991. More Hispanics came through ROTC with a scholarship in FY 1992 than in FY 1991. A smaller percentage of Blacks came through ROTC (with and without scholarships) and OCS/OTS while a larger percentage was commissioned by direct appointment in FY 1992. However, the proportions of Blacks, Hispanics, and "Other" minority accessions increased at the Service academies.

| Table 5.4. FY 1992 Source of Commission of Active Component Officer Accessions (Percent) | | | | | | | |
|---|---|---|---|---|---|---|---|
| Source of Commission | White | Black | Hispanic | Other | Male | Female | DoD |
| Academy | 19.6 | 11.9 | 11.7 | 17.2 | 20.8 | 9.3 | 18.7 |
| ROTC - Scholarship | 22.0 | 17.8 | 21.7 | 16.8 | 22.6 | 16.6 | 21.5 |
| ROTC - No Scholarship | 16.8 | 24.5 | 25.9 | 16.1 | 19.0 | 11.1 | 17.5 |
| OCS/OTS | 12.9 | 14.9 | 17.7 | 9.5 | 14.5 | 6.4 | 13.0 |
| Direct Appointment | 22.5 | 24.0 | 18.4 | 33.4 | 18.6 | 43.0* | 23.0 |
| Other** | 3.5 | 2.1 | 2.9 | 1.2 | 2.2 | 8.1 | 3.3 |
| Unknown | 2.6 | 4.8 | 1.8 | 5.9 | 2.3 | 5.6 | 2.9 |
| Total | 100.0 | 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).
Also see Appendix Table B-33 (Source of Commission by Service and Gender).

The commissioning sources of the Active Component officer force in FY 1992 are shown in Table 5.5. Commissioning sources for Whites were distributed fairly equally, ranging from 15 percent from Service academies to 22 percent from OCS/OTS. Blacks earned commissions primarily through non-scholarship ROTC programs (37 percent). Nearly half of Hispanic officers gained their commissions through non-scholarship ROTC and OCS/OTS programs. Approximately one-third of officers in "Other" racial categories received direct appointments and other types of commissions. A significant proportion of women (43 percent) had been accessed by direct appointment (i.e., as nurses).

Age. Mean ages of Active Component officers and enlisted personnel in FY 1992 are provided in Table 5.6. The mean age of officers was 34 years and that of enlisted members was 27 years. Two factors account for the age differences between officers and enlisted personnel: officers enter the military after college while enlistees normally enter

shortly after high school; and officers also have higher retention rates. Between FY 1973 and FY 1992, the average age of active duty officers increased almost 2 years.

| Table 5.5.  FY 1992 Source of Commission of Active Component Officer Corps, by Race/Ethnicity, and Gender (Percent) | | | | | | | |
|---|---|---|---|---|---|---|---|
| Source of Commission | White | Black | Hispanic | Other | Male | Female | DoD |
| Academy | 14.7 | 8.4 | 11.7 | 14.9 | 15.2 | 7.0 | 14.2 |
| ROTC - Scholarship | 16.6 | 12.4 | 11.3 | 13.1 | 16.4 | 13.7 | 16.1 |
| ROTC - No Scholarship | 19.7 | 36.9 | 26.1 | 19.4 | 21.8 | 16.3 | 21.1 |
| OCS/OTS | 22.0 | 15.9 | 22.0 | 15.0 | 21.9 | 16.5 | 21.3 |
| Direct Appointment* | 18.9 | 15.5 | 18.9 | 28.3 | 15.8 | 42.5 | 19.0 |
| Other** | 3.0 | 3.4 | 3.9 | 3.6 | 3.2 | 1.8 | 3.1 |
| Unknown | 5.0 | 7.5 | 6.2 | 5.8 | 5.7 | 2.2 | 5.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

| Table 5.6.  Mean Age of Active Component Officer Accessions and Officer Corps, FY 1973 and FY 1992, and of Enlisted Personnel, FY 1992 (Percent) | | | |
|---|---|---|---|
| | Officers | | Enlisted |
| | FY 1973 | FY 1992 | FY 1992 |
| Active Component Accessions | 25.0 | 25.7 | 19.8 |
| Active Component Force | 32.1 | 34.0 | 27.1 |

Also see Appendix Tables B-23 (Accessions Age by Service), and B-24 (Officer Age by Service).

Figures 5.2 and 5.3 indicate that Marine Corps officer accessions and officer corps were younger than those in other Services, while Air Force officers were older. As detailed in Appendix Table B-23, 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 13 percent of new officers in the Army, 18 percent in the Air Force, and 20 percent in the Navy were 30 or older in FY 1992.

Appendix Table B-24 shows the differences in the age distribution of the officer corps by Service. Forty-three percent of Marine Corps officers were under age 30, compared to 36 percent of Navy, 33 percent of Army, and 29 percent of Air Force officers. Twenty-seven percent of Air Force officers were 40 or older, compared to 20 percent of Marine Corps
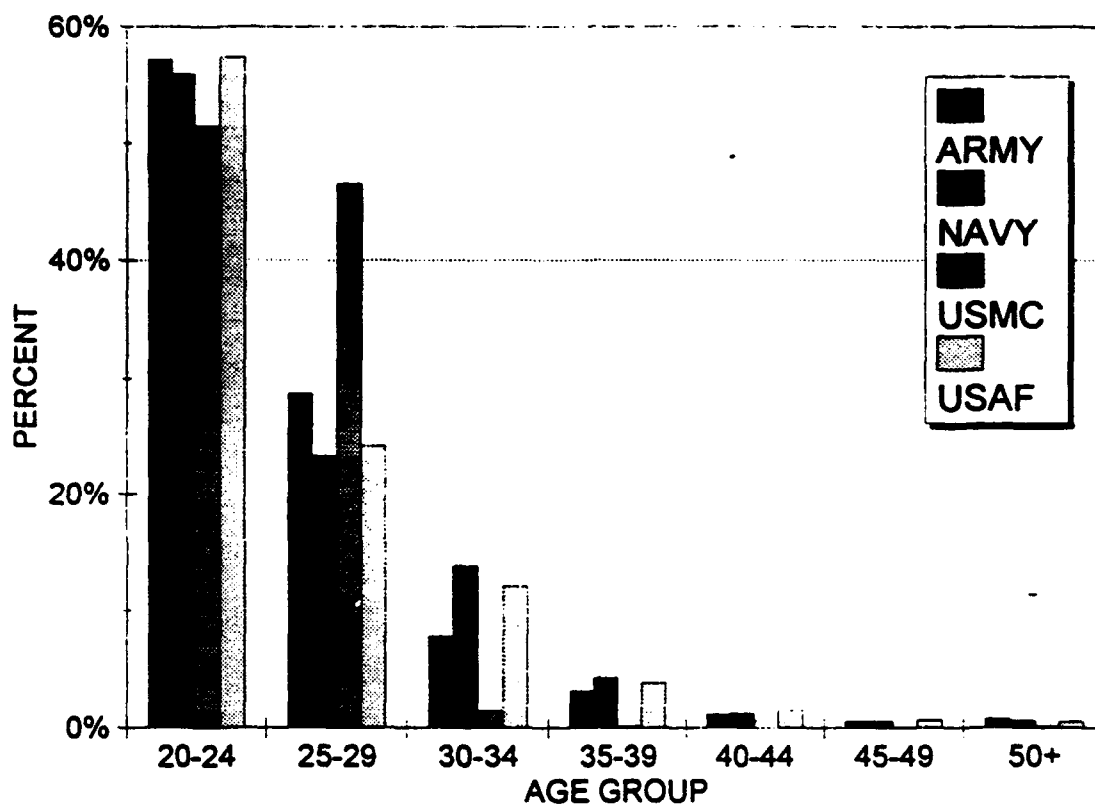
**Figure 5.2.** Age of FY 1992 Active Component officer accessions, by Service.
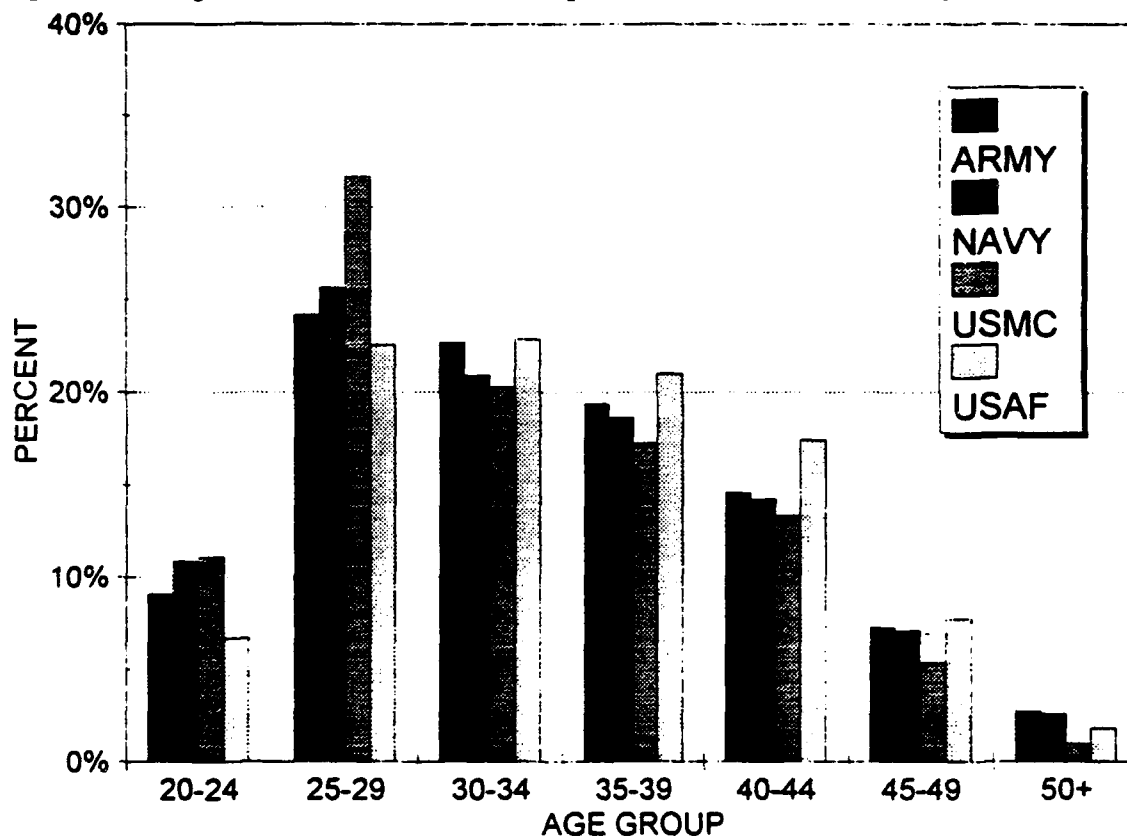


**Figure 5.3.** Age of FY 1992 Active Component officer corps, by Service.

officers, 24 percent of Navy officers, and 25 percent of Army officers. The primary reason that Marine Corps officers were younger is that the Navy provides health professional, chaplain, and other direct appointee services to the Marine Corps. These direct appointees are usually older than line officer accessions, because of the number of years of education and training beyond the undergraduate level that are required to obtain their certifications.

Gender. As shown in Table 5.7, women constituted 8 percent of officer accessions and 4 percent of the officer corps in FY 1973. With the exception of the Marine Corps, the Services were roughly equivalent in the percentage of female officers in the force and among female officer accessions in FY 1992.

| Table 5.7. Active Component Female Officer Accessions and Active Component Officer Corps, FY 1973 and FY 1992 (Percent) | | | | | | |
|---|---|---|---|---|---|---|
| | FY 1973 | FY 1992 | | | | |
| | DoD | Army | Navy | Marine Corps | Air Force | DoD |
| Active Component Accessions | 8.0 | 18.8 | 19.1 | 2.6 | 21.3 | 18.2 |
| Active Component Officer Corps | 4.0 | 13.8 | 12.3 | 3.2 | 14.0 | 12.8 |
| Also see Appendix Table B-25 (Gender by Service). | | | | | | |

As the ratios of female accessions to active duty members suggest, the proportion of female officers has been growing. In FY 1992, the proportion of new female officers across Services was more than double that of FY 1973, while the proportion of female officers tripled during the same time period.

Women had greater representation among Active Component officers than among enlisted personnel in FY 1992 (13 and 11 percent, respectively). Although the military has made great progress toward the inclusion of women in officer ranks, representation of women is below that in the civilian sector. In FY 1992, 51 percent of college graduates between the ages of 21 to 35 in the civilian sector were female, as were 43 percent of the college graduate civilian labor force.

Marital status. As indicated in Table 5.8, comparing FY 1973 with FY 1992 shows a striking increase in marital rates for female officers -- 17 versus 52 percent, respectively. The percentage of married male officers decreased from 81 percent in FY 1973 to 76 percent in FY 1992. However, proportionally more male officers than female officers were married (76 percent compared to 52 percent). The officer corps is similar to the civilian college graduate labor force with regard to marital status; 73 percent of male civilians and 62 percent of female civilians were married. In FY 1992, male officers were more likely than male enlisted members to be married, and more active duty enlisted males were married compared to enlisted females.

New officers were less likely to be married than were their civilian counterparts. Twenty-nine percent of male officer accessions were married, compared to 52 percent of the 21- to 35-year-old civilian male population with a college degree. Similarly, 57 percent of

the female civilian comparison group (21- to 35-year-olds with a college degree) were married, compared to 29 percent of new female officers (see Appendix Table B-26).

| Table 5.8. Married Active Component Officer Corps, FY 1973 and FY 1992, and Enlisted Personnel, FY 1992, by Gender (Percent) | | | |
|---|---|---|---|
| | Officers | | Enlisted |
| Gender | FY 1973 | FY 1992 | FY 1992 |
| Males | 81.0 | 75.8 | 56.0 |
| Females | 17.0 | 52.0 | 46.2 |
| Total | -- | 72.7 | 54.9 |
| Also see Appendix Table B-26 (Marital Status by Service). | | | |

In Chapter 4, we discussed dual-service enlisted families (i.e., a marriage where both spouses are military members), and the recommendations of the Presidential Commission to minimize the potential impact of deploying both members of a dual-service marriage. In comparing Table 5.9 to Table 4.6, proportionally more officers were married than are enlisted personnel. However, proportionally fewer officers were members of dual-service marriages. Most striking was the difference in the proportions of enlisted versus officer dual-service marriages in the Marine Corps (10-percentage-point decrease) and the Air Force (2-percentage-point increase).

**Race/Ethnicity.** The percentages of minority officer accessions and active duty officers by Service are shown in Table 5.10. The Army had the largest percentage of minority officer accessions in FY 1992 (17 percent), while the Air Force had the smallest percentage (11 percent). The total proportion of minority officer accessions reflects the proportions of minority college graduates (see Appendix Table B-27).

Table 5.11 shows, by selected years, the proportions of bachelor degree recipients by gender, and by race/ethnicity. For the 1989-1990 school year, Black, Hispanic, and "Other" racial categories represented 6, 3, and 4 percent, respectively, of college graduates, similar to DoD officer accession percentages in FY 1992.

The proportions of male and female minorities, except Black males, receiving bachelor's degrees have increased substantially over the last 15 years. The proportion of Black males receiving degrees has declined since 1976-1977. Although that percentage has stabilized over the two most recent years for which data were available, Black males represent just 2 percent of those who have earned bachelor's degrees.

Of 61,000 bachelor's degrees awarded to Blacks in the 1989-1990 school year, fewer than 6,000 were awarded in the technical fields most sought by the Armed Forces (computer

and information sciences, engineering, mathematics, and physical sciences).[3] Hispanics were awarded approximately 33,000 bachelor's degrees in 1989-1990, with 3,500 in the technical areas mentioned above.

| Gender | End-Strength | Number Married | Percent Married | Number in Dual-Service Marriages* | Percent of Married in Dual-Service Marriages |
|---|---|---|---|---|---|
| Table 59. FY 1992 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent) | | | | | |
| ARMY | | | | | |
| Male | 70,074 | 53,647 | 76.6 | 2,385 | 4.4 |
| Female | 11,238 | 5,974 | 53.2 | 2,643 | 44.2 |
| Total | 81,312 | 59,621 | 73.3 | 5,028 | 8.4 |
| NAVY | | | | | |
| Male | 58,130 | 41,431 | 71.3 | 1,444 | 3.5 |
| Female | 8,150 | 3,774 | 46.3 | 1,595 | 42.3 |
| Total | 66,280 | 45,205 | 68.2 | 3,039 | 6.7 |
| MARINE CORPS | | | | | |
| Male | 16,722 | 12,023 | 71.9 | 342 | 2.8 |
| Female | 548 | 270 | 49.3 | 179 | 66.3 |
| Total | 17,270 | 12,243 | 71.2 | 521 | 4.2 |
| AIR FORCE | | | | | |
| Male | 77,695 | 61,624 | 79.3 | 3,077 | 5.0 |
| Female | 12,683 | 6,929 | 54.6 | 3,236 | 46.7 |
| Total | 90,378 | 68,553 | 75.9 | 6,313 | 9.2 |
| DoD | | | | | |
| Male | 222,621 | 168,725 | 75.8 | 7,248 | 4.3 |
| Female | 32,619 | 16,947 | 52.0 | 7,653 | 45.2 |
| Total | 255,240 | 185,672 | 72.7 | 14,901 | 8.0 |
| * Differences between male and female members in Service databases. | | | | | |

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[3] For a complete list of bachelor degrees conferred by institutions of higher learning, by racial/ethnic group, major field of study, and gender, see National Center for Education Statistics, *Digest of Education Statistics: 1992* (Washington, DC: Department of Education, 1992), Table 250, p. 274.

| Table 5.10. FY 1992 Active Component Minority Officer Accessions and Active Component Minority Officer Corps, by Gender and Service (Percent) | | | | | |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | DoD |
| ACTIVE COMPONENT OFFICER ACCESSIONS | | | | | |
| Black Male | 6.4 | 4.5 | 5.6 | 3.3 | 4.9 |
| Black Female | 3.4 | 1.6 | 0.1 | 1.6 | 2.1 |
| Black Total | 9.8 | 6.1 | 5.7 | 4.9 | 6.9 |
| Hispanic Male | 2.3 | 3.2 | 4.3 | 1.0 | 2.4 |
| Hispanic Female | 0.4 | 0.6 | 0.3 | 0.3 | 0.4 |
| Hispanic Total | 2.7 | 3.8 | 4.6 | 1.3 | 2.8 |
| Other Male | 3.6 | 4.5 | 2.8 | 3.9 | 3.9 |
| Other Female | 1.1 | 0.8 | 0.2 | 0.7 | 0.8 |
| Other Total | 4.6 | 5.3 | 3.0 | 4.6 | 4.7 |
| Total Minority Officer Accessions | 17.2 | 15.2 | 13.3 | 10.8 | 14.4 |
| ACTIVE COMPONENT OFFICER CORPS | | | | | |
| Black Male | 8.8 | 3.3 | 4.4 | 4.2 | 5.4 |
| Black Female | 2.8 | 1.0 | 0.2 | 1.6 | 1.7 |
| Black Total | 11.6 | 4.3 | 4.6 | 5.7 | 7.2 |
| Hispanic Male | 1.8 | 2.3 | 2.7 | 1.7 | 2.0 |
| Hispanic Female | 0.3 | 0.3 | 0.1 | 0.3 | 0.3 |
| Hispanic Total | 2.2 | 2.6 | 2.8 | 2.0 | 2.3 |
| Other Male | 2.8 | 3.0 | 1.7 | 2.0 | 2.5 |
| Other Female | 0.6 | 0.5 | 0.1 | 0.5 | 0.5 |
| Other Total | 3.4 | 3.4 | 1.8 | 2.5 | 3.0 |
| Total Minority Officers | 17.2 | 10.4 | 9.2 | 10.3 | 12.4 |

Hispanics include all races; "Other" refers to non-White, non-Black, non-Hispanics such as American Indians, Asians and Pacific Islanders, and Native Alaskans.
Columns may not sum to totals due to rounding.
Also see Appendix Table B-27 (Race/Ethnicity by Service).

| Gender and Race/Ethnicity | Number | | | | | Change 1976-77 to 1989-90 |
|---|---|---|---|---|---|---|
| | 1976-77 | 1980-81 | 1984-85 | 1988-89 | 1989-90* | |
| **Males** | **483,068** | **453,301** | **456,057** | **464,454** | **473,061** | -10,007 |
| White, non-Hispanic | 438,161 | 406,173 | 405,085 | 407,142 | 413,469 | -24,692 |
| Black, non-Hispanic | 25,147 | 24,511 | 23,018 | 22,363 | 23,276 | -1,871 |
| Hispanic | 10,318 | 10,810 | 12,402 | 13,947 | 14,871 | +4,553 |
| Other | 9,442 | 11,807 | 15,552 | 21,002 | 21,445 | +12,003 |
| **Females** | **419,118** | **458,910** | **483,037** | **524,860** | **547,092** | +127,974 |
| White, non-Hispanic | 369,527 | 401,146 | 421,021 | 452,557 | 469,527 | +100,000 |
| Black, non-Hispanic | 33,489 | 36,162 | 34,455 | 35,702 | 37,798 | +4,309 |
| Hispanic | 8,425 | 11,022 | 13,472 | 15,963 | 17,815 - | +9,390 |
| Other | 7,677 | 10,580 | 14,089 | 20,638 | 21,952 | +14,275 |
| **Total** | 902,186 | 912,211 | 939,094 | 989,314 | 1,020,153 | +117,967 |

| Gender and Race/Ethnicity | Percent | | | | | Percent Change[2] 1976-77 to 1989-1990 |
|---|---|---|---|---|---|---|
| | 1976-77 | 1980-81 | 1984-85 | 1988-89 | 1989-90* | |
| **Males** | **53.5** | **49.7** | **48.6** | **46.9** | **46.4** | -2.1 |
| White, non-Hispanic | 48.6 | 44.5 | 43.1 | 41.2 | 40.5 | -5.6 |
| Black, non-Hispanic | 2.8 | 2.7 | 2.5 | 2.3 | 2.3 | -7.4 |
| Hispanic | 1.2 | 1.2 | 1.3 | 1.4 | 1.5 | +44.1 |
| Other | 1.0 | 1.3 | 1.6 | 2.1 | 2.1 | +127.1 |
| **Females** | **46.5** | **50.3** | **51.4** | **53.1** | **53.6** | +30.5 |
| White, non-Hispanic | 41.0 | 44.0 | 44.8 | 46.7 | 46.0 | +27.1 |
| Black, non-Hispanic | 3.7 | 4.0 | 3.7 | 3.6 | 3.7 | +12.9 |
| Hispanic | 0.9 | 1.2 | 1.4 | 1.6 | 1.7 | +111.5 |
| Other | 0.9 | 1.2 | 1.5 | 2.1 | 2.1 | +185.9 |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | +13.1 |

Columns may not add to totals due to rounding.

[1] Students who are U.S. citizens.

[2] Percent change from 1976-77 to 1989-90 is based on the difference between the number of individuals in a given category in 1976-77 and 1989-90. For example, the percent change in Hispanic males is calculated by dividing the number change from 1976-77 to 1989-90 (4,553) by the number in 1976-77 (10,318) and multiplying the result (.441) by 100 to get 44.1 percent.

*Preliminary data.

Source: National Center for Education Statistics, *Digest of Education Statistics: 1992* (Washington, DC: Department of Education, 1992), Table 249, p. 273.

**Representation within occupations.** The distribution of officers across occupational areas has changed since FY 1973, as shown in Table 5.12. The shift is attributable to

expanded technology and changes in force structure and manning levels.[4] Larger percentages of officers were in intelligence, health care, and supply, procurement, and allied occupations in FY 1992 compared to FY 1973, while smaller percentages were in tactical operations, engineering, science, and administration.

Appendix Table B-30 provides FY 1992 occupational area data by Service, including personnel classified as non-occupational. The greatest proportion of officers across Services was in tactical operations (40 percent). The next largest groupings were health care occupations for the Army and Navy (22 and 18 percent, respectively), engineering and health care for the Air Force (each 16 percent), and supply for the Marine Corps (12 percent).

| Table 5.12. FY 1973 and FY 1992 Occupational Areas of Active Component Officer Corps (Percent) | | |
|---|---|---|
| Occupational Areas | FY 1973 | FY 1992 |
| General Officers and Executives | 2.0 | 0.4 |
| Tactical Operations | 44.0 | 40.5 |
| Intelligence | 3.0 | 4.6 |
| Engineering and Maintenance | 15.0 | 11.5 |
| Scientists and Professionals | 7.0 | 4.8 |
| Health Care | 11.0 | 17.4 |
| Administration | 13.0 | 7.0 |
| Supply, Procurement, and Allied Occupations | 6.0 | 8.7 |
| Non-Occupational* | n/a | 5.2 |
| Total | 100.0 | 100.0 |

Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives."
Columns do not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-30 (Occupational Area by Service).

Representation of women within occupations. The occupational assignments of female officers have changed markedly since FY 1973 as shown in Table 5.13. At the beginning of the volunteer force era, over 90 percent of women officers were in health care (72 percent) or administration (19 percent). In FY 1992, the proportion in health care and administration dropped to 46 and 17 percent, respectively, while the percentages in every other occupational area increased. The proportion of women officers serving in "non-traditional" skills rose: a near five-fold increase in engineering, a three-fold rise in supply and intelligence, and a seven-and-one-half-fold jump in tactical operations.

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[4] Two reasons for the decline in officers were that FY 1973 was the closing year of a war, and Congress directed FY 1992 reductions in officers in each Service.

| Table 5.13. Occupational Areas of Active Component Officer Corps: Females, FY 1973 and FY 1992; Males, FY 1992 (Percent) | | | |
|---|---|---|---|
| | Females | | Males |
| Occupational Areas | FY 1973 | FY 1992 | FY 1992 |
| General Officers and Executives | * | * | 0.4 |
| Tactical Operations | 1.0 | 7.4 | 45.4 |
| Intelligence | 2.0 | 5.5 | 4.4 |
| Engineering and Maintenance | 2.0 | 9.6 | 11.8 |
| Scientists and Professionals | 1.0 | 4.1 | 4.9 |
| Health Care | 72.0 | 45.5 | 13.2 |
| Administration | 19.0 | 17.1 | 5.5 |
| Supply, Procurement, and Allied Occupations | 3.0 | 8.7 | 8.7 |
| Non-Occupational** | n/a | 2.0 | 5.6 |
| Total | 100.0 | 100.0 | 100.0 |

Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives."
Columns may not add to total due to rounding.
* Less than half of one percent.
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-31 (Occupational Area by Service and Gender).

However, the data also show significant differences between male and female officers during FY 1992. Significantly greater percentages of males than females were in tactical operations (45 and 7 percent, respectively), while greater percentages of women than men were in "traditional" female occupations of administration (17 and 6 percent, respectively) and health care (46 and 13 percent, respectively).

As detailed in Appendix Table B-31, the assignment of women into occupational areas differs according to Service. Forty-six percent of female officers in the Navy were in health care, 30 percent in administration, and 4 percent in engineering and maintenance positions. By comparison, 44 percent of Air Force female officers were in health care, 14 percent in administration, and 13 percent in engineering and maintenance occupations. Ten percent of Air Force female officers were 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 were in supply (13 percent), administration (11 percent), and engineering and maintenance (11 percent). Since the Marine Corps has no health care professionals, female officers were distributed differently across occupations, with 37 percent in administration, 21 percent in supply, and 11 percent in engineering and maintenance.

Representation of minorities within occupations. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 5.14. In FY 1992, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although Blacks and "Others" had fewer assigned to tactical operations and Blacks had more assigned to administration and supply.

| Table 5.14. FY 1992 Occupational Area Distribution of Active Component Officer Corps, by Race/Ethnicity (Percent) | | | | |
|---|---|---|---|---|
| Occupational Areas | White | Black | Hispanic | Other |
| General Officers and Executives | 0.4 | 0.2 | 0.2 | 0.1 |
| Tactical Operations | 42.1 | 28.9 | 34.4 | 26.9 |
| Intelligence | 4.6 | 3.9 | 4.8 | 4.6 |
| Engineering and Maintenance | 11.3 | 14.7 | 12.4 | 11.9 |
| Scientists and Professionals | 5.0 | 3.7 | 3.9 | 3.9 |
| Health Care | 16.9 | 17.2 | 17.8 | 31.0 |
| Administration | 6.5 | 12.8 | 8.3 | 5.7 |
| Supply, Procurement, and Allied Occupations | 8.2 | 15.5 | 10.5 | 8.2 |
| Non-Occupational* | 5.2 | 3.2 | 7.7 | 7.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |

Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives."
Columns may not add to 100 percent due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-32 (Occupational Area by Service and Race/Ethnicity).

Greater percentages of officers in the "Other" racial category than Whites, Blacks, or Hispanics were in health care positions. Larger proportions of Hispanics than Whites were in intelligence, engineering, and supply occupations. Proportionately more Blacks than other demographic categories were in the engineering and supply occupations.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages (excluding General Officers) worked in intelligence and scientific/professional occupations. Appendix Table B-32 provides data on occupational areas by Service and race/ethnicity.

# Chapter 6

## SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 1992 strength of 1.86 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 6.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component (RC) data in this chapter include only the Selected Reserve.

The Selected Reserve includes three groups: 1) units (including full-time support personnel) organized, equipped, and trained to perform wartime missions; 2) Individual Mobilization Augmentees (IMAs) who provide wartime augmentation on or shortly after mobilization; and 3) members of the Selected Reserve who have not completed sufficient training to be awarded a military skill designation. The third ("training pipeline") group may not deploy overseas upon mobilization until minimum training (12 weeks or its equivalent) is completed. Selected Reservists assigned to units and IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

| Ready Reserve 1,857,800 | | | | |
|---|---|---|---|---|
| Selected Reserve 1,114,900[1] | | | | Individual Ready Reserve/Inactive National Guard 742,900 |
| Units and Full-Time Support 1,085,500 | | Individual Mobilization Augmentees 29,400 | | |
| Units[2] 949,800 | Full-Time Support[3] 135,700 | | | |

[1] Components within the Selected Reserve include the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), and Marine Corps Reserve (USMCR). Coast Guard Reserve is excluded.
[2] Includes Selected Reserve members in the training pipeline.
[3] Excludes civilians; only military technicians with dual status.
Numbers are rounded to nearest hundred.
Source: *Reserve Component Programs - FY 1992* (Washington, DC: The Reserve Forces Policy Board, 1993), Table 1-2, p. 4; Office of the Assistant Secretary of Defense (Reserve Affairs), *Official Guard and Reserve Manpower Strengths and Statistics, FY 1992 Summary* (Washington, DC, 1992), p. 1.005.

Figure 6.1. FY 1992 composition of the Selected Reserve within the Ready Reserve.

Reserve forces perform a variety of important missions in the event of national emergency, and assist the Active Components in meeting their peacetime operating requirements. Figure 6.2 shows that the FY 1992 Selected Reserve comprised 39 percent of the Active and Selected Reserve force assigned strengths. In FY 1992, the Army had 55 percent of its force structure in its Reserve Components (ARNG and USAR), including 44 percent of combat units and two-thirds of aggregate combat support and combat service support. USNR units comprised all the Navy U.S.-based logistical aircraft, 57 percent of ocean minesweepers, and 47 percent of fleet hospitals. The ANG and USAFR account for all U.S.-based strategic interceptor force units, 92 percent of aeromedical evacuation crews, and 34 percent of tactical fighters. The USMCR provided 50 percent of tank battalions, 33 percent of light armored infantry battalions, and 25 percent of Marine Corps aircraft groups. Appendix E contains more specific examples of the types of units and the proportion of the DoD mission assigned to National Guard and Reserve units.



| Total (in thousands): | ARMY 1,322 | NAVY 676 | USMC 225 | USAF 667 | DOD 2,890 |

Legend: ■ Active ▧ Reserve □ Nat.Guard
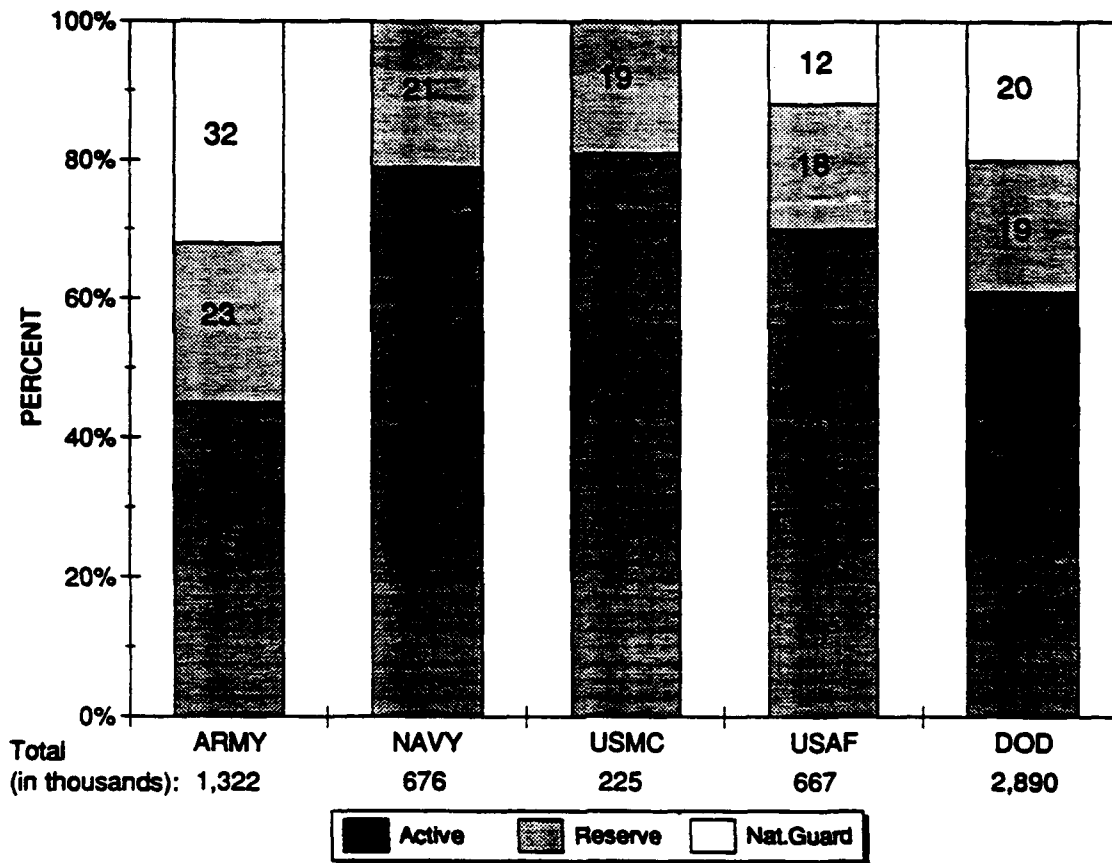
Figure 6.2. FY 1992 distribution by Service of Active and Reserve Components assigned strengths.

In FY 1992, the Reserve Components recruited 191,315 persons compared to the Active Components' 201,622. The largest RC recruiting program is that of the Army National Guard. While the ARNG non-prior service recruiting mission alone is larger than

the active objectives of either the Air Force or the Marine Corps, prior service requirements are even larger. Recognizing the importance of the experience provided by prior service personnel to the Reserve Forces, Congress established floors for the nonprior/prior service mix for the Army National Guard: "By September 30, 1997, 65 percent of all [ARNG] officers and 50 percent of all [ARNG] enlisted members should have at least two years of active duty."[1]

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements -- in numbers, skills, and quality. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Civilian skill transferability, quality of training, equipment, promotion opportunity, and other factors can create large differences in manning ability across skills. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of. labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, and other secondary job opportunities create recruiting and retention challenges for RC units.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. An RC company with a combat mission may need a significantly higher proportion of young non-prior service (NPS) accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service (PS) recruiting requirements. Caution must be exercised when analyzing RC data. For example, NPS recruits comprised 39 percent of FY 1992 enlisted accessions; however, the percentage of NPS accessions ranged from 15 percent in the USAFR to 73 percent in the USMCR.

The population representation profile of the Reserve Forces is different from the Active Components due to a number of factors:

- The proportional distribution of combat, combat support, and combat service support skills in the Selected Reserve;

- The location of units, given the requirement for Reserve Components to recruit for local unit vacancies within a 50-mile radius; and

- The impact of the Active Components' drawdown on Reserve recruiting.

This chapter provides demographic characteristics and the distribution of FY 1992 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

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[1] National Defense Authorization Act of Fiscal Year 1992, House Report 102-966, p. 231.

accessions. 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 is similar for the Reserve and Active Components.[2] With the exception of a number of Air National Guard units, Reserve recruiters process their NPS applicants through Military Entrance Processing Stations (MEPS), following procedures almost identical to the Active Components.

Many individuals join the RC for the monetary compensation associated with Reserve service, including drill pay, educational benefits, and military compensation during annual training. Reserve compensation during peacetime (i.e., inactive duty for weekend drills and active duty for training) also includes limited medical care, facility usage, and future retirement benefits. In addition, Reservists and Guardsmen receive non-monetary benefits associated with RC service including camaraderie, pride in serving the country, opportunities for travel, and training.

Recruiters provide information on the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. NPS prospects take the ASVAB at either a local test site or at a MEPS. If a 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.

A counselor meets with each applicant to discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into the RC.

FY 1992 RC recruiting results for NPS and PS gains and assigned end-strengths are shown in Table 6.1. While recruiting objectives decreased for the Active Components from FYs 1991 to 1992, Reserve recruiting increased 4.4 percent (from 183,000 in FY 1991 to 191,000 in FY 1992). Due to differences in mission and force structure, the size of the

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

recruiting missions by component varied greatly. Therefore, comparisons between the RC percentages must be interpreted with care. The Army components, the ARNG and USAR, had the largest Selected Reserve recruiting missions, recruiting 72 percent of total RC accessions (37 and 35 percent for the ARNG and USAR, respectively).

The USAFR had the highest proportion of prior service recruits (85 percent of its total recruiting effort), followed by the USNR with 81 percent PS accessions. The USMCR recruited the lowest proportion of PS recruits (27 percent). The proportion of RC prior service recruits increased over the past year, from 57 percent in FY 1991 to 61 percent in FY 1992. The increase in prior service accessions provides the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions. However, the drawdown of the Active force will eventually reduce the number of prior service individuals from which the Reserve Components can recruit.

| Table 6.1. FY 1992 Selected Reserve Non-Prior Service (NPS) and Prior Service (PS) Enlisted Accessions and End-Strengths | | | | | |
|---|---|---|---|---|---|
| Component | NPS | PS | Total | PS Percent of Component Total | Enlisted End-Strength |
| Army National Guard | 29,488 | 41,679 | 71,167 | 58.6 | 378,904 |
| Army Reserve | 30,341 | 36,748 | 67,089 | 54.8 | 245,135 |
| Naval Reserve | 4,661 | 20,379 | 25,040 | 81.4 | 115,341 |
| USMC Reserve | 5,091 | 1,923 | 7,014 | 27.4 | 38,748 |
| Air National Guard | 3,749 | 8,172 | 11,921 | 68.6 | 104,758 |
| Air Force Reserve | 1,350 | 7,734 | 9,084 | 85.1 | 65,806 |
| DoD Total | 74,680 | 116,635 | 191,315 | 61.0 | 948,692 |
| Also see Appendix Tables D-1 (NPS Age by Component and Gender) and D-9 (PS Age by Component and Gender). | | | | | |

## Characteristics of Selected Reserve Accessions

**Race/Ethnicity.** Table 6.2 indicates no substantive differences in the racial composition of Selected Reserve NPS and PS accessions. The NPS and PS percentages for Blacks were higher than in the civilian youth and labor force. Blacks comprised approximately 17 percent of Selected Reserve NPS accessions compared to 14 percent in the 17- to 35-year-old youth population, the same proportion as FY 1992 Active Component accessions. However, the proportions of Black recruits in each Reserve Component were quite different. The ANG and USMCR recruited a smaller proportion of non-prior service Blacks (9 and 10 percent, respectively); the USAR and USAFR recruited the highest proportions (21 and 19 percent, respectively); the ARNG and USNR recruited comparable proportions (15 and 12 percent, respectively).

| Race/Ethnicity | Army National Guard | Army Reserve | Naval Reserve | Marine Corps Reserve | Air National Guard | Air Force Reserve | Total DoD |
|---|---|---|---|---|---|---|---|
| **Table 6.2. FY 1992 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race/Ethnicity (Percent)** | | | | | | | |
| **NON-PRIOR SERVICE** | | | | | | | |
| White | 76.1 | 67.9 | 75.8 | 73.4 | 83.7 | 73.9 | 72.9 |
| Black | 15.3 | 21.4 | 12.1 | 9.9 | 8.7 | 19.0 | 16.9 |
| Hispanic | 5.9 | 6.6 | 7.9 | 10.0 | 4.1 | 3.0 | 6.4 |
| Other | 2.7 | 4.1 | 4.1 | 6.7 | 3.5 | 4.1 | 3.7 |
| **PRIOR SERVICE** | | | | | | | |
| White | 73.4 | 60.3 | 74.2 | 72.5 | 81.9 | 77.2 | 70.3 |
| Black | 18.2 | 29.9 | 14.4 | 15.7 | 10.1 | 15.4 | 20.4 |
| Hispanic | 5.2 | 4.3 | 6.0 | 8.2 | 4.9 | 4.3 | 5.0 |
| Other | 3.2 | 5.5 | 5.4 | 3.6 | 3.2 | 3.1 | 4.3 |
| **TOTAL ACCESSIONS** | | | | | | | |
| White | 74.6 | 63.8 | 74.5 | 73.2 | 82.4 | 76.7 | 71.3 |
| Black | 17.0 | 26.1 | 14.0 | 11.5 | 9.6 | 15.9 | 19.0 |
| Hispanic | 5.5 | 5.4 | 6.4 | 9.5 | 4.6 | 4.1 | 5.6 |
| Other | 3.0 | 4.8 | 5.2 | 5.8 | 3.3 | 3.3 | 4.1 |

| **17-35 YEAR-OLD CIVILIANS (COMPARE TO NPS ACCESSIONS)** | | | | |
|---|---|---|---|---|
| White | Black | Hispanic | Other | **Total** |
| 70.4 | 14.3 | 11.4 | 3.8 | 100.0 |

| **18-44 YEAR-OLD CIVILIAN LABOR FORCE (COMPARE TO PS ACCESSIONS)** | | | | |
|---|---|---|---|---|
| White | Black | Hispanic | Other | **Total** |
| 76.0 | 11.5 | 9.1 | 3.4 | 100.0 |

Columns may not add to total due to rounding.
Also see Appendix Tables D-3 (NPS Race/Ethnicity by Component and Gender) and D-11 (PS Race/Ethnicity by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

The proportion of Hispanic Selected Reserve NPS recruits was lower than the national population proportion (6 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- to 24-year-old Hispanic youth in the national population (3 and 4 percent, respectively, compared to 11 percent in the national population).

Hispanics represented 5 percent of PS accessions. The civilian comparison group for PS accessions, the 18- to 44-year-old civilian labor force, contained 9 percent Hispanics. Thus, the proportion of Hispanic PS accessions was lower than the national population However, PS accessions were constrained by the proportions of ethnic groups in the Active Components. Therefore, comparisons between PS recruits and the national population should be interpreted cautiously.

Black females represented the largest proportion of minority Reserve accessions (see Appendix Table D-3). Across the Reserve Components, the proportion of Black women (27 percent) was nearly twice that of Black men (15 percent). The USAR had the highest proportion of Black female recruits (32 percent).

Gender. The proportion of women joining the Selected Reserve was similar to the Active Components (approximately 15 percent in both). Table 6.3 reflects the gender percentages for NPS and PS accessions by RC. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (22 and 20 percent, respectively), while the USMCR had the lowest (4 percent). With the exception of the USMCR, the proportion of PS female recruits was lower than NPS female recruits.

| Table 6.3. FY 1992 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 | 86.6 | 13.4 | 92.3 | 7.7 | 89.9 | 10.1 |
| Army Reserve | 73.4 | 26.6 | 82.6 | 17.4 | 78.5 | 21.5 |
| Naval Reserve | 82.0 | 18.0 | 86.9 | 13.1 | 86.0 | 14.0 |
| USMC Reserve | 97.7 | 2.3 | 89.8 | 10.2 | 95.6 | 4.4 |
| Air National Guard | 79.6 | 20.4 | 85.3 | 14.7 | 83.5 | 16.5 |
| Air Force Reserve | 73.8 | 26.2 | 80.9 | 19.1 | 79.8 | 20.2 |
| DoD Total | 81.1 | 18.9 | 87.0 | 13.0 | 84.7 | 15.3 |
| Also see Appendix Tables D-1 (NPS Age by Component and Gender) and D-9 (PS Age by Component and Gender). | | | | | | |

Age. Approximately two-thirds to three-fourths of ARNG, USAR, and USMCR NPS recruits were 17- to 19-years old, as shown in Table 6.4. Half of the ANG and 40 percent of USAFR NPS recruits were 17 to 19 years old.

A number of factors contributed to the age differences among Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. 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 1992, approximately 30 and 40 percent, respectively, of ARNG and USAR NPS recruits were students still enrolled in high school.

| Age Group | Army National Guard | Army Reserve | Naval Reserve | Marine Corps Reserve** | Air National Guard | Air Force Reserve | Total DoD | 17-35 Year-Old Civilians |
|---|---|---|---|---|---|---|---|---|
| 17-19 | 66.7 | 73.5 | 15.9 | 67.2 | 49.7 | 40.4 | 65.0 | 13.4 |
| 20-24 | 25.7 | 21.1 | 19.1 | 29.6 | 37.0 | 42.7 | 24.6 | 24.1 |
| 25-29 | 5.2 | 3.7 | 18.8 | 3.0 | 8.9 | 11.4 | 5.6 | 26.5 |
| 30-34 | 1.8 | 1.5 | 14.3 | 0.2 | 4.0 | 5.0 | 2.5 | 30.1 |
| 35-39 | 0.2 | 0.1 | 7.9 | 0.0 | 0.3 | 0.4 | 0.6 | 6.0 |
| 40-44 | 0.1 | * | 1.0 | * | 0.0 | 0.0 | 0.1 | |
| 45-49 | * | * | 0.3 | 0.0 | 0.0 | 0.0 | * | |
| 50+ | * | 0.0 | 0.1 | 0.0 | * | 0.0 | * | |
| Unknown | 0.2 | * | 22.7 | 0.0 | * | 0.0 | 1.5 | |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Table 6.4. FY 1992 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old (Percent)

* Less than .05 percent.
** USMCR age data are calculated using derived data. Therefore, expect a 15-20% error rate.
Columns may not add to total due to rounding.
Also see Appendix Tables D-1 (Age by Component and Gender) and D-2 (Age by Marital Status and Gender).
Source: USMCR data from Reserve Affairs. Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Education. More Selected Reserve NPS recruits completed high school than was true for their civilian peers, as indicated in Table 6.5. Approximately 98 percent of FY 1992 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 83 percent of 18- to 24-year-old civilians. In addition, this is a significant improvement (7-percentage-point increase) since FY 1991 (91 percent Tiers 1 and 2).

Differences between Reserve Components in FY 1992 high school graduate NPS recruits were generally quite small. The ARNG showed a large increase in Tier 1 recruits, 81 percent in FY 1992, compared to 65 percent in FY 1991. The USMCR and USAR had the highest proportions of Tier 1 NPS accessions (99 and 98 percent, respectively). The ARNG had the highest proportion of Tier 2 and Tier 3 recruits (15 and 4 percent, respectively).

College experience refers to individuals who have two or more years in either junior college or four-year institutions. The USNR had the highest proportion of accessions with college experience (13 percent). It should be pointed out that most enlisted occupations are generally comparable to civilian jobs not requiring college education. A civilian comparison of education levels by occupational skills and by age was not available.

| Table 6.5. FY 1992 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18-24 Years Old (Percent) | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Education Tier | Army National Guard | Army Reserve | Naval Reserve | Marine Corps Reserve | Air National Guard | Air Force Reserve | Total DoD | 18-24 Year-Old Civilians* |
| Tier 1: Regular High School Graduate or Higher** | 80.9 | 98.1 | 94.4 | 98.8 | 92.5 | 95.2 | 90.8 | 82.8 |
| Tier 2: GED, Alternate Credentials | 15.1 | 0.9 | 4.8 | 1.1 | 6.2 | 3.9 | 7.1 | |
| Tier 3: No Credentials | 4.0 | 1.0 | 0.8 | 0.0 | 1.2 | 1.0 | 2.1 | 17.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| College Experience (Part of Tier 1)[1] | 4.0 | 2.9 | 13.1 | 1.5 | 6.3 | 5.9 | 4.0 | 47.1 |

Columns may not add to total due to rounding.
* Civilian percentages combine Tiers 1 and 2.
** Tier 1 includes high school students who enlisted under the split-training option.
[1] These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 7 for a discussion of officers.
Also see Appendix Tables D-7 (Education by Component and Gender) and D-8 (Education by Component and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

AFQT. Table 6.6 compares FY 1992 Selected Reserve NPS accessions by AFQT category, gender, and Reserve Component with civilian youth 18 to 23 years old. A greater percentage of Reserve male recruits scored in AFQT Categories I to IIIA than their civilian counterparts (68 versus 54 percent). Seventy-seven to 81 percent of USAR, USMCR, ANG, and USAFR NPS male accessions and 56 percent of ARNG NPS male recruits scored in AFQT Categories I through IIIA compared to 54 percent in the civilian group. The differences between scores of female recruits and their comparable civilian group were similar to male accessions. The proportion of ARNG female NPS accessions scoring in the I-IIIA range was slightly higher than the civilian group (54 and 49 percent, respectively), while scores of female recruits in the other Components were substantially higher (72 to 92 percent).

| AFQT Category | Army National Guard | Army Reserve | Naval Reserve[1] | Marine Corps Reserve | Air National Guard | Air Force Reserve | Total DoD[2] | 1980 Civilian Youth Population[3] |
|---|---|---|---|---|---|---|---|---|
| MALES | | | | | | | | |
| I | 3.9 | 6.8 | N/A | 7.5 | 7.2 | 6.7 | 5.6 | 10.0 |
| II | 29.8 | 42.1 | N/A | 47.9 | 49.2 | 50.1 | 37.6 | 29.4 |
| IIIA | 22.4 | 27.7 | N/A | 25.4 | 22.8 | 23.4 | 24.8 | 14.4 |
| IIIB | 38.6 | 22.8 | N/A | 17.0 | 19.1 | 18.8 | 29.2 | 16.0 |
| IV | 3.1 | 0.5 | N/A | 0.0 | 0.0 | 0.0 | 1.6 | 20.4 |
| V | 0.0 | 0.0 | N/A | 0.0 | 0.0 | 0.0 | 0.0 | 9.9 |
| Unknown | 2.2 | 0.0 | N/A | 2.2 | 1.6 | 1.0 | 1.3 | 0.0 |
| Total | 100.0 | 100.0 | N/A | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| FEMALES | | | | | | | | |
| I | 2.2 | 3.1 | N/A | 10.4 | 4.7 | 5.4 | 3.1 | 5.8 |
| II | 28.1 | 35.3 | N/A | 52.2 | 44.0 | 43.2 | 34.0 | 26.9 |
| IIIA | 23.4 | 33.6 | N/A | 29.6 | 27.7 | 24.0 | 29.9 | 16.2 |
| IIIB | 43.5 | 27.7 | N/A | 7.0 | 22.9 | 26.6 | 31.9 | 20.7 |
| IV | 0.9 | 0.4 | N/A | 0.0 | 0.0 | 0.8 | 0.5 | 21.7 |
| V | 0.0 | 0.0 | N/A | 0.0 | 0.0 | 0.0 | 0.0 | 8.6 |
| Unknown | 2.8 | 0.0 | N/A | 0.9 | 0.8 | 0.0 | 0.6 | 0.0 |
| Total | 100.0 | 100.0 | N/A | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Columns may not add to total due to rounding.
Also see Appendix Tables D-5 (AFQT by Component and Gender) and D-6 (AFQT by Component and Race/Ethnicity).
[1] Data were not available for this report.
[2] DoD data do not include the Naval Reserve.
[3] The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V.
Source: Civilian data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

**Geography.** Table 6.7 provides Selected Reserve NPS accessions by census regions. Similar to Table 2.11 in Chapter 2, the third and fourth columns show the percentages of accessions and 18- to 24-year-old civilians in each area. The fifth column presents military/civilian ratios -- the percentage of enlisted accessions divided by the percentage of

| 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 | Representation Ratio |
|---|---|---|---|---|
| **NORTHEAST REGION** | 14,606 | 21.9 | 19.8 | 1.1 |
| *New England Division* | *5,124* | *7.7* | *5.4* | *1.4* |
| Maine | 519 | 0.8 | 0.5 | 1.6 |
| New Hampshire | 324 | 0.5 | 0.4 | 1.3 |
| Vermont | 281 | 0.4 | 0.2 | 2.0 |
| Massachusetts | 2,652 | 4.0 | 2.6 | 1.5 |
| Rhode Island | 357 | 0.5 | 0.4 | 1.3 |
| Connecticut | 961 | 1.4 | 1.4 | 1.0 |
| *Middle Atlantic Division* | *9,482* | *14.2* | *14.4* | *1.0* |
| New York | 3,967 | 6.0 | 6.7 | 0.9 |
| New Jersey | 1,620 | 2.4 | 3.2 | 0.8 |
| Pennsylvania | 3,895 | 5.8 | 4.5 | 1.3 |
| **NORTH CENTRAL REGION** | 17,742 | 26.3 | 24.3 | 1.1 |
| *East North Central Division* | *10,443* | *15.7* | *17.0* | *0.9* |
| Ohio | 2,222 | 3.3 | 4.5 | 0.7 |
| Indiana | 2,166 | 3.3 | 2.2 | 1.5 |
| Illinois | 2,865 | 4.3 | 4.6 | 0.9 |
| Michigan | 1,551 | 2.3 | 4.0 | 0.6 |
| Wisconsin | 1,639 | 2.5 | 2.1 | 1.2 |
| *West North Central Division* | *7,099* | *10.7* | *7.3* | *1.5* |
| Minnesota | 1,786 | 2.7 | 1.6 | 1.7 |
| Iowa | 1,258 | 1.9 | 1.2 | 1.6 |
| Missouri | 1,692 | 2.5 | 2.4 | 1.0 |
| North Dakota | 503 | 0.8 | 0.3 | 2.7 |
| South Dakota | 299 | 0.4 | 0.3 | 1.3 |
| Nebraska | 635 | 1.0 | 0.6 | 1.7 |
| Kansas | 926 | 1.4 | 1.0 | 1.4 |
| **SOUTH REGION** | 25,338 | 38.0 | 34.7 | 1.1 |
| *South Atlantic Division* | *11,007* | *16.5* | *17.2* | *1.0* |
| Delaware | 311 | 0.5 | 0.2 | 2.5 |
| Maryland | 1,825 | 2.7 | 2.1 | 1.3 |
| D.C. | 164 | 0.2 | 0.2 | 1.0 |
| Virginia | 1,631 | 2.4 | 2.7 | 0.9 |
| West Virginia | 1,169 | 1.8 | 0.8 | 2.3 |
| North Carolina | 1,821 | 2.7 | 2.7 | 1.0 |
| South Carolina | 1,225 | 1.8 | 1.5 | 1.2 |
| Georgia | 1,507 | 2.3 | 2.3 | 1.0 |
| Florida | 2,354 | 3.5 | 4.8 | 0.7 |
| *East South Central Division* | *5,630* | *8.5* | *6.5* | *1.3* |
| Kentucky | 1,085 | 1.6 | 1.5 | 1.1 |
| Tennessee | 1,068 | 1.6 | 2.3 | 0.7 |
| Alabama | 2,058 | 3.1 | 1.6 | 1.9 |
| Mississippi | 1,421 | 2.1 | 1.1 | 1.9 |
| *West South Central Division* | *8,699* | *13.1* | *11.0* | *1.2* |
| Arkansas | 1,380 | 2.1 | 0.9 | 2.3 |
| Louisiana | 2,296 | 3.4 | 1.8 | 1.9 |
| Oklahoma | 1,262 | 1.9 | 1.2 | 1.6 |
| Texas | 3,761 | 5.6 | 7.0 | 0.8 |

(Continued)

| 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 | Representation Ratio |
|---|---|---|---|---|
| WEST REGION | 9,157 | 13.7 | 21.3 | 0.6 |
| | | | | |
| *Mountain Division* | 2,995 | 4.5 | 5.2 | 0.9 |
| Montana | 371 | 0.6 | 0.3 | 2.0 |
| Idaho | 423 | 0.6 | 0.4 | 1.5 |
| Wyoming | 188 | 0.3 | 0.1 | 3.0 |
| Colorado | 559 | 0.8 | 1.1 | 0.7 |
| New Mexico | 469 | 0.7 | 0.6 | 1.2 |
| Arizona | 625 | 0.9 | 1.3 | 0.7 |
| Utah | 711 | 1.1 | 0.9 | 1.2 |
| Nevada | 209 | 0.3 | 0.5 | 0.6 |
| | | | | |
| *Pacific Division* | 6,162 | 9.2 | 16.1 | 0.6 |
| Washington | 1,100 | 1.7 | 2.3 | 0.7 |
| Oregon | 788 | 1.2 | 1.0 | 1.2 |
| California | 3,511 | 5.3 | 12.2 | 0.4 |
| Alaska | 327 | 0.5 | 0.2 | 2.5 |
| Hawaii | 436 | 0.7 | 0.3 | 2.3 |
| | | | | |
| TOTAL (50 STATES + D.C.) | 69,313 | 100.0 | 100.0 | 1.0 |

Note. Total of 50 states and District of Columbia excludes 5,367 individuals from territories and commonwealths and individuals with unknown state of origin.
Source: DoD data from Office of the Assistant Secretary of Defense (Reserve Affairs), *Official Guard and Reserve Manpower Strengths and Statistics, FY 1992 Summary* (Washington, DC, 1992), pp. 2.237-2.238.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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 (38 percent), followed by the North Central, Northeast, and West Regions (26, 22, and 14 percent, respectively). Representation from the West declined 3 percentage points from FY 1991. All regions except the West had representation ratios greater than 1.00. Only 2 of 9 states in the Northeast, and 4 of 17 states in the South had ratios less than 1.00. The 12-state North Central Region had a representation ratio of 1.1 with Ohio, Illinois, and Michigan less than 1.00. In the West Region, the ratios ranged from a low of 0.4 in California to 3.0 in Wyoming. While Wyoming 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 12 percent of the nation's youth population live in California. Its ratio of 0.4 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.** There are substantive differences among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 6.8. The Air Force Reserve Components (ANG and USAFR) had the "oldest" members -- with 33 and 31 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.

| Table 6.8. FY 1992 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent) | | | | | | | |
|---|---|---|---|---|---|---|---|
| Age Group | Army National Guard | Army Reserve | Naval Reserve | Marine Corps Reserve | Air National Guard | Air Force Reserve | Total DoD | Civilians |
| 17-19 | 7.8 | 12.3 | 1.9 | 11.1 | 2.2 | 1.0 | 7.3 | 4.3 |
| 20-24 | 27.8 | 27.8 | 26.6 | 57.8 | 15.2 | 12.7 | 26.4 | 10.8 |
| 25-29 | 19.5 | 19.5 | 22.3 | 17.9 | 20.1 | 21.4 | 20.0 | 13.0 |
| 30-34 | 13.6 | 12.6 | 16.0 | 6.4 | 16.8 | 19.3 | 14.1 | 14.8 |
| 35-39 | 9.8 | 9.1 | 13.1 | 2.9 | 12.7 | 14.7 | 10.4 | 14.1 |
| 40-44 | 9.9 | 8.7 | 10.5 | 2.1 | 13.9 | 13.6 | 10.0 | 12.7 |
| 45-49 | 7.0 | 6.1 | 5.9 | 1.4 | 11.0 | 10.1 | 7.1 | 10.3 |
| 50+ | 4.8 | 3.7 | 3.5 | * | 8.2 | 7.3 | 4.7 | 20.0 |
| Unknown | * | * | * | 0.0 | 0.0 | 0.0 | * | 0.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Mean Age | 30.6 | 29.5 | 30.9 | 24.2 | 34.5 | 34.4 | 30.8 | |

* Less than .5 percent.
Columns may not add to total due to rounding.
Also see Appendix Table D-15 (Age by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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. As shown in Table 6.9, 97 percent of FY 1992 Selected Reserve enlisted members had a high school diploma or alternative credentials (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 6.5 (education levels of Selected Reserve accessions) with Table 6.9 reflects the emphasis on education in the Selected Reserve. Compared to FY 1991 data, the Selected Reserve improved its educational levels (Tiers 1 and 2) 4 percentage points. The greatest improvement was for the Army Reserve Components: 6-percentage-point increase for the ARNG and 8-percentage-point increase for the USAR.

| Table 6.9. FY 1992 Selected Reserve Enlisted Members, by Education Levels and Component, 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 | 18-44 Year-Old Civilians* |
| Tier 1: Regular High School Graduate or Higher** | 85.1 | 93.1 | 95.3 | 96.3 | 97.4 | 98.9 | 91.2 | 89.0 |
| Tier 2: GED, Alternate Credentials | 10.1 | 5.0 | 3.3 | 3.4 | 2.4 | 1.0 | 6.2 | |
| Tier 3: No Credentials | 4.8 | 1.9 | 1.4 | 0.3 | 0.2 | 0.1 | 2.6 | 11.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| College Experience (Part of Tier 1) | 7.0 | 13.3 | 29.7 | 7.0 | 14.1 | 19.3 | 13.0 | 53.2 |

* Civilian numbers and percentages combine Tiers 1 and 2.
** Tier 1 includes members still in high school.
Columns may not add to total due to rounding; columns exclude unknowns.
Also see Appendix Tables D-19 (Educational Tier by Component and Gender) and D-20 (Educational Tier by Component and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Race/Ethnicity. As shown in Table 6.10, the proportion of minority Service members varied by Reserve Component. The proportion of Blacks was slightly higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Component (22 percent). The USAR had the largest proportion of Blacks (28 percent), while the ANG had the lowest (9 percent). The USMCR had the greatest proportion of Hispanic members (9 percent) and "Other" racial minorities (5 percent).

| Race/ Ethnicity | Army National Guard | Army Reserve | Naval Reserve | Marine Corps Reserve | Air National Guard | Air Force Reserve | Total DoD |
|---|---|---|---|---|---|---|---|
| **Table 6.10. FY 1992 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-44 Years Old (Percent)** | | | | | | | |
| **MALES** | | | | | | | |
| White | 75.0 | 64.8 | 78.9 | 71.4 | 85.0 | 76.2 | 74.1 |
| Black | 15.7 | 23.9 | 11.7 | 14.7 | 7.4 | 15.1 | 16.2 |
| Hispanic | 6.6 | 7.3 | 5.5 | 9.2 | 4.8 | 5.5 | 6.5 |
| Other | 2.8 | 4.0 | 4.0 | 4.8 | 2.8 | 3.3 | 3.3 |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| **FEMALES** | | | | | | | |
| White | 62.2 | 48.5 | 71.9 | 65.7 | 77.8 | 66.3 | 60.2 |
| Black | 29.4 | 42.0 | 19.3 | 23.3 | 15.6 | 26.3 | 31.1 |
| Hispanic | 4.9 | 5.7 | 5.4 | 7.0 | 4.0 | 4.1 | 5.1 |
| Other | 3.5 | 3.9 | 3.5 | 4.0 | 2.7 | 3.3 | 3.6 |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| **TOTAL** | | | | | | | |
| White | 74.0 | 61.5 | 77.8 | 71.2 | 84.0 | 74.4 | 72.3 |
| Black | 16.7 | 27.6 | 12.8 | 15.0 | 8.5 | 17.1 | 18.1 |
| Hispanic | 6.4 | 7.0 | 5.5 | 9.1 | 4.7 | 5.3 | 6.3 |
| Other | 2.8 | 3.9 | 3.9 | 4.8 | 2.8 | 3.3 | 3.3 |
| **Total** | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

| **18-44 YEAR-OLD CIVILIAN LABOR FORCE** | | | | |
|---|---|---|---|---|
| White | Black | Hispanic | Other | **Total** |
| 76.0 | 11.5 | 9.1 | 3.4 | 100.0 |

Columns may not add to total due to rounding.
Also see Appendix Tables D-17 (Race/Ethnicity by Component and Gender) and D-18 (Ethnicity by Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

There were substantial gender differences in the racial and ethnic composition of Reserve Component members (Appendix Table D-17). While Black males represented 16 percent of the male enlisted Selected Reserve, Black females represented 31 percent of females. Fifty-two percent of USAR females were minorities: 42 percent Black, 6 percent Hispanic, and 4 percent in the "Other" racial category. Conversely, the ANG had the lowest proportion of minority females (22 percent).

**Gender.** The proportion of enlisted women was greater in the Selected Reserve than in the Active Component (13 versus 11 percent, respectively). However, as Table 6.11 makes clear, there were differences in the proportion of women among the Reserve Components. The component with the highest proportion of women was the USAR (21 percent), followed by the USAFR (18 percent). The USMCR had the lowest proportion (3 percent), followed by the ARNG (7 percent). These differences probably reflect the difference in combat arms missions among the components.

| Table 6.11. FY 1992 Selected Reserve Enlisted Members, by Gender and Component, 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 | 18-44 Year-Old Civilians |
| Males | 92.6 | 79.4 | 84.8 | 96.6 | 86.3 | 81.6 | 86.9 | 54.0 |
| Females | 7.4 | 20.6 | 15.2 | 3.4 | 13.7 | 18.4 | 13.1 | 46.0 |

Also, see Appendix Table D-15 (Age by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Representation within occupations.** The assignment of personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 6.12 shows the occupational area distribution of Reserve and Active Components. The differences reflect each Reserve Component's unique mission requirements and force structure. Table 6.13 shows that in each Reserve Component, from just over one-half to two-thirds of enlisted personnel were assigned to three occupational areas. More ARNG and USMCR personnel were assigned to infantry, while those assigned in the USNR, ANG, and USAFR were most often in the electric/ electronics areas. The USAR, while most often assigning people to administrative jobs, still had a substantial portion of the force serving in infantry.

Some analysts suggest that active duty members affected by the drawdown can keep their military affiliation by transferring to a Reserve Component. Table 6.14 indicates that the occupational distribution among Active and Reserve Components may preclude large increases of direct transfers within the same skill. For example, 27 and 12 percent of active Army enlisted members serve in infantry or communications specialties, respectively, but USAR requirements account for only 18 and 7 percent, respectively, of such skill areas. Similar occupational differences are found in each Service component. The skills, knowledges, and abilities required often preclude many members from transferring to a different occupational area unless they go through a costly retraining process.

| Table 6.12. Comparison of Reserve and Active Enlisted Occupational Areas in FY 1992 (Percent) | | Reserve Components | Active Components |
|---|---|---|---|
| | Occupational Code and Area | | |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | 19.8 | 17.7 |
| 1 | Electronic Equipment Repairers | 4.1 | 10.0 |
| 2 | Communications and Intelligence Specialists | 6.5 | 9.9 |
| 3 | Medical and Dental Specialists | 7.0 | 5.8 |
| 4 | Other Allied Specialists | 2.7 | 2.3 |
| 5 | Functional Support and Administration | 18.7 | 15.5 |
| 6 | Electrical/Mechanical Equipment Repairers | 16.3 | 20.0 |
| 7 | Craftsmen | 5.9 | 4.0 |
| 8 | Service and Supply Handlers | 10.3 | 8.8 |
| 9 | Non-occupational* | 9.0 | 6.0 |
| Total | | 100.0 | 100.0 |

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).

| Table 6.13. Three Most Populated Occupational Categories by Reserve Component (Percent) | | | | |
|---|---|---|---|---|
| Component | Most Populated Category | Second Most Populated Category | Third Most Populated Category | % of Total |
| Army National Guard | Infantry 28.1 | Electric/Electronic[1] 22.1 | Administration 14.1 | 64.3 |
| Army Reserve | Administration 23.4 | Infantry 17.5 | Supply 12.3 | 53.2 |
| Naval Reserve | Electric/Electronic[1] 28.9 | Administration 20.2 | Seamanship 13.0 | 62.1 |
| USMC Reserve | Infantry 28.5 | Electric/Electronic[1] 7.1 | Supply 16.0 | 51.6 |
| Air National Guard | Electric/Electronic[1] 38.1 | Administration 21.2 | Craftsmen 9.5 | 68.8 |
| Air Force Reserve | Electric/Electronic[1] 32.2 | Administration 25.5 | Medical 10.1 | 67.8 |

1 Electronic and Electrical categories combined.
Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).

| Occupational Areas | ACTIVE AND RESERVE COMPONENTS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | | NAVY | | MARINE CORPS | | AIR FORCE | | |
| | Active Component | Army National Guard | Army Reserve | Active Component | Naval Reserve | Active Component | USMC Reserve | Active Component | Air National Guard | USAF Reserve |
| 0-Infantry | 26.6 | 28.1 | 17.5 | 9.8 | 13.0 | 25.5 | 28.5 | 6.5 | 6.2 | 9.5 |
| 1-Electronic | 4.0 | 2.1 | 1.5 | 16.1 | 8.2 | 6.6 | 3.7 | 12.0 | 11.6 | 6.4 |
| 2-Communications | 11.7 | 7.3 | 6.5 | 10.1 | 8.0 | 7.6 | 8.3 | 6.9 | 3.5 | 2.3 |
| 3-Medical | 7.4 | 4.7 | 10.5 | 6.6 | 10.1 | 0.0 | 0.0 | 6.8 | 4.1 | 10.1 |
| 4-Other Technical | 2.4 | 2.5 | 2.6 | 0.9 | 1.5 | 2.3 | 1.1 | 3.9 | 5.1 | 3.2 |
| 5-Administration | 16.1 | 14.1 | 23.4 | 9.6 | 20.2 | 15.6 | 12.1 | 21.7 | 21.2 | 25.5 |
| 6-Electrical | 13.1 | 14.8 | 10.0 | 26.5 | 20.7 | 15.3 | 13.4 | 22.8 | 26.5 | 25.8 |
| 7-Craftsman | 1.7 | 3.7 | 4.3 | 6.3 | 12.7 | 2.8 | 2.7 | 5.3 | 9.5 | 8.3 |
| 8-Supply | 10.3 | 11.6 | 12.3 | 4.9 | 4.1 | 12.2 | 16.0 | 8.8 | 7.6 | 6.5 |
| 9-Non-Occupational | 6.7 | 11.2 | 11.3 | 9.2 | 2.5 | 12.2 | 14.1 | 5.4 | 4.6 | 2.3 |

Representation of minorities within occupations. As shown in Table 6.15, the greatest percentages of Whites and Hispanics were in combat occupations (21 and 20 percent, respectively). The largest percentages of Blacks and "Other" racial group were in functional support and administration (26 and 21 percent, respectively). While Table 6.15 displays the occupational distribution within each race/ethnic group, Table 6.16 views the race/ethnicity distribution across occupational areas. Whites constituted 74 percent of Selected Reserve enlisted members, but comprised a higher proportion of all occupational areas, including combat, except medical, functional support, and service and supply areas (67, 65, and 66 percent, respectively). Blacks were overrepresented in the medical, functional support, and service and supply areas (23, 25, and 25 percent, respectively). The "Other" racial category and Hispanics had approximately equal representation in all occupations.

Representation of women within occupations. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 6.17. Most enlisted women were assigned to two occupational areas: functional support (44 percent) and medical (18 percent); enlisted men were assigned primarily to infantry (22 percent) and electrical/mechanical equipment repair (18 percent). Table 6.18 reflects the FY 1992 gender breakout across occupational areas in the Selected Reserve. One-third of the Guardsmen and Reservists assigned to medical occupations were women. Women made up 31 percent of the functional support area.

| Table 6.15. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Within Race/Ethnicity (Percent) | | | | |
|---|---|---|---|---|
| Occupational Code and Area | White | Black | Hispanic | Other |
| 0 Infantry, Gun Crews, and Seamanship Specialists | 20.6 | 16.4 | 20.3 | 20.6 |
| 1 Electronic Equipment Repairers | 4.7 | 2.2 | 3.1 | 4.1 |
| 2 Communications and Intelligence Specialists | 6.7 | 6.0 | 5.9 | 5.5 |
| 3 Medical and Dental Specialists | 6.5 | 8.7 | 7.6 | 8.3 |
| 4 Other Allied Specialists | 2.9 | 2.2 | 2.3 | 1.8 |
| 5 Functional Support and Administration | 16.8 | 25.7 | 18.2 | 21.3 |
| 6 Electrical/Mechanical Equipment Repairers | 17.3 | 12.3 | 16.8 | 15.5 |
| 7 Craftsmen | 6.4 | 4.3 | 5.1 | 5.2 |
| 8 Service and Supply Handlers | 9.3 | 13.9 | 11.4 | 7.8 |
| 9 Non-occupational* | 9.0 | 8.3 | 9.4 | 10.0 |
| 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 Table D-22 (Occupational Area by Component and Race/Ethnicity).

| Table 6.16. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Across Race/Ethnicity (Percent) | | | | | |
|---|---|---|---|---|---|
| Occupational Code and Area | White | Black | Hispanic | Other | Total |
| 0 Infantry, Gun Crews, and Seamanship Specialists | 75.1 | 15.0 | 6.4 | 3.5 | 100.0 |
| 1 Electronic Equipment Repairers | 82.4 | 9.5 | 4.7 | 3.3 | 100.0 |
| 2 Communications and Intelligence Specialists | 74.5 | 16.9 | 5.8 | 2.8 | 100.0 |
| 3 Medical and Dental Specialists | 66.7 | 22.5 | 6.8 | 4.0 | 100.0 |
| 4 Other Allied Specialists | 77.6 | 14.8 | 5.4 | 2.2 | 100.0 |
| 5 Functional Support and Administration | 65.1 | 25.0 | 6.1 | 3.8 | 100.0 |
| 6 Electrical/Mechanical Equipment Repairers | 76.6 | 13.7 | 6.5 | 3.2 | 100.0 |
| 7 Craftsmen | 78.3 | 13.2 | 5.5 | 3.0 | 100.0 |
| 8 Service and Supply Handlers | 65.8 | 24.6 | 7.0 | 2.6 | 100.0 |
| 9 Non-occupational* | 72.9 | 16.9 | 6.6 | 3.7 | 100.0 |

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

Tables 6.17 and 6.18 illustrate that the proportion of women in technical and craftsmen occupations was relatively low. Women were three times more likely than men to serve in medical and administrative areas. 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 occupational preferences of female accessions; the small number of Active Component women in "non-traditional" skills, and their willingness to join a Selected Reserve unit upon separating from active duty; and the proportion of technical skill unit vacancies. The April 1993 policy regarding the assignment of qualified women to combat aircraft and ships may affect the future occupational distribution of women in the Reserve Components.

| Table 6.17. FY 1992 Occupational Areas of FY 1992 Selected Reserve Enlisted Personnel by Gender (Percent) | | | |
|---|---|---|---|
| | Occupational Code and Area | Males | Females |
| 0 | Infantry, Gun Crews, and Seamanship Specialists | 22.2 | 3.7 |
| 1 | Electronic Equipment Repairers | 4.5 | 1.7 |
| 2 | Communications and Intelligence Specialists | 6.7 | 5.2 |
| 3 | Medical and Dental Specialists | 5.3 | 18.1 |
| 4 | Other Allied Specialists | 2.8 | 1.9 |
| 5 | Functional Support and Administration | 14.8 | 44.1 |
| 6 | Electrical/Mechanical Equipment Repairers | 18.0 | 4.8 |
| 7 | Craftsmen | 6.5 | 1.7 |
| 8 | Service and Supply Handlers | 10.5 | 8.4 |
| 9 | Non-occupational* | 8.7 | 10.3 |
| 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-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).

Marital status. Table 6.19 shows that approximately half of Selected Reserve members were married, which is slightly lower than the comparable civilian population, and enlisted members in the Active Components. The proportion of married female Selected Reserve members was much lower than the proportion of married female civilians (36 and 59 percent, respectively). This difference is explained by the younger age of women enlisted members. The marital status of Selected Reserve enlisted members by gender and age is shown in Figure 6.3.

| Table 6.18. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Across Gender (Percent) | | | |
|---|---|---|---|
| Occupational Code and Area | Males | Females | Total |
| 0 Infantry, Gun Crews, and Seamanship Specialists | 97.6 | 2.4 | 100.0 |
| 1 Electronic Equipment Repairers | 94.6 | 5.4 | 100.0 |
| 2 Communications and Intelligence Specialists | 89.5 | 10.5 | 100.0 |
| 3 Medical and Dental Specialists | 66.1 | 33.9 | 100.0 |
| 4 Other Allied Specialists | 90.6 | 9.4 | 100.0 |
| 5 Functional Support and Administration | 69.1 | 30.9 | 100.0 |
| 6 Electrical/Mechanical Equipment Repairers | 96.1 | 3.9 | 100.0 |
| 7 Craftsmen | 96.3 | 3.7 | 100.0 |
| 8 Service and Supply Handlers | 89.2 | 10.8 | 100.0 |
| 9 Non-occupational* | 84.9 | 15.1 | 100.0 |

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).

| Table 6.19. FY 1992 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force Over 16 Years Old (Percent) | | |
|---|---|---|
| Gender | DoD | Civilian Labor Force 17 Years and Older |
| Male | 52.0 | 67.3 |
| Female | 35.7 | 59.4 |
| Total | 49.8 | 62.4 |

Also see Appendix Table D-16 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.
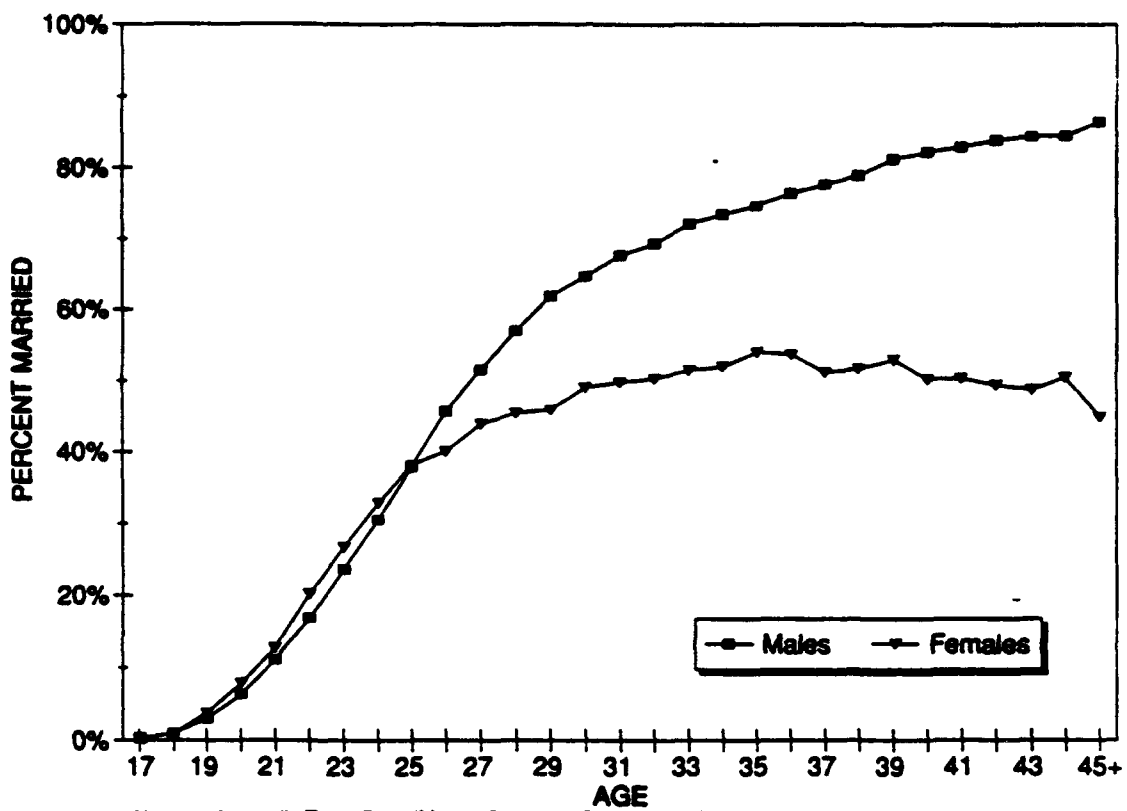
**Figure 6.3.** Percent of married Selected Reserve enlisted members, by gender and age, FY 1992.

# Chapter 7

## SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 1992.[1]  Table 7.1 compares the number and proportion of accessions with the officer corps. The largest proportion of Selected Reserve officers served in the ARNG and the USAR. The two Army Reserve Components comprised 55 percent of DoD officer accessions and 60 percent of total officer strength.

**Table 7.1.  FY 1992 Selected Reserve Officer Accessions and Officer Corps (Number and Percent)**

| Component | Officer Accessions | | Officer Corps | |
|---|---|---|---|---|
| | Number | Percent | Number | Percent |
| Army National Guard | 3,506 | 18.5 | 38,642 | 25.4 |
| Army Reserve | 6,890 | 36.5 | 53,217 | 35.0 |
| Naval Reserve | 4,766 | 25.2 | 26,609 | 17.5 |
| USMC Reserve | 961 | 5.* | 2,989 | 2.0 |
| Air National Guard | 1,297 | 6.9 | 14,325 | 9.4 |
| Air Force Reserve | 1,500 | 7.9 | 16,067 | 10.6 |
| Total | 18,920 | 100.0 | 151,849 | 100.0 |

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

## Characteristics of Selected Reserve Officer Accessions and Officer Corps

**Source of commission and education.**  Each Reserve Component applies its own selection procedures for officer candidates. Many officer accessions who transfer from an Active Component already possess at least a college degree. Officer candidates who do not possess a degree undergo rigorous selection procedures, and must successfully complete an officer candidate or training school. For example, in FY 1992, 39 percent of ARNG officers received their commission through the ARNG Officer Candidate Schools (OCS) located in each state and territory; 30 percent of ANG officers were commissioned through its Academy of Military Science (AMS) located in Tennessee (Table 7.2).

The great variance among the Reserve Components in the sources of commission for officers is shown in Table 7.2. In the USAR, USNR, and USAFR, the largest source of

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

commissions was through direct appointments. The overwhelming majority of USMCR officers (91 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program where candidates normally attend officer training in the summer after their junior and senior years of college.

| Table 7.2. FY 1992 Source of Commission of Selected Reserve Officer Corps (Percent) | | | | | | | |
|---|---|---|---|---|---|---|---|
| Source of Commission | Army National Guard | Army Reserve | Naval Reserve | USMC Reserve | Air National Guard | Air Force Reserve | DoD Total |
| Academy | 0.6 | 2.6 | 10.1 | 2.9 | 4.9 | 6.3 | 4.0 |
| ROTC- Scholarship | 3.5 | 9.0 | 11.7 | 0.0 | 6.0 | 10.0 | 7.7 |
| ROTC- No Scholarship | 30.6 | 35.4 | 3.2 | 6.5 | 12.8 | 21.6 | 24.4 |
| OCS/OTS/PLC | 9.7 | 7.9 | 27.3 | 90.6 | 15.5 | 25.1 | 15.9 |
| ANG AMS/ARNG OCS | 38.5 | 4.8 | 0.0 | 0.0 | 30.2 | 1.0 | 14.4 |
| Direct Appointment | 14.9 | 36.1 | 37.8 | 0.0 | 29.7 | 35.7 | 29.6 |
| Other | 0.5 | 1.0 | 4.2 | 0.0 | 0.9 | 0.4 | 1.4 |
| Unknown | 1.7 | 3.2 | 5.7 | 0.0 | 0.0 | 0.0 | 2.6 |
| Total | 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 Table D-33 (Officers by Source of Commission and Component).

Table 7.3 shows significant variance in the educational attainment of FY 1992 Selected Reserve officer accessions and the officer corps. Over half (54 percent) of ARNG officer accessions were college graduates, a 10-percentage-point improvement since FY 1991 (44 percent). The USNR had the highest proportion of officer accessions with at least a college degree (99 percent); the ARNG had the lowest proportion (54 percent).

The proportion of Reserve Component officers with at least an undergraduate degree was much higher than that of its officer accessions, particularly for the ARNG and ANG. While 54 and 78 percent, respectively, of the officer accessions to those components had a college degree, the proportion of officers with a college degree increased to 63 and 90 percent, respectively.

A number of reasons help explain why more officers have college degrees than do officer accessions. While a number of Selected Reserve accessions had college credits, they had not yet earned a degree when they joined the Selected Reserve. Due to Service emphasis on an educated officer force, and individual officers joining to take 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 7.3. FY 1992 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 | 45.6 | 14.8 | 1.3 | 2.3 | 22.0 | 11.1 | 18.8 |
| College Graduate (B.A., B.S., etc.) | 45.7 | 63.1 | 64.4 | 74.4 | 60.0 | 58.3 | 59.4 |
| Advanced Degree (M.A., Ph.D., etc.) | 8.7 | 22.1 | 34.3 | 23.3 | 18.0 | 30.5 | 21.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| SELECTED RESERVE OFFICER CORPS | | | | | | | |
| Less than College Graduate | 36.8 | 13.2 | 0.1 | 0.5 | 10.3 | 2.8 | 15.9 |
| College Graduate (B.A., B.S., etc.) | 46.6 | 55.8 | 63.8 | 72.8 | 60.8 | 48.3 | 54.4 |
| Advanced Degree (M.A., Ph.D., etc.) | 16.6 | 31.0 | 36.1 | 26.7 | 28.9 | 48.9 | 29.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Columns may not add to total due to rounding.
* Does not include unknowns.
Also see Appendix Table D-28 (Education by Component).

**Age.** The differing missions and force structures of the Reserve Components affect the age composition of officers as shown in Figure 7.1. The USAR and USAFR had the largest proportions of officers aged 40 and older (51 and 55 percent, respectively). Conversely, the ARNG and USMCR had the smallest proportions of officers 40 or older (32 and 30 percent, respectively). The ARNG, USAR, and ANG had greater proportions of officers aged 29 and younger (33, 16, and 12 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.
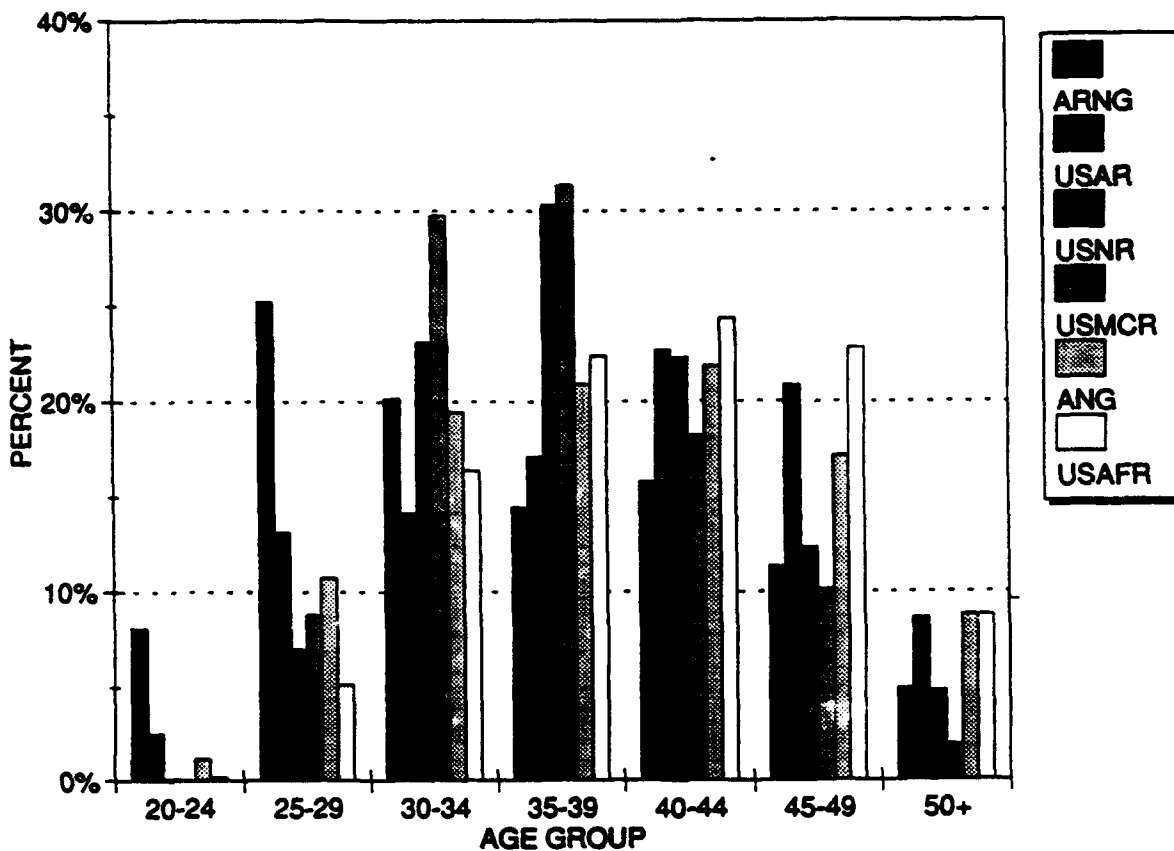
Also see Appendix Table D-24 (Selected Reserve Officer Age by Component).

**Figure 7.1.** Percent of Selected Reserve officer corps by age group, FY 1992.

**Gender.** As shown in Table 7.4, 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).

| Table 7.4. FY 1992 Selected Reserve Female Officer Accessions and Officer Corps (Percent) | | | | | | |
|---|---|---|---|---|---|---|---|
| | Army National Guard | Army Reserve | Naval Reserve | USMC Reserve | Air National Guard | Air Force Reserve | DoD Total |
| Officer Accessions | 11.8 | 23.6 | 11.9 | 5.0 | 17.1 | 29.1 | 17.5 |
| Officer Corps | 8.9 | 22.1 | 14.8 | 5.0 | 11.1 | 21.2 | 16.0 |
| Also see Appendix Table D-25 (Gender by Component). | | | | | | | |

7-4

The impact of force structure and mission diversity was again reflected in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR was 5 percent, while 22 percent of USAR and 21 percent of USAFR officers were females. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

**Marital status.** In FY 1992, a higher proportion of Selected Reserve officers than enlisted members were married (Table 7.5). Like the Active Components, more males (both officers and enlisted) were married than females. As detailed in Appendix Table D-26, the proportion of married male Selected Reserve officers (76 percent) was similar to the proportion of the male civilian college graduate labor force who were married (73 percent). However, the proportion of married female Selected Reserve officers (53 percent) was lower than their comparable female civilian college graduate labor force (62 percent).

| Table 7.5. FY 1992 Married Selected Reserve Officers and Enlisted Members, by Gender and Civilians (Percent) | | | | |
|---|---|---|---|---|
| Gender | Officer Corps | Civilian College Graduates | Enlisted | Civilian Labor Force, 17 Years and Older |
| Males | 76.0 | 72.7 | 52.0 | 67.3 |
| Females | 52.5 | 62.3 | 35.7 | 59.4 |
| Total | 72.2 | 68.3 | 49.8 | 62.4 |

Also see Appendix Tables D-16 (Enlisted Members by Age, Marital Status, and Gender) and D-26 (Officers by Age, Marital Status, and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Race/Ethnicity.** The percentages of FY 1992 Selected Reserve officer accessions and officer corps by race/ethnicity are shown in Table 7.6. 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.

Likewise, there were differences among the Reserve Components in the proportion of officers with Hispanic backgrounds. 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 7.6. FY 1992 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent) | | | | | |
|---|---|---|---|---|---|
| Component | White | Black | Hispanic | Other | Total |
| SELECTED RESERVE OFFICER ACCESSIONS | | | | | |
| Army National Guard | 85.1 | 7.9 | 4.2 | 2.7 | 100.0 |
| Army Reserve | 77.9 | 11.0 | 2.7 | 8.4 | 100.0 |
| Naval Reserve | 90.2 | 2.7 | 1.3 | 5.8 | 100.0 |
| USMC Reserve | 92.8 | 3.8 | 2.2 | 1.3 | 100.0 |
| Air National Guard | 90.8 | 4.1 | 2.1 | 3.1 | 100.0 |
| Air Force Reserve | 90.4 | 5.7 | 2.1 | 1.9 | 100.0 |
| Total DoD | 85.0 | 7.1 | 2.5 | 5.5 | 100.0 |
| SELECTED RESERVE OFFICER CORPS | | | | | |
| Army National Guard | 86.9 | 7.2 | 3.8 | 2.1 | 100.0 |
| Army Reserve | 81.6 | 11.2 | 2.6 | 4.6 | 100.0 |
| Naval Reserve | 90.9 | 3.1 | 1.2 | 4.9 | 100.0 |
| USMC Reserve | 93.4 | 3.8 | 1.7 | 1.1 | 100.0 |
| Air National Guard | 92.0 | 3.7 | 2.3 | 2.0 | 100.0 |
| Air Force Reserve | 91.8 | 4.3 | 1.8 | 2.1 | 100.0 |
| Total DoD | 86.9 | 7.2 | 2.5 | 3.4 | 100.0 |
| Rows may not add to totals due to rounding. | | | | | |

Representation within occupations. The distribution of officers across occupational areas is shown in Table 7.7 for both Active and Reserve Components. The largest proportions of Reserve Component officers (56 percent) and Active Component officers (58 percent) were assigned to tactical operations and health care positions. However, due to assigned missions, the Reserve Components had a smaller proportion than the Active Components in tactical operations (36 and 41 percent, respectively), but a greater proportion of officers in health care (21 and 17 percent, respectively).

Differences in occupational assignment among the Reserve Components are shown in Table 7.8. With the exception of USAR, the largest proportion of officers was in tactical operations. The ARNG and USMCR had the greatest proportions of officers in tactical operations (47 and 59 percent, respectively). The USAR and USAFR had the smallest proportions of officers in tactical operations (24 and 29 percent, respectively).

| Table 7.7. FY 1992 Occupational Areas of Active and Selected Reserve Officer Corps (Percent) | | |
|---|---|---|
| Occupational Area | FY 1992 Reserve Components | FY 1992 Active Components |
| General Officers and Executives | 0.4 | 0.4 |
| Tactical Operations | 35.7 | 40.5 |
| Intelligence | 5.0 | 4.6 |
| Engineering and Maintenance | 9.6 | 11.5 |
| Scientists and Professionals | 5.1 | 4.8 |
| Health Care | 20.5 | 17.4 |
| Administration | 9.2 | 7.0 |
| Supply, Procurement, and Allied Occupations | 9.1 | 8.8 |
| Non-Occupational* | 5.5 | 5.2 |
| 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-30 (Occupational Area by Component) and B-30 (Occupational Area by Service).

Many Selected Reserve officers were health care professionals. The USAR had the greatest proportion of officers in health care occupations (31 percent). Health care comprised the second largest percentage of officers in the ARNG, USNR, and USAFR (10, 18, and 25 percent, respectively). Fourteen percent of ANG officers were assigned to health care positions.

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 were implemented in the Reserve Components during the drawdown period. As Table 7.9 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, USMCR, 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. On the other hand, filling personnel requirements in the health care occupations in some Reserve Components by transfers would be difficult. While 22 percent of active duty Army officers were in health care professions, the ARNG had 10 percent of its officers in health care. Further, the different types of skills, education, and training required would preclude many active duty officers from transferring to another occupational area in the Reserves.

| Table 7.8. Three Most Populated Occupational Categories by Selected Reserve Officers by Component (Percent) | | | | |
|---|---|---|---|---|
| Component | Most Populated Category | Second Most Populated Category | Third Most Populated Category | Percent of Total Component |
| Army National Guard | Tactical Operations 47.1 | Health Care 9.6 | Supply/ Procurement 9.0 | 65.7 |
| Army Reserve | Health Care 31.0 | Tactical Operations 24.1 | Supply/ Procurement 10.8 | 65.9 |
| Naval Reserve | Tactical Operations 40.6 | Health Care 18.4 | Intelligence 10.3 | 69.3 |
| USMC Reserve | Tactical Operations 58.7 | Supply/ Procurement 12.5 | Administration 7.4 | 78.6 |
| Air National Guard | Tactical Operations 42.3 | Engineering/ Maintenance 14.4 | Health Care 13.6 | 70.3 |
| Air Force Reserve | Tactical Operations 28.5 | Health Care 24.8 | Engineering/ Maintenance 12.3 | 65.6 |

Also see Appendix Tables D-30 (Occupational Area by Component), D-31 (Occupational Area by Component and Gender), and D-32 (Occupational Area by Component and Race/Ethnicity).

Representation of women within occupations. The occupational assignments by gender of Selected Reserve officers are shown in Table 7.10. Nearly three-fourths of female officers were assigned to health care or administration positions (57 and 15 percent, respectively). As indicated in Appendix Table D-31, the assignment of women into officer occupational areas differs by component. Thirty-four percent of ARNG female officers were in health care positions, and 65 percent in the USAR. Conversely, 1 percent of USAR female officers held tactical operations positions compared to 4 percent in the ARNG. Similar to the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of 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 combat exclusion laws and policies.

Representation of miniorities within occupations. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 7.11. More than half of Whites, Hispanics, and "Others" served in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers were in tactical operations (37 and 33 percent, respectively); the largest percentages of Black and "Other" racial category officers were in health care occupations (28 and 31 percent, respectively).

| Occupational Areas | ACTIVE AND RESERVE COMPONENTS | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | | NAVY | | MARINE CORPS | | AIR FORCE | | |
| | Active Component | Army National Guard | Army Reserve | Active Component | Naval Reserve | Active Component | USMC Reserve | Active Component | Air National Guard | USAF Reserve |
| General Officers | 0.5 | 0.5 | 0.2 | 0.4 | 0.2 | 0.4 | 0.4 | 0.3 | 0.9 | 0.5 |
| Tactical Operations | 40.8 | 47.1 | 24.1 | 40.9 | 40.6 | 54.3 | 58.7 | 37.4 | 42.3 | 28.5 |
| Intelligence | 6.4 | 2.0 | 4.4 | 3.2 | 10.3 | 3.2 | 4.2 | 4.2 | 2.3 | 7.6 |
| Engineering and Maintenance | 9.2 | 8.6 | 8.7 | 9.1 | 8.7 | 6.8 | 6.6 | 16.3 | 14.4 | 12.3 |
| Scientists and Professionals | 3.7 | 3.1 | 6.4 | 3.8 | 3.5 | 2.9 | 4.8 | 6.9 | 3.9 | 9.8 |
| Health Care | 21.7 | 9.6 | 31.0 | 18.2 | 18.4 | 0.0 | 0.0 | 16.1 | 13.6 | 24.8 |
| Administrators | 6.5 | 6.9 | 10.2 | 5.5 | 9.6 | 6.8 | 7.4 | 8.5 | 13.4 | 7.5 |
| Supply, Procurement, and Allied | 10.4 | 9.0 | 10.8 | 6.6 | 7.3 | 12.2 | 12.5 | 8.1 | 6.2 | 8.6 |
| Non-Occupational* | 0.9 | 13.2 | 4.2 | 12.5 | 1.4 | 13.4 | 5.5 | 2.1 | 3.1 | 0.5 |

Columns may not add to 100 percent due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-30 (Occupational Area by Component), D-31 (Occupational Area by Component and Gender), and D-32 (Occupational Area by Component and Race/Ethnicity).

| Table 7.10. FY 1992 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent) | | | |
|---|---|---|---|
| Occupational Area | Male | Female | Total |
| General Officers and Executives | 0.4 | * | 0.4 |
| Tactical Operations | 41.9 | 2.8 | 35.7 |
| Intelligence | 5.1 | 4.2 | 5.0 |
| Engineering and Maintenance | 10.3 | 5.5 | 9.6 |
| Scientists and Professionals | 5.8 | 1.9 | 5.1 |
| Health Care | 13.5 | 57.1 | 20.5 |
| Administration | 8.1 | 15.1 | 9.2 |
| Supply, Procurement, and Allied Occupations | 9.2 | 8.4 | 9.1 |
| Non-Occupational** | 5.7 | 4.9 | 5.5 |
| Total | 100.0 | 100.0 | 100.0 |

Columns may not add to total due to rounding.
* Less than .5 percent.
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table D-31 (Occupational Area by Component and Gender).

As detailed in Appendix Table D-32, there were race/ethnicity differences among Reserve Components by occupational areas. In tactical operations, the greatest differences were in the ANG (44 percent of Whites compared to 15 percent of Blacks). In the health care occupations, the largest diversity was in the USAFR where 45 percent of "Other" racial categories, 42 percent of Blacks, and 32 percent of Hispanics served in health care compared to 23 percent of Whites.

| Table 7.11. FY 1992 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent) | | | | | |
|---|---|---|---|---|---|
| Occupational Area | White | Black | Hispanic | Other | Total |
| General Officers and Executives | 0.4 | 0.1 | 0.8 | 0.1 | 0.4 |
| Tactical Operations | 37.4 | 20.3 | 32.6 | 25.5 | 35.7 |
| Intelligence | 5.3 | 2.1 | 2.8 | 4.9 | 5.0 |
| Engineering and Maintenance | 9.5 | 10.2 | 10.9 | 9.5 | 9.6 |
| Scientists and Professionals | 5.4 | 3.6 | 2.8 | 3.4 | 5.1 |
| Health Care | 19.4 | 27.9 | 21.8 | 30.9 | 20.5 |
| Administration | 8.8 | 14.4 | 10.8 | 8.8 | 9.2 |
| Supply, Procurement, and Allied Occupations | 8.7 | 14.2 | 10.7 | 7.4 | 9.1 |
| Non-Occupational* | 5.2 | 7.2 | 6.8 | 9.4 | 5.5 |
| 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.
Also see Appendix Tables D-32 (Occupational Areas by Component and Race/Ethnicity).

## Chapter 8

## A LOOK AHEAD

The demographic composition of the Armed Services is affected by many factors. Three major elements are the force structure of the military, the demographic composition of American youth, and attitudes toward military service. These three factors can be likened to a supply and demand equation. The first factor affects the demand side of the equation; force structure shapes the mission, size, and occupational requirements of the Services. The other two factors affect the supply side of the equation; that is, size, characteristics (such as socioeconomic profile, aptitude, and ability levels), and perceptions toward military service of the pool from which the Services draw volunteers. We can expect significant changes in these three factors over the next decade.

The long-term defense strategy of the Clinton Administration calls for a reduced force.[1] Once this plan is implemented, the Army and Air Force will take the deepest cuts. The proposed force structure includes Army reductions from 22 to 15 divisions, with 10 active and 5 National Guard divisions. The Air Force will lose eight fighter wings. The Navy will lose one aircraft carrier, one air wing, and 97 ships. Active Marine Corps troops will be cut by 8,000, while the Marine Corps Reserve will remain at its FY 1993 level.[2] With these reductions, the Services will need to recruit individuals with technical skills, the ability to perform more complex tasks, and leadership abilities.

### The Changing Force Structure

It would be an understatement to say that the Department of Defense is in a period of transition. The international environment continues to change on a scale that seemed unimaginable as recent as five years ago. We have witnessed the end of communism as a powerful ideological enemy, the break-up of the Soviet Union, and the demise of the Warsaw Pact. In response both to such major changes in the security environment and to domestic budgetary pressures, the Armed Forces were directed to initiate major force reductions. Perceived continuing improvement in the security environment has led to plans for deeper reductions in the Active and Reserve Components.[3]

Future missions and roles. While the planned drawdown in large part was driven by perceptions of a decreased threat of international conflict, other factors have had a role in the planned adjustments to force structure and size, and the Active/Reserve force mix. Four factors cited by the Clinton Administration's "Bottom-Up Review" include the possibility of a proliferation of nuclear arms in the hands of regional aggressors or terrorist groups; regional conflicts driven by ethnic and religious differences; the failure of democratic

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[1] Lancaster, J., "Pentagon Issues Plan for Future," *The Washington Post* (September 2, 1993), p. A1.

[2] Ibid.

[3] The General Accounting Office, *Army Force Structure: Future Reserve Roles Shaped by New Strategy, Base Force Mandates, and Gulf War*, Report GAO/NSIAD-93-80 (Washington, DC, December 1992), p. 2.

reforms, particularly in the former Soviet Union; and continued threats to our economy.[4] The Services have performed domestic and international humanitarian missions such as hurricane relief and international medical supply and food distribution. The Department of Defense is examining a number of alternative force structures addressing two bed-rock issues: how large (end-strength) do the Services need to be and how should the units and personnel be distributed among Active and Reserve Components.

Despite uncertainties in the international arena, pressure continues to reduce defense appropriations significantly. There is growing consensus that our Armed Services should be smaller, leaner, and more mobile. At the same time, the military must be prepared to respond rapidly to a wider range of international and domestic contingencies, including a greater role in non-traditional missions, such as peace-keeping, providing humanitarian support, and curbing the spread of nuclear arms.[5] Defense planners, working with "shifting" end-strength and fiscal targets, strive to construct a balanced and flexible force, within more stringent budget allocations. The objective is to achieve a balance between Active and Reserve Components, youth and experience, careerists and non-careerists, and generalists and specialists. The goal is to select a force structure that ensures a balance of capability across the range of likely threats with minimal risk.

## The Impact of Changing Force Structure

To date, the force drawdown has not had a significant impact on the socioeconomic, gender, and racial composition of the military. The proportion of minorities in the Service during the 1990-1992 time frame has remained relatively unchanged. The proportion of women in the military has increased slightly. The Services should be able to meet their recruiting goals in the near term, with no substantial shift in the demographics of new recruits or those serving in the military. However, as outlined in the next few paragraphs, the drawdown and force structure changes will eventually affect a number of personnel management areas.

Recruiting. Comparing projections of the youth population with recruiting requirements indicates that the pool of 18-year-olds will be larger than in past years. However, expectations based on the recruiting success of FY 1992 must be tempered by current experiences. There has been a decline in the propensity to enlist among 16- to 21-year-olds in each of the last two years, with young people citing diminished recruiting, reduced military career opportunities, and their post-Persian Gulf War awareness of the arduous nature of military life.[6]

Changing force structure and congressional direction may exacerbate recruiting difficulties for the Reserve Components. The National Guard and Selected Reserve are currently meeting mandated goals for recruiting increased numbers of prior service

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[4] "Aspin Redesigns Military to Face 4 Main Threats," *The Washington Times* (August 31, 1993), p. 3.

[5] Lancaster, J., "Pentagon Issues Plan for Future," *The Washington Post* (September 2, 1993), p. A1.

[6] "Witness Aspin Encounters Flak Back at Home," *The Washington Post* (March 31, 1993), p. A6.

personnel. However, concurrent with the drawdown, that supply will diminish significantly. Thus, calls for increasing the proportion of prior service members in the Reserve Components present a difficult challenge.

**Occupation structure.** A changing force structure will affect occupational requirements. As the Services become smaller, occupations within career areas are being merged. The degree to which such mergers will require incumbents with greater cognitive and technical skills will depend upon technological changes and shifts in training infrastructure and capacity. For example, reducing the number of trained individuals could require the recruitment of youth with higher levels of education and aptitude. Conversely, breakthroughs in technology and equipment component survivability might lessen the requirement for individuals with higher level aptitude.

**Personnel management policies and practices.** Personnel policies and practices are an adjunct to force structure changes. The Department of Defense believes that to have the most effective force possible to meet conditions of the post-Cold war era requires that the Services draw from the largest available talent pool.[7] Toward that end, Secretary Aspin directed the Services to open up more specialties and assignments to women, specifically directing that women be permitted to compete for aircraft and ship assignments, directing the Navy to submit legislation permitting assignment of women to ships that are engaged in combat missions, and directing the Army and Marine Corps to study opportunities for women in additional assignments such as artillery units. The Secretary also established a committee to ensure that the policy is applied consistently across the Services. These changes may not necessarily affect the number of women in the military. However, these and future policy changes probably will result in shifts in occupational distribution of women in the military.

## Shifting Demographic Patterns

The demographic composition of the 16- to 24-year-old population is changing significantly. In 1988 there were more Blacks than Hispanic and "Other" racial categories combined. However, Blacks have the smallest growth rate among minorities. The proportion of Hispanics is projected to be almost equal to Blacks by the year 2000, and to be 12 percent higher than the Black population by the year 2025.[8] Figure 8.1 shows the projected demographic changes in the 16- to 24-year-old youth population from the year 1988 to 2000.

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

[8] The Bureau of the Census estimates that individuals of Hispanic-origin are and will continue to be the fastest growing segment of the U.S. population, contributing 33 percent of the Nation's growth from 1992 to 2000, 37 percent from 2000 to 2010, and 43 percent from 2010 to 2030. A full discussion of national population projections is in Bureau of the Census, *Population Profile of the United States: 1993*, Special Study P23-185 (Washington, DC, May 1993), pp. 2-5.

Table 8.1 provides labor market projections by race, ethnicity, and gender. The projected Hispanic labor force will reach 14.3 million workers by the year 2000; "Other" racial categories will contribute 5.6 million workforce members in 2000. Blacks will have the smallest growth among minorities (25 percent), with an estimated 16.5 million in 2000. The proportion of White workers is expected to decline from 86 to 84 percent. The Census Bureau estimates that 95 percent of Hispanics categorize themselves as Whites. Excluding white Hispanics, there will be 105 million Whites in the American labor force in the year 2000.[9]

The number of women in the labor force is projected to grow by 12 million, for a total of 67 million by the year 2000. Women will account for 47 percent of the labor force, up from 45 percent in 1988. Projections indicate a future workforce of 50 percent men and 50 percent women.
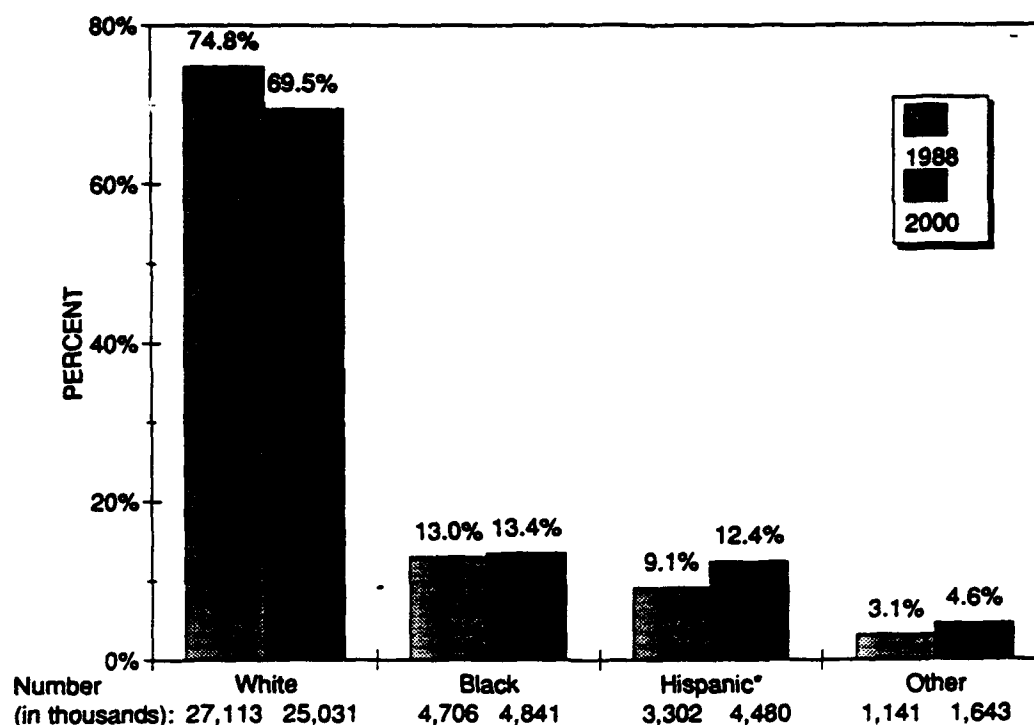


* May be of any race; current population survey indicates 95% of Hispanic origin respondents also declare themselves as "white."

Source: Derived from Bureau of Labor Statistics, Outlook 2000 (Washington, DC: U.S. Department of Labor, April 1990), Table A-1, p. 105.

Figure 8.1. Number and percent of 16-24 year-old civilians by race/ethnicity, 1988 and 2000.

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[9] Bureau of Labor Statistics, Outlook 2000 (Washington, DC: U.S. Department of Labor, April 1990), pp. 6-9.

| Table 8.1. Calendar Years 1988 and 2000 (Projected) Civilian Labor Force by Race/Ethnicity, and Gender (Millions) | | | | |
|---|---|---|---|---|
| Race/Gender | 1988 | 2000 | Numerical Change | Percent Change |
| **White** | **104.8** | **119.0** | **14.2** | **13.5** |
| Male | (58.3) | (63.3) | (5.0) | 8.6 |
| Female | (46.4) | (55.7) | (9.3) | 20.0 |
| **Black** | **13.2** | **16.5** | **3.3** | **25.0** |
| Male | (6.6) | (8.0) | (1.4) | 21.2 |
| Female | (6.6) | (8.5) | (1.9) | 28.8 |
| **Hispanics[1]** | **9.0** | **14.3** | **5.3** | **58.9** |
| Male | (5.4) | (8.3) | (2.9) | 53.7 |
| Female | (3.6) | (6.0) | (2.4) | 66.7 |
| **Other** | **3.7** | **5.6** | **1.9** | **51.4** |
| Male | (2.1) | (3.0) | (.9) | 42.9 |
| Female | (1.7) | (2.7) | (1.0) | 58.8 |
| **Total** | **121.7** | **141.1** | **19.4** | **15.9** |
| **Males** | (67.0) | (74.3) | (7.3) | 10.9 |
| **Females** | (54.7) | (66.8) | (12.1) | 22.1 |

Columns may not add to total due to rounding.

[1] Hispanics may be of any race.

Sources: *Statistical Abstract of the United States: 1990* (Washington, DC: U.S. Department of Commerce, January 1990), p. 378; Fullerton, H.N., "New Labor Force Projections, Spanning 1988 to 2000," *Monthly Labor Review*, vol. 112, no. 11 (November 1989), pp. 3-12, and Bureau of Labor Statistics, *Outlook 2000* (Washington, DC: U.S. Department of Labor, April 1990), p. 107.

## The Impact of Changing Demographics

The future labor force from which recruits are drawn will be significantly different. It is not clear whether an increase in proportions of women, minorities, and immigrants will change the demographic composition of the military. 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, the growing proportion of the population who have difficulty with the English language, divergent academic and/or technical preparation, and even possible changes in work ethic and values may affect the future force composition. However, long-range projections on the future demographic profile of the military and its impact on training and personnel readiness remain a matter of conjecture at this time.

**Women.** The increase of women in the labor force and the significant increase in the number of women earning college degrees means that women will comprise a much greater proportion of the supply of future enlisted and officer applicants. Whether that increased supply translates to greater proportions entering the military depends upon how they interpret growing opportunities and more diverse assignment patterns for women in the

Services, and their perception of the Services' commitment to gender-free personnel management policies and practices.

**Hispanic Americans.** Recent analyses indicate that the high school dropout rate for 16- to 24-year-old Hispanics was three times higher than for non-Hispanics (31 percent and 10 percent, respectively). Immigration appeared to be a contributing factor to the high dropout rate (43 percent dropout rate among Hispanics born outside the United States). Although the dropout rates for first- and second-generation Americans of Hispanic origin were lower than for Hispanics born outside of the United States, the rates were still much higher than for non-Hispanics.[10] The National Center for Education Statistics estimates that unless migration patterns change, Hispanics will continue to have high dropout rates in the future.[11] Should high school completion rates for Hispanics improve, there are likely to be proportionately more Hispanics joining the military.

**Perceptions of minorities about military service.** Attitudes more than numbers may affect future minority enlistment/commissioning rates. Historically, Blacks have had a higher inclination to join the military than other groups. However, the propensity of 16- to 21-year-old Black males to enlist, as measured by the annual *Youth Attitude Tracking Study,*[12] dropped from 53 percent in 1989 to 37 percent in 1992. Further, the specter of war during Operation Desert Shield resulted in far less support of military operations by Blacks than by Whites.[13] "Other" racial/ethnic groups also have exhibited lower inclinations to join the military. There is no reason to estimate that higher proportions of minorities in "Other" racial categories will join the Armed Services in the immediate future.

**Immigration.** Immigration also plays a significant role in the composition of the current and projected future work force. Immigration in the 1980s was the highest, proportionate to U.S. citizens, since the 1920-1929 period. Of the 5.8 million immigrants from 1981 to 1989, 43 percent were from Asia and 42 percent from South and Central America.[14] The 1990 rate of 6.1 immigrants per 1,000 U.S. citizens was the highest since the first decade of the 1900s. As was the case in the 1980s, most immigrants were from Asia and South and Central America.[15]

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[10] National Center for Education Statistics, *Are Hispanic Dropout Rates Related to Migration?*, NCES Issue Brief 92-098 (Washington, DC, August 1992), pp. 1-2.

[11] Ibid., (p. 2).

[12] Propensity measures are contained in the *Youth Attitude Tracking Study*, a DoD survey with results reported annually through the Defense Manpower Data Center, Arlington, VA.

[13] Kitfield, J. "Total Force," *Government Executive*, (March 1991), pp. 10-15, reports 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.

[14] U.S. Bureau of the Census, *Statistical Abstract of the United States: 1992* (Washington, DC: U.S. Department of Commerce, 1992), p. 11.

[15] Ibid., (p. 10).

# Conclusion

Military success has been, and will continue to be, defined by its people. When personnel levels are reduced, each person may have to do more work. The Services will need people who can absorb increased levels of training; who can perform a broader array of 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,[16] includes tangible costs, such as wasted compensation, recruitment, and training investments. In the military environment, the price of poor selection also includes an increased threat of injury or death. The key criterion for military effectiveness is to access and retain high-quality people, regardless of race, gender, or socioeconomic status. As stated by Janice Laurence, military manpower analyst with the Human Resources Research Organization:[17]

> Few would argue the fact that today's soldiers, sailors, marines, and airmen truly are among the "best and brightest." However, the continuation of such... claims depends upon the interaction of many factors, including numerical requirements, market conditions, and characteristics of the personnel pool. Though the military is undergoing a period of sweeping change, including a streamlining of the force and a consolidation of jobs, personnel quality issues gain increased importance. Demographic shifts [such as] youth scarcity and the growth of women and minorities in the work force, together with concerns that the nation's human resources are being depleted are foreboding even for a smaller yet more complex and technologically sophisticated military.

DoD cannot predict precisely just how the future force structure may modify the 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 Active and Reserve Components, though it is too early to predict with certainty the degree of change. Current discussions point to the possibility of further reductions in recruiting resources and staffing, end-strength reductions beyond those currently programmed, upturns in economic conditions, and possible competition for high-quality young people from new federal job training or national service programs. Each of these factors could affect military recruiting and retention over the long term, and subsequently the composition of the military. While no significant shifts have occurred yet in the demographic characteristics of the military, demographic and attitudinal shifts in the American population might affect that composition in the years ahead.

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[16] Spraggins, E.E., "Hiring Without the Guesswork," *Inc.*, (February 1992), pp. 80-87.

[17.] Laurence, J.H., "Test Scores and the Recruit Quality Queue," in Eitelberg, M. & Mehay, S. (Eds.), *Marching Toward the 21st Century* (New York, NY: Praeger, in press).

Appendix A - Tables:  Active Component Applicants

# Table A-1. FY 1992 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

## a. Number

| | SERVICE | | | | | | | | | | | | TOTAL DoD | | | 17-35 YR OLD CIVILIANS | | |
| | ARMY | | | NAVY | | | MARINE CORPS | | | AIR FORCE | | | | | | | | |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16-17 | 23,433 | 5,131 | 28,564 | 25,641 | 3,895 | 29,536 | 16,547 | 1,325 | 17,872 | 9,087 | 3,736 | 12,823 | 74,708 | 14,087 | 88,795 | 1,711,608 | 1,633,855 | 3,345,463 |
| 18 | 24,457 | 6,811 | 31,268 | 24,360 | 3,741 | 28,101 | 12,988 | 949 | 13,937 | 9,478 | 3,850 | 13,328 | 71,283 | 15,351 | 86,634 | 1,642,628 | 1,594,452 | 3,237,080 |
| 19 | 16,594 | 4,702 | 21,296 | 14,170 | 2,447 | 16,617 | 6,333 | 442 | 6,775 | 6,739 | 2,561 | 9,300 | 43,836 | 10,152 | 53,988 | 1,644,641 | 1,661,551 | 3,306,192 |
| 20 | 10,914 | 2,996 | 13,910 | 8,430 | 1,518 | 9,948 | 3,205 | 271 | 3,476 | 4,711 | 1,718 | 6,429 | 27,260 | 6,503 | 33,763 | 1,606,059 | 1,723,357 | 3,329,416 |
| 21 | 7,284 | 2,145 | 9,429 | 5,495 | 1,064 | 6,559 | 2,061 | 183 | 2,244 | 3,298 | 1,237 | 4,535 | 18,138 | 4,629 | 22,767 | 1,785,201 | 1,843,370 | 3,628,571 |
| 22 | 5,063 | 1,612 | 6,675 | 3,504 | 734 | 4,238 | 1,255 | 110 | 1,365 | 2,426 | 876 | 3,302 | 12,248 | 3,332 | 15,580 | 1,804,173 | 1,920,897 | 3,725,070 |
| 23 | 3,512 | 1,178 | 4,690 | 2,286 | 516 | 2,802 | 708 | 76 | 784 | 1,672 | 650 | 2,322 | 8,178 | 2,420 | 10,598 | 1,788,631 | 1,743,329 | 3,531,960 |
| 24 | 2,424 | 852 | 3,276 | 1,535 | 358 | 1,893 | 469 | 42 | 511 | 1,103 | 440 | 1,543 | 5,531 | 1,692 | 7,223 | 1,695,163 | 1,855,828 | 3,550,991 |
| 25+ | 7,571 | 3,194 | 10,765 | 5,687 | 1,861 | 7,548 | 734 | 84 | 818 | 1,728 | 833 | 2,561 | 15,720 | 5,972 | 21,692 | 22,694,462 | 23,453,148 | 46,147,610 |
| TOTAL | 101,252 | 28,521 | 129,773 | 91,108 | 16,134 | 107,242 | 44,343 | 3,482 | 47,782 | 40,243 | 15,901 | 56,143 | 276,957 | 64,151 | 341,105 | 73,572,566 | 75,429,787 | 73,801,353 |

## b. Percent

| | SERVICE | | | | | | | | | | | | TOTAL DoD | | | 17-35 YR OLD CIVILIANS | | |
| | ARMY | | | NAVY | | | MARINE CORPS | | | AIR FORCE | | | | | | | | |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16-17 | 23.14% | 17.93% | 21.99% | 28.14% | 24.14% | 27.54% | 37.35% | 38.05% | 37.40% | 22.58% | 23.50% | 22.84% | 26.98% | 21.96% | 26.04% | 4.71% | 4.37% | 4.53% |
| 18 | 24.15% | 23.80% | 24.08% | 26.74% | 23.19% | 26.20% | 29.32% | 27.25% | 29.17% | 23.55% | 24.21% | 23.74% | 25.74% | 23.93% | 25.40% | 4.52% | 4.26% | 4.39% |
| 19 | 16.39% | 16.43% | 16.40% | 15.55% | 15.17% | 15.49% | 14.30% | 12.69% | 14.18% | 16.75% | 16.11% | 16.56% | 15.83% | 15.83% | 15.83% | 4.52% | 4.44% | 4.48% |
| 20 | 10.78% | 10.47% | 10.71% | 9.25% | 9.41% | 9.28% | 7.23% | 7.78% | 7.27% | 11.71% | 10.80% | 11.45% | 9.84% | 10.14% | 9.90% | 4.42% | 4.60% | 4.51% |
| 21 | 7.19% | 7.49% | 7.26% | 6.03% | 6.59% | 6.12% | 4.65% | 5.26% | 4.70% | 8.20% | 7.78% | 8.08% | 6.55% | 7.22% | 6.68% | 4.91% | 4.92% | 4.92% |
| 22 | 5.00% | 5.63% | 5.14% | 3.85% | 4.55% | 3.95% | 2.83% | 3.16% | 2.86% | 6.03% | 5.51% | 5.88% | 4.42% | 5.20% | 4.57% | 4.96% | 5.13% | 5.05% |
| 23 | 3.47% | 4.12% | 3.61% | 2.51% | 3.20% | 2.61% | 1.60% | 2.18% | 1.64% | 4.15% | 4.09% | 4.14% | 2.95% | 3.77% | 3.11% | 4.92% | 4.66% | 4.79% |
| 24 | 2.39% | 2.98% | 2.52% | 1.68% | 2.22% | 1.77% | 1.06% | 1.21% | 1.07% | 2.74% | 2.77% | 2.75% | 2.00% | 2.64% | 2.12% | 4.66% | 4.96% | 4.81% |
| 25+ | 7.48% | 11.16% | 8.29% | 6.24% | 11.53% | 7.04% | 1.66% | 2.41% | 1.71% | 4.29% | 5.24% | 4.56% | 5.68% | 9.31% | 6.36% | 62.39% | 62.66% | 62.53% |
| 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 first formal application (Physical or ASVAB) was in FY 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table A-2. FY 1992 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

| AGE | MILITARY | | | | | | | | | 17-35 YEAR OLD |
|---|---|---|---|---|---|---|---|---|---|---|
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | MARRIED CIVILIANS |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | |
| 16-17 | 345 | 121 | 466 | 74,363 | 13,966 | 88,329 | 74,708 | 14,087 | 88,795 | 62,871 |
| 18 | 1,090 | 406 | 1,496 | 70,193 | 14,945 | 85,138 | 71,283 | 15,351 | 86,634 | 116,074 |
| 19 | 1,650 | 666 | 2,316 | 42,186 | 9,486 | 51,672 | 43,836 | 10,152 | 53,988 | 222,129 |
| 20 | 2,038 | 794 | 2,832 | 25,222 | 5,709 | 30,931 | 27,260 | 6,503 | 33,763 | 400,538 |
| 21 | 2,110 | 818 | 2,928 | 16,028 | 3,811 | 19,839 | 18,138 | 4,629 | 22,767 | 642,214 |
| 22 | 1,945 | 776 | 2,721 | 10,303 | 2,556 | 12,859 | 12,248 | 3,332 | 15,580 | 855,617 |
| 23 | 1,632 | 583 | 2,215 | 6,546 | 1,837 | 8,383 | 8,178 | 2,420 | 10,598 | 1,087,532 |
| 24 | 1,305 | 496 | 1,801 | 4,226 | 1,196 | 5,422 | 5,531 | 1,692 | 7,223 | 1,361,455 |
| 25 | 1,041 | 393 | 1,434 | 2,813 | 802 | 3,615 | 3,854 | 1,195 | 5,049 | 1,653,655 |
| 26 | 918 | 401 | 1,319 | 1,978 | 655 | 2,633 | 2,896 | 1,056 | 3,952 | 1,756,297 |
| 27 | 794 | 339 | 1,133 | 1,484 | 526 | 2,010 | 2,278 | 865 | 3,143 | 2,116,275 |
| 28 | 599 | 265 | 864 | 1,071 | 370 | 1,441 | 1,670 | 635 | 2,305 | 2,504,645 |
| 29 | 473 | 234 | 707 | 753 | 283 | 1,036 | 1,226 | 517 | 1,743 | 2,597,311 |
| 30 | 420 | 156 | 576 | 585 | 237 | 822 | 1,005 | 393 | 1,398 | 2,814,119 |
| 31 | 335 | 149 | 484 | 487 | 196 | 683 | 822 | 345 | 1,167 | 2,834,103 |
| 32 | 279 | 121 | 400 | 360 | 145 | 505 | 639 | 266 | 905 | 3,090,742 |
| 33 | 242 | 119 | 361 | 281 | 131 | 412 | 523 | 250 | 773 | 3,322,360 |
| 34 | 209 | 119 | 328 | 271 | 138 | 409 | 480 | 257 | 737 | 3,104,444 |
| 35 | 98 | 51 | 149 | 42 | 34 | 76 | 140 | 85 | 225 | 3,148,893 |
| 36+ | 109 | 60 | 169 | 78 | 48 | 126 | 187 | 108 | 295 | 0 |
| TOTAL | | | | | | | | | | |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-2 (Continued). FY 1992 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

| | MILITARY | | | | | | | | | 17-35 YEAR OLD |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | MARRIED CIVILIANS |
|---|---|---|---|---|---|---|---|---|---|---|
| 16-17 | 1.96% | 1.71% | 1.89% | 28.68% | 24.47% | 27.92% | 26.98% | 21.96% | 26.04% | 0.19% |
| 18 | 6.18% | 5.75% | 6.06% | 27.07% | 26.19% | 26.91% | 25.74% | 23.93% | 25.40% | 0.34% |
| 19 | 9.36% | 9.42% | 9.38% | 16.27% | 16.62% | 16.33% | 15.83% | 15.83% | 15.83% | 0.66% |
| 20 | 11.56% | 11.24% | 11.47% | 9.73% | 10.00% | 9.78% | 9.84% | 10.14% | 9.90% | 1.19% |
| 21 | 11.97% | 11.57% | 11.85% | 6.18% | 6.68% | 6.27% | 6.55% | 7.22% | 6.68% | 1.91% |
| 22 | 11.03% | 10.98% | 11.02% | 3.97% | 4.48% | 4.06% | 4.42% | 5.20% | 4.57% | 2.54% |
| 23 | 9.26% | 8.25% | 8.97% | 2.52% | 3.22% | 2.65% | 2.95% | 3.77% | 3.11% | 3.23% |
| 24 | 7.40% | 7.02% | 7.29% | 1.63% | 2.10% | 1.71% | 2.00% | 2.64% | 2.12% | 4.04% |
| 25 | 5.90% | 5.56% | 5.81% | 1.08% | 1.41% | 1.14% | 1.39% | 1.86% | 1.48% | 4.91% |
| 26 | 5.21% | 5.67% | 5.34% | 0.76% | 1.15% | 0.83% | 1.05% | 1.65% | 1.16% | 5.21% |
| 27 | 4.50% | 4.80% | 4.59% | 0.57% | 0.92% | 0.64% | 0.82% | 1.35% | 0.92% | 6.28% |
| 28 | 3.40% | 3.75% | 3.50% | 0.41% | 0.65% | 0.46% | 0.60% | 0.99% | 0.68% | 7.43% |
| 29 | 2.68% | 3.31% | 2.86% | 0.29% | 0.50% | 0.33% | 0.44% | 0.81% | 0.51% | 7.71% |
| 30 | 2.38% | 2.21% | 2.33% | 0.23% | 0.42% | 0.26% | 0.36% | 0.61% | 0.41% | 8.35% |
| 31 | 1.90% | 2.11% | 1.96% | 0.19% | 0.34% | 0.22% | 0.30% | 0.54% | 0.34% | 8.41% |
| 32 | 1.58% | 1.71% | 1.62% | 0.14% | 0.25% | 0.16% | 0.23% | 0.41% | 0.27% | 9.17% |
| 33 | 1.37% | 1.68% | 1.46% | 0.11% | 0.23% | 0.13% | 0.19% | 0.39% | 0.23% | 9.86% |
| 34 | 1.19% | 1.68% | 1.33% | 0.10% | 0.24% | 0.13% | 0.17% | 0.40% | 0.22% | 9.21% |
| 35 | 0.56% | 0.72% | 0.60% | 0.02% | 0.06% | 0.02% | 0.05% | 0.13% | 0.07% | 9.35% |
| 36+ | 0.62% | 0.85% | 0.68% | 0.03% | 0.08% | 0.04% | 0.07% | 0.17% | 0.09% | 0.00% |

* Refers to NPS individuals whose initial application was in FY 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

## Table A-3. FY 1992 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilians Comparison Group

### a. Number

| RACE/ETHNICITY | ARMY Males | ARMY Females | ARMY Total | NAVY Males | NAVY Females | NAVY Total | MARINE CORPS Males | MARINE CORPS Females | MARINE CORPS Total | AIR FORCE Males | AIR FORCE Females | AIR FORCE Total | TOTAL DoD Males | TOTAL DoD Females | TOTAL DoD Total | 18-24 YR OLD CIVILIANS Males | 18-24 YR OLD CIVILIANS Females | 18-24 YR OLD CIVILIANS Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| White | 68,024 | 15,145 | 83,169 | 62,034 | 9,752 | 71,786 | 32,422 | 2,232 | 34,654 | 32,204 | 11,609 | 43,813 | 194,684 | 38,738 | 233,422 | 8,440,591 | 8,667,780 | 17,108,371 |
| Black | 20,952 | 10,277 | 31,229 | 15,525 | 3,971 | 19,496 | 6,059 | 739 | 6,798 | 5,020 | 2,969 | 7,989 | 47,556 | 17,956 | 65,512 | 1,651,810 | 1,833,999 | 3,485,809 |
| Hispanic | 8,284 | 2,064 | 10,348 | 10,015 | 1,755 | 11,770 | 4,107 | 341 | 4,448 | 1,683 | 693 | 2,376 | 24,089 | 4,853 | 28,942 | 1,417,519 | 1,364,122 | 2,781,641 |
| Other | 3,992 | 1,135 | 5,127 | 3,534 | 656 | 4,190 | 1,712 | 170 | 1,882 | 1,335 | 630 | 1,965 | 10,573 | 2,591 | 13,164 | 456,575 | 476,882 | 933,457 |
| TOTAL | | | | | | | | | | | | | | | | | | |

### b. Percent

| RACE/ETHNICITY | ARMY Males | ARMY Females | ARMY Total | NAVY Males | NAVY Females | NAVY Total | MARINE CORPS Males | MARINE CORPS Females | MARINE CORPS Total | AIR FORCE Males | AIR FORCE Females | AIR FORCE Total | TOTAL DoD Males | TOTAL DoD Females | TOTAL DoD Total | 18-24 YR OLD CIVILIANS Males | 18-24 YR OLD CIVILIANS Females | 18-24 YR OLD CIVILIANS Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| White | 67.18% | 52.92% | 64.04% | 68.09% | 60.44% | 66.94% | 73.19% | 64.10% | 72.53% | 80.03% | 73.01% | 78.04% | 70.31% | 60.40% | 68.44% | 70.54% | 70.23% | 70.38% |
| Black | 20.69% | 35.91% | 24.05% | 17.04% | 24.61% | 18.18% | 13.68% | 21.22% | 14.23% | 12.47% | 18.67% | 14.23% | 17.17% | 28.00% | 19.21% | 13.80% | 14.86% | 14.34% |
| Hispanic | 8.18% | 7.21% | 7.97% | 10.99% | 10.88% | 10.98% | 9.27% | 9.79% | 9.31% | 4.18% | 4.36% | 4.23% | 8.70% | 7.57% | 8.49% | 11.85% | 11.05% | 11.44% |
| Other | 3.94% | 3.97% | 3.95% | 3.88% | 4.07% | 3.91% | 3.86% | 4.88% | 3.94% | 3.32% | 3.96% | 3.50% | 3.82% | 4.04% | 3.86% | 3.82% | 3.86% | 3.84% |
| TOTAL | | | | | | | | | | | | | | | | | | |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

## Table A-4. FY 1992 Applicants* for Active Component Enlistment by Ethnicity and Service

| ETHNICITY | SERVICE | | | | | | | | | TOTAL DoD | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | | | |
| | # | % | # | % | # | % | # | % | # | % | |
| MEXICAN | 4,114 | 3.17% | 4,025 | 3.75% | 2,332 | 4.88% | 651 | 1.16% | 11,122 | 3.26% | |
| PUERTO RICAN | 2,226 | 1.71% | 1,243 | 1.16% | 362 | 0.76% | 242 | 0.43% | 4,073 | 1.19% | |
| CUBAN | 102 | 0.08% | 129 | 0.12% | 19 | 0.04% | 28 | 0.05% | 278 | 0.08% | |
| LATIN AMER. | 1,138 | 0.88% | 740 | 0.69% | 283 | 0.59% | 176 | 0.31% | 2,337 | 0.69% | |
| OTHER HISP. | 2,768 | 2.13% | 5,633 | 5.25% | 1,452 | 3.04% | 1,279 | 2.28% | 11,132 | 3.26% | |
| ALEUTIAN | 8 | 0.01% | 7 | 0.01% | 7 | 0.01% | 4 | 0.01% | 26 | 0.01% | |
| ESKIMO | 18 | 0.01% | 11 | 0.01% | 16 | 0.03% | 2 | 0.00% | 47 | 0.01% | |
| N. AMER. INDIAN | 992 | 0.76% | 735 | 0.69% | 482 | 1.01% | 246 | 0.44% | 2,455 | 0.72% | |
| CHINESE | 127 | 0.10% | 129 | 0.12% | 47 | 0.10% | 37 | 0.07% | 340 | 0.10% | |
| JAPANESE | 77 | 0.06% | 83 | 0.08% | 22 | 0.05% | 39 | 0.07% | 221 | 0.06% | |
| KOREAN | 399 | 0.31% | 198 | 0.18% | 79 | 0.17% | 86 | 0.15% | 762 | 0.22% | |
| INDIAN | 86 | 0.07% | 74 | 0.07% | 12 | 0.03% | 32 | 0.06% | 204 | 0.06% | |
| FILIPINO | 1,024 | 0.79% | 1,600 | 1.49% | 266 | 0.56% | 486 | 0.87% | 3,376 | 0.99% | |
| VIETNAMESE | 273 | 0.21% | 332 | 0.31% | 74 | 0.15% | 52 | 0.09% | 731 | 0.21% | |
| OTHER ASIAN | 584 | 0.45% | 599 | 0.56% | 211 | 0.44% | 388 | 0.69% | 1,782 | 0.52% | |
| MELANESIAN | 12 | 0.01% | 1 | 0.00% | 1 | 0.00% | 2 | 0.00% | 16 | 0.00% | |
| MICRONESIAN | 129 | 0.10% | 15 | 0.01% | 3 | 0.01% | 2 | 0.00% | 149 | 0.04% | |
| POLYNESIAN | 210 | 0.16% | 64 | 0.06% | 18 | 0.04% | 17 | 0.03% | 309 | 0.09% | |
| OTHER PACIFIC | 142 | 0.11% | 60 | 0.06% | 35 | 0.07% | 31 | 0.06% | 268 | 0.08% | |
| OTHER/NONE** | 115,264 | 88.75% | 91,511 | 85.33% | 42,035 | 87.97% | 52,297 | 93.15% | 301,107 | 88.29% | |
| UNKNOWN | 180 | 0.14% | 53 | 0.05% | 26 | 0.05% | 46 | 0.08% | 305 | 0.09% | |
| TOTAL | | | | | | | | | | | |

\* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

\*\* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table A-5. FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

| GENDER | AFQT CATEGORY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY** | | | | | | | | |
| Male | 4,516 | 32,136 | 23,171 | 21,923 | 16,528 | 2,202 | 776 | 101,252 |
| Female | 674 | 7,258 | 7,005 | 7,753 | 5,300 | 434 | 197 | 28,621 |
| Total | 5,190 | 39,394 | 30,176 | 29,676 | 21,828 | 2,636 | 973 | 129,873 |
| **NAVY** | | | | | | | | |
| Male | 4,516 | 31,662 | 19,429 | 23,692 | 10,178 | 896 | 735 | 91,108 |
| Female | 428 | 5,047 | 4,375 | 4,220 | 1,822 | 108 | 134 | 16,134 |
| Total | 4,944 | 36,709 | 23,804 | 27,912 | 12,000 | 1,004 | 869 | 107,242 |
| **MARINE CORPS** | | | | | | | | |
| Male | 1,285 | 14,716 | 11,578 | 11,984 | 4,040 | 240 | 457 | 44,300 |
| Female | 91 | 1,212 | 1,117 | 727 | 282 | 17 | 36 | 3,482 |
| Total | 1,376 | 15,928 | 12,695 | 12,711 | 4,322 | 257 | 493 | 47,782 |
| **AIR FORCE** | | | | | | | | |
| Male | 2,000 | 16,274 | 9,822 | 7,474 | 2,556 | 157 | 1,959 | 40,242 |
| Female | 438 | 5,761 | 4,155 | 3,360 | 1,426 | 57 | 704 | 15,901 |
| Total | 2,438 | 22,035 | 13,977 | 10,834 | 3,982 | 214 | 2,663 | 56,143 |
| **TOTAL DoD** | | | | | | | | |
| Male | 12,317 | 94,788 | 64,000 | 65,073 | 33,302 | 3,495 | 3,927 | 276,902 |
| Female | 1,631 | 19,278 | 16,652 | 16,060 | 8,830 | 616 | 1,071 | 64,138 |
| Total | 13,948 | 114,066 | 80,652 | 81,133 | 42,132 | 4,111 | 4,998 | 341,040 |
| **1960, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 1,286,646 | 3,785,416 | 1,853,499 | 2,056,399 | 2,628,481 | 1,280,715 | 0 | 12,891,156 |
| Female | 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 |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-5 (Continued).  FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

| GENDER | AFQT CATEGORY | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY** | | | | | | | | |
| Male | 4.46% | 31.74% | 22.88% | 21.65% | 16.32% | 2.17% | 0.77% | 100.00% |
| Female | 2.35% | 25.36% | 24.48% | 27.09% | 18.52% | 1.52% | 0.69% | 100.00% |
| Total | 4.00% | 30.33% | 23.24% | 22.85% | 16.81% | 2.03% | 0.75% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 4.96% | 34.75% | 21.33% | 26.00% | 11.17% | 0.98% | 0.81% | 100.00% |
| Female | 2.65% | 31.28% | 27.12% | 26.16% | 11.29% | 0.67% | 0.83% | 100.00% |
| Total | 4.61% | 34.23% | 22.20% | 26.03% | 11.19% | 0.94% | 0.81% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 2.90% | 33.22% | 26.14% | 27.05% | 9.12% | 0.54% | 1.03% | 100.00% |
| Female | 2.61% | 34.81% | 32.08% | 20.88% | 8.10% | 0.49% | 1.03% | 100.00% |
| Total | 2.88% | 33.33% | 26.57% | 26.60% | 9.05% | 0.54% | 1.03% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 4.97% | 40.44% | 24.41% | 18.57% | 6.35% | 0.39% | 4.87% | 100.00% |
| Female | 2.75% | 36.23% | 26.13% | 21.13% | 8.97% | 0.36% | 4.43% | 100.00% |
| Total | 4.34% | 39.25% | 24.90% | 19.30% | 7.09% | 0.38% | 4.74% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 4.45% | 34.23% | 23.11% | 23.50% | 12.03% | 1.26% | 1.42% | 100.00% |
| Female | 2.54% | 30.06% | 25.96% | 25.04% | 13.77% | 0.96% | 1.67% | 100.00% |
| Total | 4.09% | 33.45% | 23.65% | 23.79% | 12.35% | 1.21% | 1.47% | 100.00% |
| **1980, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9.98% | 29.36% | 14.38% | 15.95% | 20.39% | 9.93% | 0.00% | 100.00% |
| Female | 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% |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Rows may not add to totals due to rounding.

Source:  Civilian data from Profile of American Youth (Washington, DC:  Office of the Assistant Secretary of Defense
[Manpower, Reserve Affairs, and Logistics], 1982).

Table A-6. FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

a. Number

| RACE/ ETHNICITY | AFQT CATEGORY | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | |
| **ARMY** | | | | | | | | |
| White | 4,778 | 32,121 | 20,682 | 15,981 | 8,155 | 751 | 701 | 83,169 |
| Black | 150 | 4,037 | 6,284 | 9,603 | 9,777 | 1,211 | 167 | 31,229 |
| Hispanic | 96 | 1,970 | 2,205 | 2,871 | 2,703 | 443 | 60 | 10,348 |
| Other | 166 | 1,266 | 1,005 | 1,221 | 1,193 | 231 | 45 | 5,127 |
| **NAVY** | | | | | | | | |
| White | 4,412 | 29,256 | 16,417 | 15,860 | 4,883 | 302 | 656 | 71,786 |
| Black | 117 | 2,840 | 3,779 | 7,566 | 4,656 | 436 | 102 | 19,496 |
| Hispanic | 270 | 3,497 | 2,811 | 3,318 | 1,673 | 146 | 55 | 11,770 |
| Other | 145 | 1,116 | 797 | 1,168 | 788 | 120 | 56 | 4,190 |
| **MARINE CORPS** | | | | | | | | |
| White | 1,257 | 13,244 | 9,192 | 8,162 | 2,255 | 115 | 429 | 34,654 |
| Black | 33 | 1,137 | 1,752 | 2,484 | 1,269 | 87 | 36 | 6,798 |
| Hispanic | 34 | 1,000 | 1,265 | 1,526 | 574 | 33 | 16 | 4,448 |
| Other | 52 | 547 | 486 | 539 | 224 | 22 | 12 | 1,882 |
| **AIR FORCE** | | | | | | | | |
| White | 2,236 | 18,680 | 10,691 | 7,725 | 2,108 | 94 | 2,279 | 43,813 |
| Black | 71 | 1,935 | 2,158 | 2,099 | 1,423 | 95 | 208 | 7,989 |
| Hispanic | 55 | 714 | 662 | 615 | 260 | 10 | 60 | 2,376 |
| Other | 76 | 706 | 466 | 395 | 191 | 15 | 116 | 1,965 |
| **TOTAL DoD** | | | | | | | | |
| White | 12,683 | 93,301 | 56,982 | 47,728 | 17,401 | 1,262 | 4,065 | 233,422 |
| Black | 371 | 9,949 | 13,973 | 21,752 | 17,125 | 1,829 | 513 | 65,512 |
| Hispanic | 455 | 7,181 | 6,943 | 8,330 | 5,210 | 632 | 191 | 28,942 |
| Other | 439 | 3,635 | 2,754 | 3,323 | 2,396 | 388 | 229 | 13,164 |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Table A-6 (Continued).  FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent

| RACE/ ETHNICITY | AFQT CATEGORY | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | |
| **ARMY** | | | | | | | | |
| White | 5.74% | 38.62% | 24.87% | 19.22% | 9.81% | 0.90% | 0.84% | 100.00% |
| Black | 0.48% | 12.93% | 20.12% | 30.75% | 31.31% | 3.88% | 0.53% | 100.00% |
| Hispanic | 0.93% | 19.04% | 21.31% | 27.74% | 26.12% | 4.28% | 0.58% | 100.00% |
| Other | 3.24% | 24.69% | 19.60% | 23.82% | 23.27% | 4.51% | 0.88% | 100.00% |
| **NAVY** | | | | | | | | |
| White | 6.15% | 40.75% | 22.87% | 22.09% | 6.80% | 0.42% | 0.91% | 100.00% |
| Black | 0.60% | 14.57% | 19.38% | 38.81% | 23.88% | 2.24% | 0.52% | 100.00% |
| Hispanic | 2.29% | 29.71% | 23.88% | 28.19% | 14.21% | 1.24% | 0.47% | 100.00% |
| Other | 3.46% | 26.63% | 19.02% | 27.88% | 18.81% | 2.86% | 1.34% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 3.63% | 38.22% | 26.53% | 23.55% | 6.51% | 0.33% | 1.24% | 100.00% |
| Black | 0.49% | 16.73% | 25.77% | 36.54% | 18.67% | 1.28% | 0.53% | 100.00% |
| Hispanic | 0.76% | 22.48% | 28.44% | 34.31% | 12.90% | 0.74% | 0.36% | 100.00% |
| Other | 2.76% | 29.06% | 25.82% | 28.64% | 11.90% | 1.17% | 0.64% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 5.10% | 42.64% | 24.40% | 17.63% | 4.81% | 0.21% | 5.20% | 100.00% |
| Black | 0.89% | 24.22% | 27.01% | 26.27% | 17.81% | 1.19% | 2.60% | 100.00% |
| Hispanic | 2.31% | 30.05% | 27.86% | 25.88% | 10.94% | 0.42% | 2.53% | 100.00% |
| Other | 3.87% | 35.93% | 23.72% | 20.10% | 9.72% | 0.76% | 5.90% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 5.43% | 39.97% | 24.41% | 20.45% | 7.45% | 0.54% | 1.74% | 100.00% |
| Black | 0.57% | 15.19% | 21.33% | 33.20% | 26.14% | 2.79% | 0.78% | 100.00% |
| Hispanic | 1.57% | 24.81% | 23.99% | 28.78% | 18.00% | 2.18% | 0.66% | 100.00% |
| Other | 3.33% | 27.61% | 20.92% | 25.24% | 18.20% | 2.95% | 1.74% | 100.00% |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Rows may not add to totals due to rounding.

Table A-7. FY 1992 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

| GENDER | EDUCATIONAL TIER | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY** | | | | | | | | |
| Male | 96,304 | 95.11% | 2,309 | 2.28% | 2,639 | 2.61% | 101,252 | 100.00% |
| Female | 27,612 | 96.47% | 478 | 1.67% | 531 | 1.86% | 28,621 | 100.00% |
| Total | 123,916 | 95.41% | 2,787 | 2.15% | 3,170 | 2.44% | 129,873 | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 86,908 | 95.39% | 3,209 | 3.52% | 991 | 1.09% | 91,108 | 100.00% |
| Female | 15,579 | 96.56% | 426 | 2.64% | 129 | 0.80% | 16,134 | 100.00% |
| Total | 102,487 | 95.57% | 3,635 | 3.39% | 1,120 | 1.04% | 107,242 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 43,144 | 97.39% | 528 | 1.19% | 628 | 1.42% | 44,300 | 100.00% |
| Female | 3,400 | 97.65% | 22 | 0.63% | 60 | 1.72% | 3,482 | 100.00% |
| Total | 46,544 | 97.41% | 550 | 1.15% | 688 | 1.44% | 47,782 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 39,066 | 97.08% | 814 | 2.02% | 362 | 0.90% | 40,242 | 100.00% |
| Female | 15,493 | 97.43% | 267 | 1.68% | 141 | 0.89% | 15,901 | 100.00% |
| Total | 54,559 | 97.18% | 1,081 | 1.93% | 503 | 0.90% | 56,143 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 265,422 | 95.85% | 6,860 | 2.48% | 4,620 | 1.67% | 276,902 | 100.00% |
| Female | 62,084 | 96.80% | 1,193 | 1.86% | 861 | 1.34% | 64,138 | 100.00% |
| Total | 327,506 | 96.03% | 8,053 | 2.36% | 5,481 | 1.61% | 341,040 | 100.00% |
| **18-24 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9,723,645 | 81.26% | ** | 0.00% | 2,242,851 | 18.74% | 11,966,496 | 100.00% |
| Female | 10,394,980 | 84.22% | ** | 0.00% | 1,947,804 | 15.78% | 12,342,784 | 100.00% |
| Total | 20,118,625 | 82.76% | ** | 0.00% | 4,190,655 | 17.24% | 24,309,280 | 100.00% |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-8. FY 1992 Applicants* for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group

| RACE/ ETHNICITY | EDUCATIONAL TIER | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| **ARMY** | | | | | | | | |
| White | 78,800 | 94.75% | 2,133 | 2.56% | 2,236 | 2.69% | 83,169 | 100.00% |
| Black | 30,284 | 96.97% | 394 | 1.26% | 551 | 1.76% | 31,229 | 100.00% |
| Hispanic | 9,887 | 95.55% | 186 | 1.80% | 275 | 2.66% | 10,348 | 100.00% |
| Other | 4,945 | 96.45% | 74 | 1.44% | 108 | 2.11% | 5,127 | 100.00% |
| **NAVY** | | | | | | | | |
| White | 68,335 | 95.19% | 2,651 | 3.69% | 800 | 1.11% | 71,786 | 100.00% |
| Black | 18,874 | 96.81% | 446 | 2.29% | 176 | 0.90% | 19,496 | 100.00% |
| Hispanic | 11,230 | 95.41% | 433 | 3.68% | 107 | 0.91% | 11,770 | 100.00% |
| Other | 4,048 | 96.61% | 105 | 2.51% | 37 | 0.88% | 4,190 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 33,757 | 97.41% | 429 | 1.24% | 468 | 1.35% | 34,654 | 100.00% |
| Black | 6,657 | 97.93% | 50 | 0.74% | 91 | 1.34% | 6,798 | 100.00% |
| Hispanic | 4,307 | 96.83% | 57 | 1.28% | 84 | 1.89% | 4,448 | 100.00% |
| Other | 1,823 | 96.87% | 14 | 0.74% | 45 | 2.39% | 1,882 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 42,514 | 97.04% | 894 | 2.04% | 405 | 0.92% | 43,813 | 100.00% |
| Black | 7,815 | 97.82% | 117 | 1.46% | 57 | 0.71% | 7,989 | 100.00% |
| Hispanic | 2,315 | 97.43% | 37 | 1.56% | 24 | 1.01% | 2,376 | 100.00% |
| Other | 1,915 | 97.46% | 33 | 1.68% | 17 | 0.87% | 1,965 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 223,406 | 95.71% | 6,107 | 2.62% | 3,909 | 1.67% | 233,422 | 100.00% |
| Black | 63,630 | 97.13% | 1,007 | 1.54% | 875 | 1.34% | 65,512 | 100.00% |
| Hispanic | 27,739 | 95.84% | 713 | 2.46% | 490 | 1.69% | 28,942 | 100.00% |
| Other | 12,731 | 96.71% | 226 | 1.72% | 207 | 1.57% | 13,164 | 100.00% |
| **18-24 YEAR OLD CIVILIANS** | | | | | | | | |
| White | 15,054,381 | 87.99% | ** | 0.00% | 2,053,991 | 12.01% | 17,108,372 | 100.00% |
| Black | 2,673,994 | 76.71% | ** | 0.00% | 811,815 | 23.29% | 3,485,809 | 100.00% |
| Hispanic | 1,583,924 | 56.94% | ** | 0.00% | 1,197,718 | 43.06% | 2,781,642 | 100.00% |
| Other | 806,327 | 86.38% | ** | 0.00% | 127,131 | 13.62% | 933,458 | 100.00% |

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-9. FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Gender

a. Number

| GENDER | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| **ARMY** | | | | | | | | | | | |
| Male | 98,997 | 2,340 | 101,337 | 56,121 | 1,221 | 3,769 | 5,555 | 66,666 | 3,771 | 54,862 | 64,121 |
| Female | 28,087 | 458 | 28,545 | 13,341 | 391 | 1,793 | 1,438 | 16,963 | 1,260 | 13,252 | 12,452 |
| Total | 127,084 | 2,798 | 129,882 | 69,462 | 1,612 | 5,562 | 6,993 | 83,629 | 5,031 | 68,114 | 76,573 |
| **NAVY** | | | | | | | | | | | |
| Male | 89,844 | 968 | 90,812 | 60,564 | 1,125 | 4,223 | 5,997 | 71,909 | 2,347 | 63,724 | 50,274 |
| Female | 15,934 | 112 | 16,046 | 8,665 | 242 | 1,219 | 926 | 11,052 | 192 | 9,158 | 8,190 |
| Total | 105,778 | 1,080 | 106,858 | 69,229 | 1,367 | 5,442 | 6,923 | 82,961 | 2,539 | 72,882 | 58,464 |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 43,814 | 263 | 44,077 | 32,585 | 501 | 1,396 | 2,829 | 37,311 | 1,662 | 34,419 | 30,173 |
| Female | 3,437 | 16 | 3,453 | 1,847 | 38 | 250 | 217 | 2,352 | 69 | 2,083 | 1,595 |
| Total | 47,251 | 279 | 47,530 | 34,432 | 539 | 1,646 | 3,046 | 39,663 | 1,731 | 36,502 | 31,768 |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 38,323 | 190 | 38,513 | 27,424 | 416 | 1,307 | 2,330 | 31,477 | 785 | 28,901 | 27,279 |
| Female | 15,205 | 63 | 15,268 | 8,179 | 181 | 721 | 748 | 9,829 | 225 | 8,668 | 7,538 |
| Total | 53,528 | 253 | 53,781 | 35,603 | 597 | 2,028 | 3,078 | 41,306 | 1,010 | 37,469 | 34,817 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 270,978 | 3,761 | 274,739 | 176,694 | 3,263 | 10,695 | 16,711 | 207,363 | 8,565 | 181,806 | 171,847 |
| Female | 62,663 | 649 | 63,312 | 32,032 | 852 | 3,983 | 3,329 | 40,196 | 1,746 | 33,161 | 29,775 |
| Total | 333,641 | 4,410 | 338,051 | 208,726 | 4,115 | 14,678 | 20,040 | 247,559 | 10,311 | 214,967 | 201,622 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A.9 (Continued). FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Gender

b. Percent

| GENDER | AFQT Results | | | Medical Results | | | | |
|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total |
| **ARMY** | | | | | | | | |
| Male | 97.69% | 2.31% | 100.00% | 84.18% | 1.83% | 5.65% | 8.33% | 100.00% |
| Female | 98.40% | 1.60% | 100.00% | 78.65% | 2.31% | 10.57% | 8.48% | 100.00% |
| Total | 97.85% | 2.15% | 100.00% | 83.06% | 1.93% | 6.65% | 8.36% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 98.93% | 1.07% | 100.00% | 84.22% | 1.56% | 5.87% | 8.34% | 100.00% |
| Female | 99.30% | 0.70% | 100.00% | 78.40% | 2.19% | 11.03% | 8.38% | 100.00% |
| Total | 98.99% | 1.01% | 100.00% | 83.45% | 1.65% | 6.56% | 8.34% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 99.40% | 0.60% | 100.00% | 87.33% | 1.34% | 3.74% | 7.58% | 100.00% |
| Female | 99.54% | 0.46% | 100.00% | 78.53% | 1.62% | 10.63% | 9.23% | 100.00% |
| Total | 99.41% | 0.59% | 100.00% | 86.81% | 1.36% | 4.15% | 7.68% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 99.51% | 0.49% | 100.00% | 87.12% | 1.32% | 4.15% | 7.40% | 100.00% |
| Female | 99.59% | 0.41% | 100.00% | 83.21% | 1.84% | 7.34% | 7.61% | 100.00% |
| Total | 99.53% | 0.47% | 100.00% | 86.19% | 1.45% | 4.91% | 7.45% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 98.63% | 1.37% | 100.00% | 85.21% | 1.57% | 5.16% | 8.06% | 100.00% |
| Female | 98.97% | 1.03% | 100.00% | 79.69% | 2.12% | 9.91% | 8.28% | 100.00% |
| Total | 98.70% | 1.30% | 100.00% | 84.31% | 1.66% | 5.93% | 8.10% | 100.00% |

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-10. FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Race/Ethnicity

a. Number

| RACE/ETHNICITY | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| **ARMY** | | | | | | | | | | | |
| White | 82,375 | 819 | 83,194 | 47,894 | 1,108 | 3,892 | 4,829 | 57,723 | 3,551 | 47,258 | 53,467 |
| Black | 29,961 | 1,278 | 31,239 | 14,438 | 363 | 1,079 | 1,466 | 17,346 | 1,035 | 13,910 | 15,649 |
| Hispanic | 9,881 | 462 | 10,343 | 4,804 | 94 | 412 | 411 | 5,721 | 271 | 4,653 | 5,093 |
| Other | 4,867 | 239 | 5,106 | 2,326 | 47 | 179 | 287 | 2,839 | 174 | 2,293 | 2,364 |
| **NAVY** | | | | | | | | | | | |
| White | 71,150 | 339 | 71,489 | 48,016 | 949 | 3,884 | 4,857 | 57,706 | 1,691 | 50,590 | 40,331 |
| Black | 19,011 | 457 | 19,468 | 11,259 | 250 | 772 | 1,185 | 13,466 | 505 | 11,801 | 9,832 |
| Hispanic | 11,607 | 152 | 11,759 | 7,696 | 125 | 599 | 590 | 9,010 | 275 | 8,149 | 6,188 |
| Other | 4,010 | 132 | 4,142 | 2,258 | 43 | 187 | 291 | 2,779 | 68 | 2,342 | 2,113 |
| **MARINE CORPS** | | | | | | | | | | | |
| White | 34,299 | 127 | 34,426 | 25,784 | 397 | 1,238 | 2,345 | 29,764 | 1,231 | 27,407 | 23,792 |
| Black | 6,694 | 91 | 6,785 | 4,265 | 68 | 167 | 360 | 4,860 | 283 | 4,431 | 4,118 |
| Hispanic | 4,401 | 38 | 4,439 | 3,068 | 46 | 173 | 225 | 3,512 | 137 | 3,261 | 2,733 |
| Other | 1,857 | 23 | 1,880 | 1,315 | 28 | 68 | 116 | 1,527 | 80 | 1,403 | 1,125 |
| **AIR FORCE** | | | | | | | | | | | |
| White | 41,685 | 111 | 41,796 | 28,959 | 487 | 1,659 | 2,524 | 33,629 | 838 | 30,469 | 28,635 |
| Black | 7,704 | 106 | 7,810 | 4,157 | 70 | 219 | 350 | 4,796 | 110 | 4,405 | 3,868 |
| Hispanic | 2,309 | 15 | 2,324 | 1,359 | 22 | 69 | 112 | 1,562 | 36 | 1,447 | 1,291 |
| Other | 1,830 | 21 | 1,851 | 1,128 | 18 | 81 | 92 | 1,319 | 26 | 1,148 | 1,023 |
| **TOTAL DoD** | | | | | | | | | | | |
| White | 229,509 | 1,396 | 230,905 | 150,653 | 2,941 | 10,673 | 14,555 | 178,822 | 7,311 | 155,724 | 146,225 |
| Black | 63,370 | 1,932 | 65,302 | 34,119 | 751 | 2,237 | 3,361 | 40,468 | 1,933 | 34,547 | 33,467 |
| Hispanic | 28,198 | 667 | 28,865 | 16,927 | 287 | 1,253 | 1,338 | 19,805 | 719 | 17,510 | 15,305 |
| Other | 12,564 | 415 | 12,979 | 7,027 | 136 | 515 | 786 | 8,464 | 348 | 7,186 | 6,625 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-10 (Continued). FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Race/Ethnicity

b. Percent

| RACE/ETHNICITY | AFQT Results | | | Medical Results | | | | |
|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total |
| **ARMY** | | | | | | | | |
| White | 99.02% | 0.98% | 100.00% | 82.97% | 1.92% | 6.74% | 8.37% | 100.00% |
| Black | 95.91% | 4.09% | 100.00% | 83.24% | 2.09% | 6.22% | 8.45% | 100.00% |
| Hispanic | 95.53% | 4.47% | 100.00% | 83.97% | 1.64% | 7.20% | 7.18% | 100.00% |
| Other | 95.32% | 4.68% | 100.00% | 81.93% | 1.66% | 6.31% | 10.11% | 100.00% |
| **NAVY** | | | | | | | | |
| White | 99.53% | 0.47% | 100.00% | 83.21% | 1.64% | 6.73% | 8.42% | 100.00% |
| Black | 97.65% | 2.35% | 100.00% | 83.61% | 1.86% | 5.73% | 8.80% | 100.00% |
| Hispanic | 98.71% | 1.29% | 100.00% | 85.42% | 1.39% | 6.65% | 6.55% | 100.00% |
| Other | 96.81% | 3.19% | 100.00% | 81.25% | 1.55% | 6.73% | 10.47% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 99.63% | 0.37% | 100.00% | 86.63% | 1.33% | 4.16% | 7.88% | 100.00% |
| Black | 98.66% | 1.34% | 100.00% | 87.76% | 1.40% | 3.44% | 7.41% | 100.00% |
| Hispanic | 99.14% | 0.86% | 100.00% | 87.36% | 1.31% | 4.93% | 6.41% | 100.00% |
| Other | 98.78% | 1.22% | 100.00% | 86.12% | 1.83% | 4.45% | 7.60% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 99.73% | 0.27% | 100.00% | 86.11% | 1.45% | 4.93% | 7.51% | 100.00% |
| Black | 98.64% | 1.36% | 100.00% | 86.68% | 1.46% | 4.57% | 7.30% | 100.00% |
| Hispanic | 99.35% | 0.65% | 100.00% | 87.00% | 1.41% | 4.42% | 7.17% | 100.00% |
| Other | 98.87% | 1.13% | 100.00% | 85.52% | 1.36% | 6.14% | 6.97% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 99.40% | 0.60% | 100.00% | 84.25% | 1.64% | 5.97% | 8.14% | 100.00% |
| Black | 97.04% | 2.96% | 100.00% | 84.31% | 1.86% | 5.53% | 8.31% | 100.00% |
| Hispanic | 97.69% | 2.31% | 100.00% | 85.47% | 1.45% | 6.33% | 6.76% | 100.00% |
| Other | 96.80% | 3.20% | 100.00% | 83.02% | 1.61% | 6.08% | 9.29% | 100.00% |

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

A-15

**Table A-11. FY 1992 NPS Applicants for Active Component Enlistment in Tier 1 by Application Outcome, Service, and Gender**

a. Number

| GENDER | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| **ARMY** | | | | | | | | | | | |
| Male | 94,141 | 2,247 | 96,388 | 54,233 | 72 | 3,608 | 5,320 | 63,233 | 3,656 | 53,266 | 63,224 |
| Female | 27,093 | 446 | 27,539 | 13,014 | 374 | 1,745 | 1,396 | 16,529 | 1,242 | 12,975 | 12,324 |
| Total | 121,234 | 2,693 | 123,927 | 67,247 | 446 | 5,353 | 6,716 | 79,762 | 4,898 | 66,241 | 75,548 |
| **NAVY** | | | | | | | | | | | |
| Male | 85,679 | 923 | 86,602 | 58,315 | 44 | 4,050 | 5,789 | 68,198 | 2,207 | 61,428 | 48,241 |
| Female | 15,386 | 106 | 15,492 | 8,452 | 238 | 1,194 | 906 | 10,790 | 186 | 8,952 | 7,993 |
| Total | 101,065 | 1,029 | 102,094 | 66,767 | 282 | 5,244 | 6,695 | 78,988 | 2,393 | 70,380 | 56,234 |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 42,659 | 258 | 42,917 | 31,751 | 18 | 1,346 | 2,743 | 35,858 | 1,580 | 33,547 | 29,371 |
| Female | 3,356 | 15 | 3,371 | 1,825 | 37 | 246 | 212 | 2,320 | 64 | 2,062 | 1,582 |
| Total | 46,015 | 273 | 46,288 | 33,576 | 55 | 1,592 | 2,955 | 38,178 | 1,644 | 35,609 | 30,953 |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 37,212 | 179 | 37,391 | 26,800 | 31 | 1,265 | 2,260 | 30,356 | 769 | 28,251 | 26,885 |
| Female | 14,818 | 62 | 14,880 | 8,029 | 181 | 711 | 729 | 9,650 | 218 | 8,537 | 7,446 |
| Total | 52,030 | 241 | 52,271 | 34,829 | 212 | 1,976 | 2,989 | 40,006 | 987 | 36,788 | 34,331 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 259,691 | 3,607 | 263,298 | 171,099 | 165 | 10,269 | 16,112 | 197,645 | 8,212 | 176,492 | 167,721 |
| Female | 60,653 | 629 | 61,282 | 31,320 | 830 | 3,896 | 3,243 | 39,289 | 1,710 | 32,526 | 29,345 |
| Total | 320,344 | 4,236 | 324,580 | 202,419 | 995 | 14,165 | 19,355 | 236,934 | 9,922 | 209,018 | 197,066 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-11 (Continued).  FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 1 by Application Outcome, Service, and Gender

b. Percent

| GENDER | AFQT Results | | | Medical Results | | | | |
|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total |
| **ARMY** | | | | | | | | |
| Male | 97.67% | 2.33% | 100.00% | 85.77% | 0.11% | 5.71% | 8.41% | 100.00% |
| Female | 98.38% | 1.62% | 100.00% | 78.73% | 2.26% | 10.56% | 8.45% | 100.00% |
| Total | 97.83% | 2.17% | 100.00% | 84.31% | 0.56% | 6.71% | 8.42% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 98.93% | 1.07% | 100.00% | 85.51% | 0.06% | 5.94% | 8.49% | 100.00% |
| Female | 99.32% | 0.68% | 100.00% | 78.33% | 2.21% | 11.07% | 8.40% | 100.00% |
| Total | 98.99% | 1.01% | 100.00% | 84.53% | 0.36% | 6.64% | 8.48% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 99.40% | 0.60% | 100.00% | 88.55% | 0.05% | 3.75% | 7.65% | 100.00% |
| Female | 99.56% | 0.44% | 100.00% | 78.66% | 1.59% | 10.60% | 9.14% | 100.00% |
| Total | 99.41% | 0.59% | 100.00% | 87.95% | 0.14% | 4.17% | 7.74% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 99.52% | 0.48% | 100.00% | 88.29% | 0.10% | 4.17% | 7.44% | 100.00% |
| Female | 99.58% | 0.42% | 100.00% | 83.20% | 1.88% | 7.37% | 7.55% | 100.00% |
| Total | 99.54% | 0.46% | 100.00% | 87.06% | 0.53% | 4.94% | 7.47% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 98.63% | 1.37% | 100.00% | 86.57% | 0.08% | 5.20% | 8.15% | 100.00% |
| Female | 98.97% | 1.03% | 100.00% | 79.72% | 2.11% | 9.92% | 8.25% | 100.00% |
| Total | 98.69% | 1.31% | 100.00% | 85.43% | 0.42% | 5.98% | 8.17% | 100.00% |

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-12. FY 1992 NPS Applicants for Active Component Enlistment in Tier 2 by Application Outcome, Service, and Gender

a. Number

| | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GENDER | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| **ARMY** | | | | | | | | | | | |
| Male | 2,282 | 27 | 2,309 | 1,181 | 35 | 71 | 89 | 1,376 | 31 | 1,104 | 863 |
| Female | 471 | 5 | 476 | 216 | 7 | 22 | 17 | 262 | 11 | 201 | 123 |
| Total | 2,753 | 32 | 2,785 | 1,397 | 42 | 93 | 106 | 1,638 | 42 | 1,305 | 986 |
| **NAVY** | | | | | | | | | | | |
| Male | 3,198 | 21 | 3,219 | 1,888 | 41 | 126 | 129 | 2,184 | 122 | 1,968 | 1,920 |
| Female | 422 | 3 | 425 | 186 | 1 | 17 | 15 | 219 | 5 | 181 | 194 |
| Total | 3,620 | 24 | 3,644 | 2,074 | 42 | 143 | 144 | 2,403 | 127 | 2,149 | 2,114 |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 527 | 2 | 529 | 456 | 4 | 22 | 29 | 511 | 26 | 497 | 767 |
| Female | 22 | 0 | 22 | 12 | 1 | 0 | 0 | 13 | 2 | 10 | 13 |
| Total | 549 | 2 | 551 | 468 | 5 | 22 | 29 | 524 | 28 | 507 | 780 |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 760 | 6 | 766 | 484 | 6 | 25 | 35 | 550 | 10 | 439 | 352 |
| Female | 247 | 1 | 248 | 120 | 0 | 9 | 12 | 141 | 5 | 113 | 87 |
| Total | 1,007 | 7 | 1,014 | 604 | 6 | 34 | 47 | 691 | 15 | 552 | 439 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 6,767 | 56 | 6,823 | 4,009 | 86 | 244 | 282 | 4,621 | 189 | 4,008 | 3,902 |
| Female | 1,162 | 9 | 1,171 | 534 | 9 | 48 | 44 | 635 | 23 | 505 | 417 |
| Total | 7,929 | 65 | 7,994 | 4,543 | 95 | 292 | 326 | 5,256 | 212 | 4,513 | 4,319 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-12 (Continued). FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 2 by Application Outcome, Service, and Gender

b. Percent

| GENDER | AFQT Results | | | Medical Results | | | | |
|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total |
| **ARMY** | | | | | | | | |
| Male | 98.83% | 1.17% | 100.00% | 85.83% | 2.54% | 5.16% | 6.47% | 100.00% |
| Female | 98.95% | 1.05% | 100.00% | 82.44% | 2.67% | 8.40% | 6.49% | 100.00% |
| Total | 98.85% | 1.15% | 100.00% | 85.29% | 2.56% | 5.68% | 6.47% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 99.35% | 0.65% | 100.00% | 86.45% | 1.88% | 5.77% | 5.91% | 100.00% |
| Female | 99.29% | 0.71% | 100.00% | 84.93% | 0.46% | 7.76% | 6.85% | 100.00% |
| Total | 99.34% | 0.66% | 100.00% | 86.31% | 1.75% | 5.95% | 5.99% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 99.62% | 0.38% | 100.00% | 89.24% | 0.78% | 4.31% | 5.68% | 100.00% |
| Female | 100.00% | 0.00% | 100.00% | 92.31% | 7.69% | 0.00% | 0.00% | 100.00% |
| Total | 99.64% | 0.36% | 100.00% | 89.31% | 0.95% | 4.20% | 5.53% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 99.22% | 0.78% | 100.00% | 88.00% | 1.09% | 4.55% | 6.36% | 100.00% |
| Female | 99.60% | 0.40% | 100.00% | 85.11% | 0.00% | 6.38% | 8.51% | 100.00% |
| Total | 99.31% | 0.69% | 100.00% | 87.4!% | 0.87% | 4.92% | 6.80% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 99.18% | 0.82% | 100.00% | 86.76% | 1.86% | 5.28% | 6.10% | 100.00% |
| Female | 99.23% | 0.77% | 100.00% | 84.09% | 1.42% | 7.56% | 6.93% | 100.00% |
| Total | 99.19% | 0.81% | 100.00% | 86.43% | 1.81% | 5.56% | 6.20% | 100.00% |

Rows may not add to totals due to rounding.
Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

# Table A-13. FY 1992 NPS Applicants for Active Component Enlistment in Tier 3 by Application Outcome, Service, and Gender

a. Number

| GENDER | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| **ARMY** | | | | | | | | | | | |
| Male | 2,574 | 66 | 2,640 | 707 | 42 | 90 | 146 | 985 | 84 | 492 | 34 |
| Female | 523 | 7 | 530 | 111 | 10 | 26 | 25 | 172 | 7 | 76 | 5 |
| Total | 3,097 | 73 | 3,170 | 818 | 52 | 116 | 171 | 1,157 | 91 | 568 | 39 |
| **NAVY** | | | | | | | | | | | |
| Male | 967 | 24 | 991 | 361 | 10 | 47 | 79 | 497 | 18 | 328 | 113 |
| Female | 126 | 3 | 129 | 27 | 3 | 8 | 5 | 43 | 1 | 25 | 3 |
| Total | 1,093 | 27 | 1,120 | 388 | 13 | 55 | 84 | 540 | 19 | 353 | 116 |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 628 | 3 | 631 | 378 | 24 | 28 | 57 | 487 | 56 | 375 | 35 |
| Female | 59 | 1 | 60 | 10 | 0 | 4 | 5 | 19 | 3 | 11 | 0 |
| Total | 687 | 4 | 691 | 388 | 24 | 32 | 62 | 506 | 59 | 386 | 35 |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 351 | 5 | 356 | 140 | 11 | 17 | 35 | 203 | 6 | 111 | 42 |
| Female | 140 | 0 | 140 | 30 | 0 | 1 | 7 | 38 | 2 | 18 | 5 |
| Total | 491 | 5 | 496 | 170 | 11 | 18 | 42 | 241 | 8 | 129 | 47 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 4,520 | 98 | 4,618 | 1,586 | 87 | 182 | 317 | 2,172 | 164 | 1,306 | 224 |
| Female | 848 | 11 | 859 | 178 | 13 | 39 | 42 | 272 | 13 | 130 | 13 |
| Total | 5,368 | 109 | 5,477 | 1,764 | 100 | 221 | 359 | 2,444 | 177 | 1,436 | 237 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-13 (Continued). FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 3 by Application Outcome, Service, and Gender

b. Percent

| GENDER | AFQT Results | | | Medical Results | | | | |
|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total |
| **ARMY** | | | | | | | | |
| Male | 97.50% | 2.50% | 100.00% | 71.78% | 4.26% | 9.14% | 14.82% | 100.00% |
| Female | 98.68% | 1.32% | 100.00% | 64.53% | 5.81% | 15.12% | 14.53% | 100.00% |
| Total | 97.70% | 2.30% | 100.00% | 70.70% | 4.49% | 10.03% | 14.78% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 97.58% | 2.42% | 100.00% | 72.64% | 2.01% | 9.46% | 15.90% | 100.00% |
| Female | 97.67% | 2.33% | 100.00% | 62.79% | 6.98% | 18.60% | 11.63% | 100.00% |
| Total | 97.59% | 2.41% | 100.00% | 71.85% | 2.41% | 10.19% | 15.56% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 99.52% | 0.48% | 100.00% | 77.62% | 4.93% | 5.75% | 11.70% | 100.00% |
| Female | 98.33% | 1.67% | 100.00% | 52.63% | 0.00% | 21.05% | 26.32% | 100.00% |
| Total | 99.42% | 0.58% | 100.00% | 76.68% | 4.74% | 6.32% | 12.25% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 98.60% | 1.40% | 100.00% | 68.97% | 5.42% | 8.37% | 17.24% | 100.00% |
| Female | 100.00% | 0.00% | 100.00% | 78.95% | 0.00% | 2.63% | 18.42% | 100.00% |
| Total | 98.99% | 1.01% | 100.00% | 70.54% | 4.56% | 7.47% | 17.43% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 97.88% | 2.12% | 100.00% | 73.02% | 4.01% | 8.38% | 14.59% | 100.00% |
| Female | 98.72% | 1.28% | 100.00% | 65.44% | 4.78% | 14.34% | 15.44% | 100.00% |
| Total | 98.01% | 1.99% | 100.00% | 72.18% | 4.09% | 9.04% | 14.69% | 100.00% |

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-14. Process for FY1992 NPS Applicants by Census Region, Division, and State

| CENSUS REGION CENSUS DIVISION STATE | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| NORTHEAST REGION | 48,758 | 483 | 49,241 | 39,936 | 675 | 2,062 | 2,968 | 34,641 | 1,668 | 31,836 | 30,225 |
| New England Division | 12,418 | 102 | 12,520 | 8,117 | 176 | 492 | 795 | 9,580 | 595 | 8,339 | 7,981 |
| Maine | 1,927 | 8 | 1,935 | 1,290 | 18 | 41 | 164 | 1,513 | 68 | 1,337 | 1,354 |
| New Hampshire | 1,463 | 8 | 1,471 | 1,032 | 21 | 59 | 98 | 1,210 | 47 | 1,067 | 1,102 |
| Vermont | 782 | 8 | 790 | 469 | 14 | 27 | 59 | 569 | 34 | 459 | 449 |
| Massachusetts | 4,915 | 53 | 4,968 | 3,140 | 79 | 218 | 278 | 3,715 | 209 | 3,221 | 3,031 |
| Rhode Island | 850 | 7 | 857 | 535 | 13 | 33 | 52 | 633 | 52 | 554 | 494 |
| Connecticut | 2,481 | 18 | 2,499 | 1,651 | 31 | 114 | 144 | 1,940 | 95 | 1,682 | 1,551 |
| Middle Atlantic Division | 36,340 | 381 | 36,721 | 22,819 | 499 | 1,570 | 2,173 | 27,061 | 1,163 | 23,516 | 22,394 |
| New York | 16,849 | 163 | 17,012 | 10,331 | 230 | 665 | 948 | 12,174 | 595 | 10,648 | 10,125 |
| New Jersey | 5,835 | 75 | 5,910 | 3,691 | 112 | 308 | 279 | 4,390 | 193 | 3,736 | 3,506 |
| Pennsylvania | 13,656 | 143 | 13,799 | 8,797 | 157 | 597 | 946 | 10,497 | 375 | 9,132 | 8,673 |
| NORTH CENTRAL REGION | 75,957 | 755 | 76,712 | 49,014 | 948 | 3,147 | 4,700 | 57,809 | 2,358 | 50,785 | 46,191 |
| East North Central Division | 54,847 | 574 | 55,421 | 35,307 | 679 | 2,183 | 3,249 | 41,418 | 1,686 | 36,594 | 34,553 |
| Ohio | 16,425 | 177 | 16,602 | 10,667 | 209 | 639 | 943 | 12,458 | 423 | 11,032 | 10,164 |
| Indiana | 7,551 | 64 | 7,615 | 4,777 | 83 | 347 | 465 | 5,672 | 228 | 5,004 | 4,623 |
| Illinois | 12,817 | 153 | 12,970 | 8,193 | 145 | 534 | 739 | 9,611 | 419 | 8,476 | 8,016 |
| Michigan | 13,130 | 138 | 13,268 | 8,530 | 190 | 445 | 769 | 9,934 | 471 | 8,790 | 8,466 |
| Wisconsin | 4,924 | 42 | 4,966 | 3,140 | 52 | 218 | 333 | 3,743 | 145 | 3,292 | 3,284 |
| West North Central Division | 21,110 | 181 | 21,291 | 13,767 | 269 | 964 | 1,451 | 16,391 | 672 | 14,191 | 13,638 |
| Minnesota | 3,751 | 24 | 3,775 | 2,431 | 42 | 132 | 334 | 2,939 | 139 | 2,464 | 2,536 |
| Iowa | 3,365 | 28 | 3,393 | 2,087 | 39 | 154 | 234 | 2,514 | 129 | 2,187 | 2,138 |
| Missouri | 6,805 | 73 | 6,878 | 4,610 | 90 | 318 | 440 | 5,458 | 207 | 4,806 | 4,553 |
| North Dakota | 759 | 4 | 763 | 470 | 11 | 27 | 84 | 592 | 20 | 502 | 484 |
| South Dakota | 1,110 | 8 | 1,118 | 734 | 13 | 65 | 74 | 886 | 29 | 764 | 725 |
| Nebraska | 2,439 | 20 | 2,459 | 1,544 | 49 | 102 | 126 | 1,621 | 85 | 1,592 | 1,398 |
| Kansas | 2,881 | 24 | 2,905 | 1,831 | 25 | 166 | 159 | 2,181 | 63 | 1,876 | 1,804 |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

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Table A-14 (Continued). Process for FY1992 NPS Applicants by Census Region, Division, and State

| CENSUS REGION CENSUS DIVISION STATE | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| SOUTH REGION | 140,208 | 2,097 | 142,215 | 87,836 | 1,714 | 6,339 | 8,013 | 103,902 | 4,362 | 90,097 | 83,919 |
| *South Atlantic Division* | *70,624* | *971* | *71,595* | *43,663* | *927* | *3,031* | *3,677* | *51,298* | *2,378* | *44,557* | *41,498* |
| Delaware | 776 | 7 | 783 | 504 | 16 | 31 | 39 | 590 | 33 | 519 | 521 |
| Maryland | 5,076 | 68 | 5,144 | 3,488 | 104 | 238 | 210 | 4,040 | 178 | 3,498 | 3,280 |
| D.C. | 463 | 13 | 476 | 226 | 7 | 18 | 17 | 268 | 16 | 231 | 226 |
| Virginia | 9,577 | 107 | 9,684 | 6,089 | 124 | 437 | 500 | 7,150 | 271 | 6,241 | 5,772 |
| West Virginia | 3,233 | 37 | 3,270 | 2,167 | 18 | 120 | 190 | 2,495 | 65 | 2,234 | 2,184 |
| North Carolina | 10,676 | 155 | 10,831 | 6,760 | 127 | 474 | 527 | 7,888 | 339 | 6,803 | 6,488 |
| South Carolina | 7,228 | 82 | 7,310 | 3,971 | 88 | 322 | 430 | 4,811 | 246 | 4,060 | 3,809 |
| Georgia | 11,070 | 158 | 11,228 | 6,871 | 219 | 566 | 549 | 8,205 | 495 | 6,953 | 6,293 |
| Florida | 22,525 | 344 | 22,869 | 13,587 | 224 | 825 | 1,215 | 15,851 | 735 | 14,018 | 12,917 |
| *East South Central Division* | *25,053* | *484* | *25,537* | *15,643* | *265* | *1,077* | *1,644* | *18,629* | *707* | *15,439* | *14,552* |
| Kentucky | 5,516 | 99 | 5,615 | 3,375 | 50 | 228 | 399 | 4,052 | 155 | 3,559 | 3,405 |
| Tennessee | 7,300 | 107 | 7,407 | 4,497 | 91 | 387 | 628 | 5,603 | 256 | 4,677 | 4,284 |
| Alabama | 7,235 | 139 | 7,374 | 4,613 | 81 | 287 | 251 | 5,232 | 234 | 4,553 | 4,323 |
| Mississippi | 5,002 | 139 | 5,141 | 2,558 | 43 | 175 | 366 | 3,142 | 62 | 2,650 | 2,540 |
| *West South Central Division* | *44,531* | *552* | *45,083* | *29,130* | *522* | *2,231* | *2,692* | *34,575* | *1,277* | *30,061* | *27,877* |
| Arkansas | 4,010 | 69 | 4,079 | 2,573 | 43 | 249 | 210 | 3,075 | 147 | 2,661 | 2,522 |
| Louisiana | 7,537 | 98 | 7,635 | 4,641 | 88 | 416 | 367 | 5,512 | 164 | 4,831 | 4,535 |
| Oklahoma | 4,836 | 55 | 4,891 | 3,230 | 41 | 321 | 314 | 3,906 | 147 | 3,380 | 3,341 |
| Texas | 28,148 | 330 | 28,478 | 18,686 | 350 | 1,245 | 1,801 | 22,082 | 819 | 19,189 | 17,479 |

. Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-14 (Continued).  Process for FY1992 NPS Applicants by Census Region, Division, and State

| CENSUS REGION CENSUS DIVISION STATE | AFQT Results | | | Medical Results | | | | | Moral Disqual. | DEP Entries | Accessions |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Cat. I-IV | Cat. V | Total | Passed | Incomplete | Temporary Disqual. | Permanent Disqual. | Total | | | |
| WEST REGION | 65,809 | 851 | 66,660 | 49,039 | 765 | 3,059 | 4,273 | 48,136 | 1,991 | 41,429 | 37,868 |
| *Mountain Division* | 21,219 | 156 | 21,375 | 13,520 | 219 | 1,143 | 1,385 | 16,267 | 658 | 13,843 | 12,804 |
| Montana | 1,529 | 10 | 1,539 | 1,037 | 6 | 84 | 106 | 1,233 | 47 | 1,031 | 1,004 |
| Idaho | 1,573 | 13 | 1,586 | 1,092 | 10 | 89 | 96 | 1,287 | 40 | 1,091 | 1,020 |
| Wyoming | 810 | 8 | 818 | 605 | 17 | 34 | 76 | 732 | 25 | 625 | 594 |
| Colorado | 5,158 | 35 | 5,193 | 3,481 | 81 | 230 | 270 | 4,062 | 177 | 3,521 | 3,117 |
| New Mexico | 2,686 | 18 | 2,704 | 1,737 | 29 | 102 | 190 | 2,058 | 85 | 1,733 | 1,593 |
| Arizona | 5,918 | 45 | 5,963 | 3,470 | 34 | 427 | 368 | 4,299 | 182 | 3,696 | 3,472 |
| Utah | 1,613 | 13 | 1,626 | 983 | 21 | 72 | 146 | 1,222 | 55 | 971 | 936 |
| Nevada | 1,932 | 14 | 1,946 | 1,115 | 21 | 105 | 133 | 1,374 | 47 | 1,175 | 1,068 |
| *Pacific Division* | 44,590 | 695 | 45,285 | 26,519 | 546 | 1,916 | 2,888 | 31,869 | 1,233 | 27,586 | 25,064 |
| Washington | 6,690 | 76 | 6,766 | 4,396 | 79 | 338 | 426 | 5,239 | 238 | 4,503 | 4,063 |
| Oregon | 4,125 | 19 | 4,144 | 2,982 | 28 | 158 | 286 | 3,454 | 200 | 3,027 | 2,802 |
| California | 32,325 | 556 | 32,881 | 18,299 | 414 | 1,359 | 2,070 | 22,142 | 758 | 19,229 | 17,383 |
| Alaska | 546 | 6 | 552 | 402 | 11 | 20 | 46 | 479 | 19 | 392 | 371 |
| Hawaii | 904 | 38 | 942 | 440 | 14 | 41 | 60 | 555 | 18 | 435 | 445 |
| UNITED STATES SUBTOTAL | | | | | | | | | | | |
| TERRITORIES, POSSESSIONS, OR UNKNOWN | 2,909 | 314 | 3,223 | 901 | 13 | 71 | 86 | 1,071 | 32 | 860 | 2 |
| TOTAL | | | | | | | | | | | |

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

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

## Table B-1. FY 1992 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

**SERVICE**

### a. Number

| AGE | ARMY Males | ARMY Females | ARMY Total | NAVY Males | NAVY Females | NAVY Total | MARINE CORPS Males | MARINE CORPS Females | MARINE CORPS Total | AIR FORCE Males | AIR FORCE Females | AIR FORCE Total | TOTAL DoD Males | TOTAL DoD Females | TOTAL DoD Total | 17-35 YR OLD CIVILIANS Males | 17-35 YR OLD CIVILIANS Females | 17-35 YR OLD CIVILIANS Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 2,488 | 473 | 2,961 | 1,807 | 406 | 2,213 | 1,144 | 116 | 1,260 | 904 | 317 | 1,221 | 6,343 | 1,312 | 7,655 | 1,711,608 | 1,633,855 | 3,345,463 |
| 18 | 18,703 | 3,036 | 21,739 | 15,792 | 2,538 | 18,330 | 12,165 | 660 | 12,825 | 8,340 | 2,449 | 10,789 | 55,000 | 8,683 | 63,683 | 1,642,628 | 1,594,452 | 3,237,080 |
| 19 | 15,023 | 2,635 | 17,658 | 12,848 | 1,828 | 14,676 | 8,535 | 344 | 8,879 | 6,845 | 1,655 | 8,500 | 43,251 | 6,462 | 49,713 | 1,644,641 | 1,661,551 | 3,306,192 |
| 20 | 9,412 | 1,750 | 11,162 | 7,555 | 1,172 | 8,727 | 3,868 | 181 | 4,049 | 4,127 | 1,049 | 5,176 | 24,962 | 4,152 | 29,114 | 1,606,059 | 1,723,357 | 3,329,416 |
| 21 | 5,630 | 1,274 | 6,904 | 4,251 | 694 | 4,945 | 1,970 | 113 | 2,083 | 2,721 | 746 | 3,467 | 14,572 | 2,827 | 17,399 | 1,785,201 | 1,843,370 | 3,628,571 |
| 22 | 3,702 | 823 | 4,525 | 2,560 | 446 | 3,006 | 1,000 | 62 | 1,062 | 1,715 | 451 | 2,166 | 8,977 | 1,782 | 10,759 | 1,804,173 | 1,920,897 | 3,725,070 |
| 23 | 2,671 | 621 | 3,292 | 1,724 | 321 | 2,045 | 553 | 40 | 593 | 1,083 | 305 | 1,388 | 6,031 | 1,287 | 7,318 | 1,788,631 | 1,743,329 | 3,531,960 |
| 24 | 1,765 | 397 | 2,162 | 1,161 | 198 | 1,359 | 370 | 24 | 394 | 632 | 201 | 833 | 3,928 | 820 | 4,748 | 1,695,163 | 1,855,828 | 3,550,991 |
| 25+ | 4,727 | 1,443 | 6,170 | 2,576 | 587 | 3,163 | 568 | 55 | 623 | 912 | 365 | 1,277 | 8,783 | 2,450 | 11,233 | | | |
| TOTAL | 64,121 | 12,452 | 76,573 | 50,274 | 8,190 | 58,464 | 30,173 | 1,595 | 31,768 | 27,279 | 7,538 | 34,817 | 171,847 | 29,775 | 201,622 | 22,694,462 | 23,453,148 | 46,147,610 |

### b. Percent

| AGE | ARMY Males | ARMY Females | ARMY Total | NAVY Males | NAVY Females | NAVY Total | MARINE CORPS Males | MARINE CORPS Females | MARINE CORPS Total | AIR FORCE Males | AIR FORCE Females | AIR FORCE Total | TOTAL DoD Males | TOTAL DoD Females | TOTAL DoD Total | 17-35 YR OLD CIVILIANS Males | 17-35 YR OLD CIVILIANS Females | 17-35 YR OLD CIVILIANS Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 3.88% | 3.80% | 3.87% | 3.59% | 4.96% | 3.79% | 3.79% | 7.27% | 3.97% | 3.31% | 4.21% | 3.51% | 3.69% | 4.41% | 3.80% | 4.71% | 4.37% | 4.53% |
| 18 | 29.17% | 24.38% | 28.39% | 31.41% | 30.99% | 31.35% | 40.32% | 41.38% | 40.37% | 30.57% | 32.49% | 30.99% | 32.01% | 29.16% | 31.59% | 4.52% | 4.26% | 4.39% |
| 19 | 23.43% | 21.16% | 23.06% | 25.56% | 22.32% | 25.10% | 28.29% | 21.57% | 27.95% | 25.09% | 21.96% | 24.41% | 25.17% | 21.70% | 24.66% | 4.52% | 4.44% | 4.48% |
| 20 | 14.68% | 14.05% | 14.58% | 15.03% | 14.31% | 14.93% | 12.82% | 11.35% | 12.75% | 15.13% | 13.92% | 14.87% | 14.53% | 13.94% | 14.44% | 4.42% | 4.60% | 4.51% |
| 21 | 8.78% | 10.23% | 9.02% | 8.46% | 8.47% | 8.46% | 6.53% | 7.08% | 6.56% | 9.97% | 9.90% | 9.96% | 8.48% | 9.49% | 8.63% | 4.91% | 4.92% | 4.92% |
| 22 | 5.77% | 6.61% | 5.91% | 5.09% | 5.45% | 5.14% | 3.31% | 3.89% | 3.34% | 6.29% | 5.98% | 6.22% | 5.22% | 5.98% | 5.34% | 4.96% | 5.13% | 5.05% |
| 23 | 4.17% | 4.99% | 4.30% | 3.43% | 3.92% | 3.50% | 1.83% | 2.51% | 1.87% | 3.97% | 4.05% | 3.99% | 3.51% | 4.32% | 3.63% | 4.92% | 4.66% | 4.79% |
| 24 | 2.75% | 3.19% | 2.82% | 2.31% | 2.42% | 2.32% | 1.23% | 1.50% | 1.24% | 2.32% | 2.67% | 2.39% | 2.29% | 2.75% | 2.35% | 4.66% | 4.96% | 4.81% |
| 25+ | 7.37% | 11.59% | 8.06% | 5.12% | 7.17% | 5.41% | 1.88% | 3.45% | 1.96% | 3.34% | 4.84% | 3.67% | 5.11% | 8.23% | 5.57% | 62.39% | 62.66% | 62.53% |
| 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table B-2. FY 1992 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

| | MILITARY | | | | | | | | | 17-35 YEAR OLD |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | MARRIED CIVILIANS |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | |
|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 80 | 21 | 101 | 6,263 | 1,291 | 7,554 | 6,343 | 1,312 | 7,655 | 62,871 |
| 18 | 1,279 | 258 | 1,537 | 53,721 | 8,425 | 62,146 | 55,000 | 8,683 | 63,683 | 116,074 |
| 19 | 2,142 | 463 | 2,605 | 41,109 | 5,999 | 47,108 | 43,251 | 6,462 | 49,713 | 222,129 |
| 20 | 2,386 | 535 | 2,921 | 22,576 | 3,617 | 26,193 | 24,962 | 4,152 | 29,114 | 400,538 |
| 21 | 2,118 | 552 | 2,670 | 12,454 | 2,275 | 14,729 | 14,572 | 2,827 | 17,399 | 642,214 |
| 22 | 1,813 | 418 | 2,231 | 7,164 | 1,364 | 8,528 | 8,977 | 1,782 | 10,759 | 855,617 |
| 23 | 1,508 | 348 | 1,856 | 4,523 | 939 | 5,462 | 6,031 | 1,287 | 7,318 | 1,087,532 |
| 24 | 1,142 | 265 | 1,407 | 2,786 | 555 | 3,341 | 3,928 | 820 | 4,748 | 1,361,455 |
| 25 | 820 | 218 | 1,038 | 1,734 | 386 | 2,120 | 2,554 | 604 | 3,158 | 1,653,655 |
| 26 | 617 | 164 | 781 | 1,146 | 285 | 1,431 | 1,763 | 449 | 2,212 | 1,756,297 |
| 27 | 518 | 139 | 657 | 819 | 233 | 1,052 | 1,337 | 372 | 1,709 | 2,116,275 |
| 28 | 381 | 108 | 489 | 522 | 136 | 658 | 903 | 244 | 1,147 | 2,504,645 |
| 29 | 248 | 81 | 329 | 360 | 124 | 484 | 608 | 205 | 813 | 2,597,311 |
| 30 | 205 | 62 | 267 | 247 | 98 | 345 | 452 | 160 | 612 | 2,814,119 |
| 31 | 162 | 63 | 225 | 207 | 58 | 265 | 369 | 121 | 490 | 2,834,103 |
| 32 | 111 | 18 | 129 | 165 | 57 | 222 | 276 | 75 | 351 | 3,090,742 |
| 33 | 100 | 42 | 142 | 142 | 59 | 201 | 242 | 101 | 343 | 3,322,360 |
| 34 | 81 | 40 | 121 | 127 | 54 | 181 | 208 | 94 | 302 | 3,104,444 |
| 35 | 20 | 12 | 32 | 26 | 11 | 37 | 46 | 23 | 69 | 3,148,893 |
| 36+ | 20 | 2 | 22 | 5 | 0 | 5 | 25 | 2 | 27 | 0 |
| TOTAL | | | | | | | | | | |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

B-2

# Table B-2 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

| AGE | MILITARY | | | | | | | | | 17-35 YEAR OLD |
|---|---|---|---|---|---|---|---|---|---|---|
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | MARRIED CIVILIANS |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| 17 | 0.51% | 0.55% | 0.52% | 4.01% | 4.97% | 4.15% | 3.69% | 4.41% | 3.80% | 0.19% |
| 18 | 8.12% | 6.77% | 7.86% | 34.42% | 32.45% | 34.13% | 32.01% | 29.16% | 31.59% | 0.34% |
| 19 | 13.60% | 12.16% | 13.32% | 26.34% | 23.10% | 25.87% | 25.17% | 21.70% | 24.66% | 0.66% |
| 20 | 15.15% | 14.05% | 14.93% | 14.46% | 13.93% | 14.39% | 14.53% | 13.94% | 14.44% | 1.19% |
| 21 | 13.45% | 14.49% | 13.65% | 7.98% | 8.76% | 8.09% | 8.48% | 9.49% | 8.63% | 1.91% |
| 22 | 11.51% | 10.97% | 11.41% | 4.59% | 5.25% | 4.68% | 5.22% | 5.98% | 5.34% | 2.54% |
| 23 | 9.57% | 9.14% | 9.49% | 2.90% | 3.62% | 3.00% | 3.51% | 4.32% | 3.63% | 3.23% |
| 24 | 7.25% | 6.96% | 7.19% | 1.78% | 2.14% | 1.84% | 2.29% | 2.75% | 2.35% | 4.04% |
| 25 | 5.21% | 5.72% | 5.31% | 1.11% | 1.49% | 1.16% | 1.49% | 2.03% | 1.57% | 4.91% |
| 26 | 3.92% | 4.31% | 3.99% | 0.73% | 1.10% | 0.79% | 1.03% | 1.51% | 1.10% | 5.21% |
| 27 | 3.29% | 3.65% | 3.36% | 0.52% | 0.90% | 0.58% | 0.78% | 1.25% | 0.85% | 6.28% |
| 28 | 2.42% | 2.84% | 2.50% | 0.33% | 0.52% | 0.36% | 0.53% | 0.82% | 0.57% | 7.43% |
| 29 | 1.57% | 2.13% | 1.68% | 0.23% | 0.48% | 0.27% | 0.35% | 0.69% | 0.40% | 7.71% |
| 30 | 1.30% | 1.63% | 1.37% | 0.16% | 0.38% | 0.19% | 0.26% | 0.54% | 0.30% | 8.35% |
| 31 | 1.03% | 1.65% | 1.15% | 0.13% | 0.22% | 0.15% | 0.21% | 0.41% | 0.24% | 8.41% |
| 32 | 0.70% | 0.47% | 0.66% | 0.11% | 0.22% | 0.12% | 0.16% | 0.25% | 0.17% | 9.17% |
| 33 | 0.63% | 1.10% | 0.73% | 0.09% | 0.23% | 0.11% | 0.14% | 0.34% | 0.17% | 9.86% |
| 34 | 0.51% | 1.05% | 0.62% | 0.08% | 0.21% | 0.10% | 0.12% | 0.32% | 0.15% | 9.21% |
| 35 | 0.13% | 0.32% | 0.16% | 0.02% | 0.04% | 0.02% | 0.03% | 0.08% | 0.03% | 9.35% |
| 36+ | 0.13% | 0.05% | 0.11% | 0.00% | 0.00% | 0.00% | 0.01% | 0.01% | 0.01% | 0.00% |

Columns may not add to totals due to rounding.

## Table B-3. FY 1992 Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

| RACE/ | 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** | | | | | | | | | | | | | | | | | | |
| White | 46,363 | 7,104 | 53,467 | 35,124 | 5,207 | 40,331 | 22,682 | 1,110 | 23,792 | 22,728 | 5,907 | 28,635 | 126,897 | 19,328 | 146,225 | 8,440,591 | 8,667,780 | 17,108,371 |
| Black | 11,479 | 4,170 | 15,649 | 8,159 | 1,673 | 9,832 | 3,840 | 278 | 4,118 | 2,772 | 1,096 | 3,868 | 26,250 | 7,217 | 33,467 | 1,651,810 | 1,833,999 | 3,485,809 |
| Hispanic | 4,327 | 766 | 5,093 | 5,197 | 991 | 6,188 | 2,597 | 136 | 2,733 | 1,015 | 276 | 1,291 | 13,136 | 2,169 | 15,305 | 1,417,519 | 1,364,122 | 2,781,641 |
| Other | 1,952 | 412 | 2,364 | 1,794 | 319 | 2,113 | 1,054 | 71 | 1,125 | 764 | 259 | 1,023 | 5,564 | 1,061 | 6,625 | 456,575 | 476,882 | 933,457 |
| **TOTAL** | | | | | | | | | | | | | | | | | | |
| **b. Percent** | | | | | | | | | | | | | | | | | | |
| White | 72.31% | 57.05% | 69.82% | 69.87% | 63.58% | 68.98% | 75.17% | 69.59% | 74.89% | 83.32% | 78.36% | 82.24% | 73.84% | 64.91% | 72.52% | 70.54% | 70.23% | 70.38% |
| Black | 17.90% | 33.49% | 20.44% | 16.23% | 20.43% | 16.82% | 12.73% | 17.43% | 12.96% | 10.16% | 14.54% | 11.11% | 15.28% | 24.24% | 16.60% | 13.80% | 14.86% | 14.34% |
| Hispanic | 6.75% | 6.15% | 6.65% | 10.34% | 12.10% | 10.58% | 8.61% | 8.53% | 8.60% | 3.72% | 3.66% | 3.71% | 7.64% | 7.28% | 7.59% | 11.85% | 11.05% | 11.44% |
| Other | 3.04% | 3.31% | 3.09% | 3.57% | 3.89% | 3.61% | 3.49% | 4.45% | 3.54% | 2.80% | 3.44% | 2.94% | 3.24% | 3.56% | 3.29% | 3.82% | 3.65% | 3.69% |
| **TOTAL** | | | | | | | | | | | | | | | | | | |

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.

# Table B-4. FY 1992 NPS Active Component Enlisted Accessions by Ethnicity and Service

| ETHNICITY | SERVICE | | | | | | | | | TOTAL DoD | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | | | |
| | # | % | # | % | # | % | # | % | # | % | |
| MEXICAN | 2,275 | 2.97% | 2,013 | 3.44% | 1,616 | 5.09% | 374 | 1.07% | 6,278 | 3.11% |
| PUERTO RICAN | 953 | 1.24% | 620 | 1.06% | 210 | 0.66% | 143 | 0.41% | 1,926 | 0.96% |
| CUBAN | 70 | 0.09% | 77 | 0.13% | 10 | 0.03% | 11 | 0.03% | 168 | 0.08% |
| LATIN AMER. | 456 | 0.60% | 228 | 0.39% | 133 | 0.42% | 57 | 0.16% | 874 | 0.43% |
| OTHER HISP. | 1,339 | 1.75% | 3,250 | 5.56% | 764 | 2.40% | 706 | 2.03% | 6,059 | 3.01% |
| ALEUTIAN | 2 | 0.00% | 6 | 0.01% | 1 | 0.00% | 2 | 0.01% | 11 | 0.01% |
| ESKIMO | 14 | 0.02% | 6 | 0.01% | 17 | 0.05% | 2 | 0.01% | 39 | 0.02% |
| N. AMER. INDIAN | 511 | 0.67% | 412 | 0.70% | 314 | 0.99% | 138 | 0.40% | 1,375 | 0.68% |
| CHINESE | 51 | 0.07% | 55 | 0.09% | 26 | 0.08% | 18 | 0.05% | 150 | 0.07% |
| JAPANESE | 45 | 0.06% | 57 | 0.10% | 17 | 0.05% | 25 | 0.07% | 144 | 0.07% |
| KOREAN | 261 | 0.34% | 117 | 0.20% | 44 | 0.14% | 56 | 0.16% | 478 | 0.24% |
| INDIAN | 33 | 0.04% | 30 | 0.05% | 9 | 0.03% | 12 | 0.03% | 84 | 0.04% |
| FILIPINO | 456 | 0.60% | 959 | 1.64% | 150 | 0.47% | 259 | 0.74% | 1,824 | 0.90% |
| VIETNAMESE | 130 | 0.17% | 119 | 0.20% | 50 | 0.16% | 29 | 0.08% | 328 | 0.16% |
| OTHER ASIAN | 262 | 0.34% | 254 | 0.43% | 117 | 0.37% | 198 | 0.57% | 831 | 0.41% |
| MELANESIAN | 9 | 0.01% | 1 | 0.00% | 0 | 0.00% | 1 | 0.00% | 11 | 0.01% |
| MICRONESIAN | 30 | 0.04% | 7 | 0.01% | 1 | 0.00% | 0 | 0.00% | 38 | 0.02% |
| POLYNESIAN | 51 | 0.07% | 38 | 0.06% | 6 | 0.02% | 12 | 0.03% | 107 | 0.05% |
| OTHER PACIFIC | 81 | 0.11% | 25 | 0.04% | 26 | 0.08% | 26 | 0.07% | 158 | 0.08% |
| OTHER/NONE * | 69,409 | 90.64% | 50,184 | 85.84% | 28,249 | 88.92% | 32,738 | 94.03% | 180,580 | 89.56% |
| UNKNOWN | 135 | 0.18% | 6 | 0.01% | 8 | 0.03% | 10 | 0.03% | 159 | 0.08% |
| TOTALS | 76,573 | 100.03% | 58,464 | 100.03% | 31,768 | 100.03% | 34,813 | 100.03% | | |

* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

# Table B-5. FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

| GENDER | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | |
| Male | 3,216 | 26,033 | 20,865 | 13,347 | 270 | 0 | 390 | 64,121 |
| Female | 371 | 4,227 | 4,585 | 3,136 | 25 | 0 | 108 | 12,452 |
| Total | 3,587 | 30,260 | 25,450 | 16,483 | 295 | 0 | 498 | 76,573 |
| **NAVY** | | | | | | | | |
| Male | 2,854 | 18,548 | 11,910 | 16,631 | 11 | 0 | 320 | 50,274 |
| Female | 211 | 3,032 | 2,836 | 2,082 | 0 | 0 | 29 | 8,190 |
| Total | 3,065 | 21,580 | 14,746 | 18,713 | 11 | 0 | 349 | 58,464 |
| **MARINE CORPS** | | | | | | | | |
| Male | 975 | 10,908 | 9,138 | 9,131 | 11 | 0 | 10 | 30,173 |
| Female | 48 | 707 | 704 | 136 | 0 | 0 | 0 | 1,595 |
| Total | 1,023 | 11,615 | 9,842 | 9,267 | 11 | 0 | 10 | 31,768 |
| **AIR FORCE** | | | | | | | | |
| Male | 1,468 | 13,369 | 8,226 | 4,152 | 52 | 0 | 12 | 27,279 |
| Female | 276 | 3,785 | 2,623 | 845 | 5 | 0 | 4 | 7,538 |
| Total | 1,744 | 17,154 | 10,849 | 4,997 | 57 | 0 | 16 | 34,817 |
| **TOTAL DoD** | | | | | | | | |
| Male | 8,513 | 68,858 | 50,139 | 43,261 | 344 | 0 | 732 | 171,847 |
| Female | 906 | 11,751 | 10,748 | 6,199 | 30 | 0 | 141 | 29,775 |
| Total | 9,419 | 80,609 | 60,887 | 49,460 | 374 | 0 | 873 | 201,622 |
| **1980, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 1,286,646 | 3,785,416 | 1,853,499 | 2,056,399 | 2,628,481 | 1,280,715 | 0 | 12,891,156 |
| Female | 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 |

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

**Table B-5 (Continued). FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group**

b. Percent

| GENDER | | | AFQT CATEGORY | | | | | |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY** | | | | | | | | |
| Male | 5.02% | 40.60% | 32.54% | 20.82% | 0.42% | 0.00% | 0.61% | 100.00% |
| Female | 2.98% | 33.95% | 36.82% | 25.18% | 0.20% | 0.00% | 0.87% | 100.00% |
| Total | 4.68% | 39.52% | 33.24% | 21.53% | 0.39% | 0.00% | 0.65% | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 5.68% | 36.89% | 23.69% | 33.08% | 0.02% | 0.00% | 0.64% | 100.00% |
| Female | 2.58% | 37.02% | 34.63% | 25.42% | 0.00% | 0.00% | 0.35% | 100.00% |
| Total | 5.24% | 36.91% | 25.22% | 32.01% | 0.02% | 0.00% | 0.60% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 3.23% | 36.15% | 30.29% | 30.26% | 0.04% | 0.00% | 0.03% | 100.00% |
| Female | 3.01% | 44.33% | 44.14% | 8.53% | 0.00% | 0.00% | 0.00% | 100.00% |
| Total | 3.22% | 36.56% | 30.98% | 29.17% | 0.03% | 0.00% | 0.03% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 5.38% | 49.01% | 30.16% | 15.22% | 0.19% | 0.00% | 0.04% | 100.00% |
| Female | 3.66% | 50.21% | 34.80% | 11.21% | 0.07% | 0.00% | 0.05% | 100.00% |
| Total | 5.01% | 49.27% | 31.16% | 14.35% | 0.16% | 0.00% | 0.05% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 4.95% | 40.07% | 29.18% | 25.17% | 0.20% | 0.00% | 0.43% | 100.00% |
| Female | 3.04% | 39.47% | 36.10% | 20.82% | 0.10% | 0.00% | 0.47% | 100.00% |
| Total | 4.67% | 39.98% | 30.20% | 24.53% | 0.19% | 0.00% | 0.43% | 100.00% |
| **1980, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9.98% | 29.36% | 14.38% | 15.95% | 20.39% | 9.93% | 0.00% | 100.00% |
| Female | 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.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table B-6. FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

| RACE/ ETHNICITY | AFQT CATEGORY | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | |
| **ARMY** | | | | | | | | |
| White | 3,335 | 24,521 | 16,994 | 8,142 | 135 | 0 | 340 | 53,467 |
| Black | 95 | 3,371 | 5,843 | 6,096 | 117 | 0 | 127 | 15,649 |
| Hispanic | 61 | 1,526 | 1,859 | 1,597 | 29 | 0 | 21 | 5,093 |
| Other | 96 | 842 | 754 | 648 | 14 | 0 | 10 | 2,364 |
| **NAVY** | | | | | | | | |
| White | 2,752 | 17,203 | 9,976 | 10,289 | 3 | 0 | 108 | 40,331 |
| Black | 70 | 1,667 | 2,496 | 5,557 | 6 | 0 | 36 | 9,832 |
| Hispanic | 169 | 2,083 | 1,838 | 2,077 | 2 | 0 | 19 | 6,188 |
| Other | 74 | 627 | 436 | 790 | 0 | 0 | 186 | 2,113 |
| **MARINE CORPS** | | | | | | | | |
| White | 933 | 9,799 | 7,183 | 5,861 | 7 | 0 | 9 | 23,792 |
| Black | 26 | 776 | 1,335 | 1,979 | 2 | 0 | 0 | 4,118 |
| Hispanic | 27 | 711 | 967 | 1,026 | 1 | 0 | 1 | 2,733 |
| Other | 37 | 329 | 357 | 401 | 1 | 0 | 0 | 1,125 |
| **AIR FORCE** | | | | | | | | |
| White | 1,613 | 14,625 | 8,393 | 3,949 | 41 | 0 | 14 | 28,635 |
| Black | 53 | 1,465 | 1,676 | 662 | 11 | 0 | 1 | 3,868 |
| Hispanic | 38 | 547 | 468 | 234 | 4 | 0 | 0 | 1,291 |
| Other | 40 | 517 | 312 | 152 | 1 | 0 | 1 | 1,023 |
| **TOTAL DoD** | | | | | | | | |
| White | 8,633 | 66,148 | 42,546 | 28,241 | 186 | 0 | 471 | 146,225 |
| Black | 244 | 7,279 | 11,350 | 14,294 | 136 | 0 | 164 | 33,467 |
| Hispanic | 295 | 4,867 | 5,132 | 4,934 | 36 | 0 | 41 | 15,305 |
| Other | 247 | 2,315 | 1,859 | 1,991 | 16 | 0 | 197 | 6,625 |

Table B-6 (Continued).  FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent

| RACE/ ETHNICITY | AFQT CATEGORY | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY** | | | | | | | | |
| White | 6.24% | 45.86% | 31.78% | 15.23% | 0.25% | 0.00% | 0.64% | 100.00% |
| Black | 0.61% | 21.54% | 37.34% | 38.95% | 0.75% | 0.00% | 0.81% | 100.00% |
| Hispanic | 1.20% | 29.96% | 36.50% | 31.36% | 0.57% | 0.00% | 0.41% | 100.00% |
| Other | 4.06% | 35.62% | 31.90% | 27.41% | 0.59% | 0.00% | 0.42% | 100.00% |
| **NAVY** | | | | | | | | |
| White | 6.82% | 42.65% | 24.74% | 25.51% | 0.01% | 0.00% | 0.27% | 100.00% |
| Black | 0.71% | 16.95% | 25.39% | 56.52% | 0.06% | 0.00% | 0.37% | 100.00% |
| Hispanic | 2.73% | 33.66% | 29.70% | 33.56% | 0.03% | 0.00% | 0.31% | 100.00% |
| Other | 3.50% | 29.67% | 20.63% | 37.39% | 0.00% | 0.00% | 8.80% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 3.92% | 41.19% | 30.19% | 24.63% | 0.03% | 0.00% | 0.04% | 100.00% |
| Black | 0.63% | 18.84% | 32.42% | 48.06% | 0.05% | 0.00% | 0.00% | 100.00% |
| Hispanic | 0.99% | 26.02% | 35.38% | 37.54% | 0.04% | 0.00% | 0.04% | 100.00% |
| Other | 3.29% | 29.24% | 31.73% | 35.64% | 0.09% | 0.00% | 0.00% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 5.63% | 51.07% | 29.31% | 13.79% | 0.14% | 0.00% | 0.05% | 100.00% |
| Black | 1.37% | 37.87% | 43.33% | 17.11% | 0.28% | 0.00% | 0.03% | 100.00% |
| Hispanic | 2.94% | 42.37% | 36.25% | 18.13% | 0.31% | 0.00% | 0.00% | 100.00% |
| Other | 3.91% | 50.54% | 30.50% | 14.86% | 0.10% | 0.00% | 0.10% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 5.90% | 45.24% | 29.10% | 19.31% | 0.13% | 0.00% | 0.32% | 100.00% |
| Black | 0.73% | 21.75% | 33.91% | 42.71% | 0.41% | 0.00% | 0.49% | 100.00% |
| Hispanic | 1.93% | 31.80% | 33.53% | 32.24% | 0.24% | 0.00% | 0.27% | 100.00% |
| Other | 3.73% | 34.94% | 28.06% | 30.05% | 0.24% | 0.00% | 2.97% | 100.00% |

Rows may not add to totals due to rounding.

**Table B-7. FY 1992 Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group**

| GENDER | EDUCATIONAL TIER | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY** | | | | | | | | |
| Male | 63,224 | 98.60% | 863 | 1.35% | 34 | 0.05% | 64,121 | 100.00% |
| Female | 12,324 | 98.97% | 123 | 0.99% | 5 | 0.04% | 12,452 | 100.00% |
| Total | 75,548 | 98.66% | 986 | 1.29% | 39 | 0.05% | 76,573 | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 48,241 | 95.96% | 1,920 | 3.82% | 113 | 0.22% | 50,274 | 100.00% |
| Female | 7,993 | 97.59% | 194 | 2.37% | 3 | 0.04% | 8,190 | 100.00% |
| Total | 56,234 | 96.19% | 2,114 | 3.62% | 116 | 0.20% | 58,464 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 29,371 | 97.34% | 767 | 2.54% | 35 | 0.12% | 30,173 | 100.00% |
| Female | 1,582 | 99.18% | 13 | 0.82% | 0 | 0.00% | 1,595 | 100.00% |
| Total | 30,953 | 97.43% | 780 | 2.46% | 35 | 0.11% | 31,768 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 26,885 | 98.56% | 352 | 1.29% | 42 | 0.15% | 27,279 | 100.00% |
| Female | 7,446 | 98.78% | 87 | 1.15% | 5 | 0.07% | 7,538 | 100.00% |
| Total | 34,331 | 98.60% | 439 | 1.26% | 47 | 0.13% | 34,817 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 167,721 | 97.60% | 3,902 | 2.27% | 224 | 0.13% | 171,847 | 100.00% |
| Female | 29,345 | 98.56% | 417 | 1.40% | 13 | 0.04% | 29,775 | 100.00% |
| Total | 197,066 | 97.74% | 4,319 | 2.14% | 237 | 0.12% | 201,622 | 100.00% |
| **18-24 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9,723,645 | 81.26% | * | * | 2,242,851 | 18.74% | 11,966,496 | 100.00% |
| Female | 10,394,980 | 84.22% | * | * | 1,947,804 | 15.78% | 12,342,784 | 100.00% |
| Total | 20,118,625 | 82.76% | * | * | 4,190,655 | 17.24% | 24,309,280 | 100.00% |

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

*Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.*

Table B-8. FY 1992 Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

| RACE/ ETHNICITY | EDUCATIONAL TIER | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY** | | | | | | | | |
| White | 52,660 | 98.49% | 779 | 1.46% | 28 | 0.05% | 53,467 | 100.00% |
| Black | 15,524 | 99.20% | 118 | 0.75% | 7 | 0.04% | 15,649 | 100.00% |
| Hispanic | 5,031 | 98.78% | 60 | 1.18% | 2 | 0.04% | 5,093 | 100.00% |
| Other | 2,333 | 98.69% | 29 | 1.23% | 2 | 0.08% | 2,364 | 100.00% |
| **NAVY** | | | | | | | | |
| White | 38,813 | 96.24% | 1,432 | 3.55% | 86 | 0.21% | 40,331 | 100.00% |
| Black | 9,549 | 97.12% | 274 | 2.79% | 9 | 0.09% | 9,832 | 100.00% |
| Hispanic | 5,838 | 94.34% | 333 | 5.38% | 17 | 0.27% | 6,188 | 100.00% |
| Other | 2,034 | 96.26% | 75 | 3.55% | 4 | 0.19% | 2,113 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 23,187 | 97.46% | 576 | 2.42% | 29 | 0.12% | 23,792 | 100.00% |
| Black | 4,033 | 97.94% | 81 | 1.97% | 4 | 0.10% | 4,118 | 100.00% |
| Hispanic | 2,633 | 96.34% | 100 | 3.66% | 0 | 0.00% | 2,733 | 100.00% |
| Other | 1,100 | 97.78% | 23 | 2.04% | 2 | 0.18% | 1,125 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 28,230 | 98.59% | 361 | 1.26% | 44 | 0.15% | 28,635 | 100.00% |
| Black | 3,825 | 98.89% | 43 | 1.11% | 0 | 0.00% | 3,868 | 100.00% |
| Hispanic | 1,269 | 98.30% | 21 | 1.63% | 1 | 0.08% | 1,291 | 100.00% |
| Other | 1,007 | 98.44% | 14 | 1.37% | 2 | 0.20% | 1,023 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 142,890 | 97.72% | 3,148 | 2.15% | 187 | 0.13% | 146,225 | 100.00% |
| Black | 32,931 | 98.40% | 516 | 1.54% | 20 | 0.06% | 33,467 | 100.00% |
| Hispanic | 14,771 | 96.51% | 514 | 3.36% | 20 | 0.13% | 15,305 | 100.00% |
| Other | 6,474 | 97.72% | 141 | 2.13% | 10 | 0.15% | 6,625 | 100.00% |
| **18-24 YEAR OLD CIVILIANS** | | | | | | | | |
| White | 15,054,381 | 87.99% | * | 0.00% | 2,053,991 | 12.01% | 17,108,372 | 100.00% |
| Black | 2,673,994 | 76.71% | * | 0.00% | 811,815 | 23.29% | 3,485,809 | 100.00% |
| Hispanic | 1,583,924 | 56.94% | * | 0.00% | 1,197,718 | 43.06% | 2,781,642 | 100.00% |
| Other | 806,327 | 86.38% | * | 0.00% | 127,131 | 13.62% | 933,458 | 100.00% |

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.

Table B-9. FY 1992 Active Component Enlisted Accessions by Quality, Service, and Gender

| GENDER | QUALITY | | | | TOTAL | |
| | HIGH QUALITY * | | NON-HIGH QUALITY | | | |
| | # | % | # | % | # | % |
|---|---|---|---|---|---|---|
| **ARMY** | | | | | | |
| Male | 49,424 | 77.08% | 14,697 | 22.92% | 64,121 | 100.00% |
| Female | 9,090 | 73.00% | 3,362 | 27.00% | 12,452 | 100.00% |
| Total | 58,514 | 76.42% | 18,059 | 23.58% | 76,573 | 100.00% |
| **NAVY** | | | | | | |
| Male | 31,819 | 63.29% | 18,455 | 36.71% | 50,274 | 100.00% |
| Female | 5,941 | 72.54% | 2,249 | 27.46% | 8,190 | 100.00% |
| Total | 37,760 | 64.59% | 20,704 | 35.41% | 58,464 | 100.00% |
| **MARINE CORPS** | | | | | | |
| Male | 20,426 | 67.70% | 9,747 | 32.30% | 30,173 | 100.00% |
| Female | 1,446 | 90.66% | 149 | 9.34% | 1,595 | 100.00% |
| Total | 21,872 | 68.85% | 9,896 | 31.15% | 31,768 | 100.00% |
| **AIR FORCE** | | | | | | |
| Male | 22,681 | 83.14% | 4,598 | 16.86% | 27,279 | 100.00% |
| Female | 6,593 | 87.46% | 945 | 12.54% | 7,538 | 100.00% |
| Total | 29,274 | 84.08% | 5,543 | 15.92% | 34,817 | 100.00% |
| **TOTAL DoD** | | | | | | |
| Male | 124,350 | 72.36% | 47,497 | 27.64% | 171,847 | 100.00% |
| Female | 23,070 | 77.48% | 6,705 | 22.52% | 29,775 | 100.00% |
| Total | 147,420 | 73.12% | 54,202 | 26.88% | 201,622 | 100.00% |

* High Quality Accessions are AFQT Category I - III A, high school graduates.

## Table B-10. FY 1992 Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

| RACE/ ETHNICITY | QUALITY | | | | TOTAL | |
| --- | --- | --- | --- | --- | --- | --- |
| | HIGH QUALITY * | | NON-HIGH QUALITY | | | |
| | # | % | # | % | # | % |
| **ARMY** | | | | | | |
| White | 44,215 | 82.70% | 9,252 | 17.30% | 53,467 | 100.00% |
| Black | 9,226 | 58.96% | 6,423 | 41.04% | 15,649 | 100.00% |
| Hispanic | 3,402 | 66.80% | 1,691 | 33.20% | 5,093 | 100.00% |
| Other | 1,671 | 70.69% | 693 | 29.31% | 2,364 | 100.00% |
| **NAVY** | | | | | | |
| White | 28,748 | 71.28% | 11,583 | 28.72% | 40,331 | 100.00% |
| Black | 4,082 | 41.52% | 5,750 | 58.48% | 9,832 | 100.00% |
| Hispanic | 3,839 | 62.04% | 2,349 | 37.96% | 6,188 | 100.00% |
| Other | 1,091 | 51.63% | 1,022 | 48.37% | 2,113 | 100.00% |
| **MARINE CORPS** | | | | | | |
| White | 17,427 | 73.25% | 6,365 | 26.75% | 23,792 | 100.00% |
| Black | 2,090 | 50.75% | 2,028 | 49.25% | 4,118 | 100.00% |
| Hispanic | 1,648 | 60.30% | 1,085 | 39.70% | 2,733 | 100.00% |
| Other | 707 | 62.84% | 418 | 37.16% | 1,125 | 100.00% |
| **AIR FORCE** | | | | | | |
| White | 24,236 | 84.64% | 4,399 | 15.36% | 28,635 | 100.00% |
| Black | 3,152 | 81.49% | 716 | 18.51% | 3,868 | 100.00% |
| Hispanic | 1,033 | 80.02% | 258 | 19.98% | 1,291 | 100.00% |
| Other | 853 | 83.38% | 170 | 16.62% | 1,023 | 100.00% |
| **TOTAL DoD** | | | | | | |
| White | 114,626 | 78.39% | 31,599 | 21.61% | 146,225 | 100.00% |
| Black | 18,550 | 55.43% | 14,917 | 44.57% | 33,467 | 100.00% |
| Hispanic | 9,922 | 64.83% | 5,383 | 35.17% | 15,305 | 100.00% |
| Other | 4,322 | 65.24% | 2,303 | 34.76% | 6,625 | 100.00% |

* High Quality Accessions are AFQT Category I-III A, high school graduates.

Table B-11. FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

| CENSUS REGION CENSUS DIVISION STATE | DoD | | | | | | 18-24 YR OLD CIVILIANS | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | MALES | | FEMALES | | TOTAL | | MALES | FEMALES | TOTAL |
| | # | % | # | % | # | % | % | % | % |
| NORTHEAST REGION | 26,079 | 86.11% | 4,206 | 13.89% | 30,285 | 100.00% | 50.21% | 49.79% | 100.00% |
| *New England Division* | *6,934* | *86.88%* | *1,047* | *13.12%* | *7,981* | *100.00%* | *48.10%* | *51.90%* | *100.00%* |
| Maine | 1,153 | 85.16% | 201 | 14.84% | 1,354 | 100.00% | 47.15% | 52.85% | 100.00% |
| New Hampshire | 956 | 86.75% | 146 | 13.25% | 1,102 | 100.00% | 52.76% | 47.24% | 100.00% |
| Vermont | 392 | 87.31% | 57 | 12.69% | 449 | 100.00% | 50.60% | 49.40% | 100.00% |
| Massachusetts | 2,646 | 87.30% | 385 | 12.70% | 3,031 | 100.00% | 48.20% | 51.80% | 100.00% |
| Rhode Island | 428 | 86.64% | 66 | 13.36% | 494 | 100.00% | 49.40% | 50.60% | 100.00% |
| Connecticut | 1,359 | 87.62% | 192 | 12.38% | 1,551 | 100.00% | 46.28% | 53.72% | 100.00% |
| *Middle Atlantic Division* | *19,145* | *85.84%* | *3,159* | *14.16%* | *22,304* | *100.00%* | *50.95%* | *49.05%* | *100.00%* |
| New York | 8,605 | 84.99% | 1,520 | 15.01% | 10,125 | 100.00% | 51.50% | 48.50% | 100.00% |
| New Jersey | 3,068 | 87.51% | 438 | 12.49% | 3,506 | 100.00% | 49.56% | 50.44% | 100.00% |
| Pennsylvania | 7,472 | 86.15% | 1,201 | 13.85% | 8,673 | 100.00% | 50.97% | 49.03% | 100.00% |
| NORTH CENTRAL REGION | 41,328 | 85.76% | 6,863 | 14.24% | 48,191 | 100.00% | 48.49% | 51.51% | 100.00% |
| *East North Central Division* | *29,494* | *85.36%* | *5,059* | *14.64%* | *34,553* | *100.00%* | *48.05%* | *51.95%* | *100.00%* |
| Ohio | 8,728 | 85.87% | 1,436 | 14.13% | 10,164 | 100.00% | 47.56% | 52.44% | 100.00% |
| Indiana | 3,985 | 86.20% | 638 | 13.80% | 4,623 | 100.00% | 44.08% | 55.92% | 100.00% |
| Illinois | 6,874 | 85.75% | 1,142 | 14.25% | 8,016 | 100.00% | 48.71% | 51.29% | 100.00% |
| Michigan | 7,157 | 84.54% | 1,309 | 15.46% | 8,466 | 100.00% | 51.01% | 48.99% | 100.00% |
| Wisconsin | 2,750 | 83.74% | 534 | 16.26% | 3,284 | 100.00% | 46.05% | 53.95% | 100.00% |
| *West North Central Division* | *11,834* | *86.77%* | *1,804* | *13.23%* | *13,638* | *100.00%* | *49.47%* | *50.53%* | *100.00%* |
| Minnesota | 2,194 | 86.51% | 342 | 13.49% | 2,536 | 100.00% | 47.74% | 52.26% | 100.00% |
| Iowa | 1,873 | 87.61% | 265 | 12.39% | 2,138 | 100.00% | 51.66% | 48.34% | 100.00% |
| Missouri | 3,984 | 87.50% | 569 | 12.50% | 4,553 | 100.00% | 48.00% | 52.00% | 100.00% |
| North Dakota | 406 | 83.88% | 78 | 16.12% | 484 | 100.00% | 49.98% | 50.02% | 100.00% |
| | 610 | 84.14% | 115 | 15.86% | 725 | 100.00% | 42.52% | 57.48% | 100.00% |
| | 1,179 | 84.33% | 219 | 15.67% | 1,398 | 100.00% | 51.96% | 48.04% | 100.00% |
| Kansas | 1,588 | 88.03% | 216 | 11.97% | 1,804 | 100.00% | 53.33% | 46.67% | 100.00% |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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Table B-11 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

| CENSUS REGION CENSUS DIVISION STATE | DoD | | | | | | 18-24 YR OLD CIVILIANS | | |
|---|---|---|---|---|---|---|---|---|---|
| | MALES | | FEMALES | | TOTAL | | MALES | FEMALES | TOTAL |
| | # | % | # | % | # | % | % | % | % |
| SOUTH REGION | 71,050 | 84.66% | 12,869 | 15.34% | 83,919 | 100.00% | 48.15% | 51.85% | 100.00% |
| *South Atlantic Division* | *34,818* | *83.92%* | *6,672* | *16.08%* | *41,490* | *100.00%* | *49.29%* | *50.71%* | *100.00%* |
| Delaware | 438 | 84.07% | 83 | 15.93% | 521 | 100.00% | 56.10% | 43.90% | 100.00% |
| Maryland | 2,839 | 86.55% | 441 | 13.45% | 3,280 | 100.00% | 54.65% | 45.35% | 100.00% |
| D.C. | 186 | 82.30% | 40 | 17.70% | 226 | 100.00% | 46.61% | 53.39% | 100.00% |
| Virginia | 4,803 | 83.21% | 969 | 16.79% | 5,772 | 100.00% | 44.87% | 55.13% | 100.00% |
| West Virginia | 1,915 | 87.68% | 269 | 12.32% | 2,184 | 100.00% | 51.78% | 48.22% | 100.00% |
| North Carolina | 5,470 | 84.31% | 1,018 | 15.69% | 6,488 | 100.00% | 49.96% | 50.04% | 100.00% |
| South Carolina | 3,169 | 83.20% | 640 | 16.80% | 3,809 | 100.00% | 49.74% | 50.26% | 100.00% |
| Georgia | 5,308 | 84.35% | 985 | 15.65% | 6,293 | 100.00% | 46.34% | 53.66% | 100.00% |
| Florida | 10,690 | 82.76% | 2,227 | 17.24% | 12,917 | 100.00% | 49.58% | 50.42% | 100.00% |
| *East South Central Division* | *12,471* | *85.70%* | *2,081* | *14.30%* | *14,552* | *100.00%* | *46.45%* | *53.55%* | *100.00%* |
| Kentucky | 2,982 | 87.58% | 423 | 12.42% | 3,405 | 100.00% | 43.01% | 56.99% | 100.00% |
| Tennessee | 3,677 | 85.83% | 607 | 14.17% | 4,284 | 100.00% | 44.99% | 55.01% | 100.00% |
| Alabama | 3,671 | 84.92% | 652 | 15.08% | 4,323 | 100.00% | 46.92% | 53.08% | 100.00% |
| Mississippi | 2,141 | 84.29% | 399 | 15.71% | 2,540 | 100.00% | 52.04% | 47.96% | 100.00% |
| *West South Central Division* | *23,761* | *85.24%* | *4,116* | *14.76%* | *27,877* | *100.00%* | *47.30%* | *52.70%* | *100.00%* |
| Arkansas | 2,163 | 85.77% | 359 | 14.23% | 2,522 | 100.00% | 52.91% | 47.09% | 100.00% |
| Louisiana | 3,750 | 82.69% | 785 | 17.31% | 4,535 | 100.00% | 45.39% | 54.61% | 100.00% |
| Oklahoma | 2,881 | 86.23% | 460 | 13.77% | 3,341 | 100.00% | 40.99% | 59.01% | 100.00% |
| Texas | 14,967 | 85.63% | 2,512 | 14.37% | 17,479 | 100.00% | 48.12% | 51.88% | 100.00% |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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Table B-11 (Continued).  FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

| CENSUS REGION CENSUS DIVISION STATE | DoD | | | | | | 18-24 YR OLD CIVILIANS | | |
|---|---|---|---|---|---|---|---|---|---|
| | MALES | | FEMALES | | TOTAL | | MALES | FEMALES | TOTAL |
| | # | % | # | % | # | % | % | % | % |
| WEST REGION | 32,193 | 85.01% | 5,675 | 14.99% | 37,868 | 100.00% | 50.96% | 49.04% | 100.00% |
| *Mountain Division* | *10,827* | *84.56%* | *1,977* | *15.44%* | *12,804* | *100.00%* | *48.69%* | *51.31%* | *100.00%* |
| Montana | 836 | 83.27% | 168 | 16.73% | 1,004 | 100.00% | 51.20% | 48.80% | 100.00% |
| Idaho | 857 | 84.02% | 163 | 15.98% | 1,020 | 100.00% | 51.76% | 48.24% | 100.00% |
| Wyoming | 501 | 84.34% | 93 | 15.66% | 594 | 100.00% | 48.60% | 51.40% | 100.00% |
| Colorado | 2,610 | 83.73% | 507 | 16.27% | 3,117 | 100.00% | 51.51% | 48.49% | 100.00% |
| New Mexico | 1,353 | 84.93% | 240 | 15.07% | 1,593 | 100.00% | 54.16% | 45.84% | 100.00% |
| Arizona | 2,957 | 85.17% | 515 | 14.83% | 3,472 | 100.00% | 45.95% | 54.05% | 100.00% |
| Utah | 815 | 87.07% | 121 | 12.93% | 936 | 100.00% | 44.94% | 55.06% | 100.00% |
| Nevada | 898 | 84.08% | 170 | 15.92% | 1,068 | 100.00% | 45.91% | 54.09% | 100.00% |
| *Pacific Division* | *21,366* | *85.25%* | *3,698* | *14.75%* | *25,064* | *100.00%* | *51.69%* | *48.31%* | *100.00%* |
| Washington | 3,434 | 84.52% | 629 | 15.48% | 4,063 | 100.00% | 52.28% | 47.72% | 100.00% |
| Oregon | 2,365 | 84.40% | 437 | 15.60% | 2,802 | 100.00% | 54.62% | 45.38% | 100.00% |
| California | 14,859 | 85.48% | 2,524 | 14.52% | 17,383 | 100.00% | 51.80% | 48.20% | 100.00% |
| Alaska | 311 | 83.83% | 60 | 16.17% | 371 | 100.00% | 42.75% | 57.25% | 100.00% |
| Hawaii | 397 | 89.21% | 48 | 10.79% | 445 | 100.00% | 43.33% | 56.65% | 100.00% |
| UNITED STATES SUBTOTAL | 170,650 | 85.21% | 29,613 | 14.79% | 200,263 | 100.00% | 49.23% | 50.77% | 100.00% |
| TERRITORIES, POSSESSIONS, OR UNKNOWN | 1,197 | 88.08% | 162 | 11.92% | 1,359 | 100.00% | | | |
| TOTAL | 171,847 | 85.23% | 29,775 | 14.77% | 201,622 | 100.00% | | | |

Source:  Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

## Table B-12. FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

| CENSUS REGION / CENSUS DIVISION / STATE | DoD WHITE # | % | DoD BLACK # | % | DoD HISPANIC # | % | DoD OTHER # | % | 18-24 YR OLD CIVILIANS WHITE % | BLACK % | HISPANIC % | OTHER % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NORTHEAST REGION | 23,830 | 78.69% | 3,908 | 12.90% | 1,597 | 5.27% | 950 | 3.14% | 75.95% | 13.37% | 7.24% | 3.44% |
| *New England Division* | 7,309 | 91.58% | 368 | 4.61% | 186 | 2.33% | 118 | 1.48% | 87.51% | 6.65% | 2.91% | 2.93% |
| Maine | 1,321 | 97.56% | 7 | 0.52% | 3 | 0.22% | 23 | 1.70% | 99.55% | 0.00% | 0.00% | 0.45% |
| New Hampshire | 1,061 | 96.28% | 16 | 1.45% | 11 | 1.00% | 14 | 1.27% | 94.16% | 0.00% | 1.19% | 4.65% |
| Vermont | 438 | 97.55% | 2 | 0.45% | 3 | 0.67% | 6 | 1.34% | 98.81% | 0.00% | 0.00% | 1.19% |
| Massachusetts | 2,753 | 90.83% | 159 | 5.25% | 79 | 2.61% | 40 | 1.32% | 87.60% | 6.09% | 3.90% | 2.41% |
| Rhode Island | 440 | 89.07% | 25 | 5.06% | 21 | 4.25% | 8 | 1.62% | 88.05% | 6.64% | 4.08% | 1.22% |
| Connecticut | 1,296 | 83.56% | 159 | 10.25% | 69 | 4.45% | 27 | 1.74% | 79.24% | 12.78% | 2.99% | 4.99% |
| *Middle Atlantic Division* | 16,521 | 74.07% | 3,540 | 15.87% | 1,411 | 6.33% | 832 | 3.73% | 71.86% | 15.74% | 8.76% | 3.62% |
| New York | 6,739 | 66.56% | 1,858 | 18.35% | 960 | 9.48% | 568 | 5.61% | 65.22% | 18.13% | 12.50% | 4.15% |
| New Jersey | 2,275 | 64.89% | 748 | 21.33% | 312 | 8.90% | 171 | 4.88% | 70.85% | 14.00% | 10.92% | 4.23% |
| Pennsylvania | 7,507 | 86.56% | 934 | 10.77% | 139 | 1.60% | 93 | 1.07% | 82.77% | 13.11% | 1.68% | 2.44% |
| NORTH CENTRAL REGION | 40,717 | 84.49% | 5,557 | 11.53% | 1,098 | 2.28% | 819 | 1.70% | 84.12% | 10.40% | 3.45% | 2.03% |
| *East North Central Division* | 28,623 | 82.84% | 4,634 | 13.41% | 817 | 2.36% | 479 | 1.39% | 81.70% | 12.35% | 4.23% | 1.73% |
| Ohio | 8,746 | 86.05% | 1,186 | 11.67% | 140 | 1.38% | 92 | 0.91% | 87.11% | 10.84% | 0.94% | 1.10% |
| Indiana | 4,064 | 87.91% | 451 | 9.76% | 63 | 1.36% | 45 | 0.97% | 90.63% | 6.63% | 2.07% | 0.67% |
| Illinois | 5,745 | 71.67% | 1,654 | 20.63% | 459 | 5.73% | 158 | 1.97% | 70.76% | 16.27% | 10.89% | 2.08% |
| Michigan | 7,067 | 83.48% | 1,171 | 13.83% | 100 | 1.18% | 128 | 1.51% | 80.34% | 15.11% | 1.94% | 2.61% |
| Wisconsin | 3,001 | 91.38% | 172 | 5.24% | 55 | 1.67% | 56 | 1.71% | 91.81% | 6.08% | 0.49% | 1.62% |
| *West North Central Division* | 12,094 | 88.68% | 923 | 6.77% | 281 | 2.06% | 340 | 2.49% | 89.54% | 6.07% | 1.68% | 2.70% |
| Minnesota | 2,376 | 93.69% | 56 | 2.21% | 33 | 1.30% | 71 | 2.80% | 89.15% | 4.97% | 2.59% | 3.29% |
| Iowa | 2,042 | 95.51% | 55 | 2.57% | 16 | 0.75% | 25 | 1.17% | 93.96% | 0.57% | 0.77% | 4.70% |
| Missouri | 3,835 | 84.23% | 575 | 12.63% | 102 | 2.24% | 41 | 0.90% | 88.08% | 9.92% | 1.47% | 0.53% |
| North Dakota | 437 | 90.29% | 3 | 0.62% | 3 | 0.62% | 41 | 8.47% | 92.23% | 1.80% | 1.57% | 4.40% |
| South Dakota | 614 | 84.69% | 5 | 0.69% | 11 | 1.52% | 95 | 13.10% | 93.81% | 0.00% | 0.00% | 6.19% |
| Nebraska | 1,253 | 89.63% | 82 | 5.87% | 37 | 2.65% | 26 | 1.86% | 92.74% | 3.80% | 1.12% | 2.34% |
| Kansas | 1,537 | 85.20% | 147 | 8.15% | 79 | 4.38% | 41 | 2.27% | 85.70% | 8.83% | 2.13% | 3.34% |

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-12 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

| CENSUS REGION CENSUS DIVISION STATE | DoD | | | | | | | | 18-24 YR OLD CIVILIANS | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | WHITE | | BLACK | | HISPANIC | | OTHER | | WHITE | BLACK | HISPANIC | OTHER |
| | # | % | # | % | # | % | # | % | % | % | % | % |
| SOUTH REGION | 54,491 | 64.93% | 21,462 | 25.81% | 6,275 | 7.48% | 1,491 | 1.78% | 63.72% | 23.47% | 10.56% | 2.25% |
| *South Atlantic Division* | *36,994* | *65.06%* | *12,231* | *29.48%* | *1,458* | *3.51%* | *807* | *1.95%* | *64.16%* | *26.88%* | *6.36%* | *2.60%* |
| Delaware | 398 | 76.39% | 111 | 21.31% | 7 | 1.34% | 5 | 0.96% | 72.47% | 22.86% | 2.41% | 2.26% |
| Maryland | 2,068 | 63.05% | 1,058 | 32.26% | 50 | 1.52% | 104 | 3.17% | 54.20% | 37.66% | 3.67% | 4.46% |
| D.C. | 18 | 7.96% | 200 | 88.50% | 4 | 1.77% | 4 | 1.77% | 29.50% | 64.07% | 3.04% | 3.39% |
| Virginia | 3,872 | 67.08% | 1,634 | 28.31% | 97 | 1.68% | 169 | 2.93% | 64.27% | 28.37% | 3.00% | 4.36% |
| West Virginia | 2,083 | 95.38% | 81 | 3.71% | 10 | 0.46% | 10 | 0.46% | 96.54% | 2.48% | 0.53% | 0.44% |
| North Carolina | 3,977 | 61.30% | 2,284 | 35.20% | 88 | 1.36% | 139 | 2.14% | 70.49% | 24.87% | 2.73% | 1.91% |
| South Carolina | 1,938 | 50.88% | 1,803 | 47.34% | 30 | 0.79% | 38 | 1.00% | 68.40% | 29.21% | 1.35% | 1.04% |
| Georgia | 3,525 | 56.01% | 2,572 | 40.87% | 129 | 2.05% | 67 | 1.06% | 56.10% | 38.73% | 0.42% | 4.75% |
| Florida | 9,115 | 70.57% | 2,488 | 19.26% | 1,043 | 8.07% | 271 | 2.10% | 63.61% | 18.59% | 16.72% | 1.07% |
| *East South Central Division* | *10,091* | *69.34%* | *4,207* | *28.91%* | *146* | *1.00%* | *108* | *0.74%* | *71.66%* | *27.79%* | *0.35%* | *0.20%* |
| Kentucky | 2,995 | 87.96% | 362 | 10.63% | 26 | 0.76% | 22 | 0.65% | 90.04% | 9.96% | 0.00% | 0.00% |
| Tennessee | 3,315 | 77.38% | 896 | 20.92% | 41 | 0.96% | 32 | 0.75% | 73.87% | 24.52% | 1.17% | 0.43% |
| Alabama | 2,510 | 58.06% | 1,724 | 39.88% | 50 | 1.16% | 39 | 0.90% | 65.42% | 34.58% | 0.00% | 0.00% |
| Mississippi | 1,271 | 50.04% | 1,225 | 48.23% | 29 | 1.14% | 15 | 0.59% | 56.62% | 43.02% | 0.00% | 0.37% |
| *West South Central Division* | *17,406* | *62.44%* | *5,224* | *18.74%* | *4,671* | *16.76%* | *576* | *2.07%* | *58.82%* | *15.86%* | *22.51%* | *2.80%* |
| Arkansas | 1,877 | 74.43% | 561 | 22.24% | 56 | 2.22% | 28 | 1.11% | 76.48% | 19.01% | 2.03% | 2.48% |
| Louisiana | 2,447 | 53.96% | 1,809 | 39.89% | 239 | 5.27% | 40 | 0.88% | 64.29% | 27.43% | 4.41% | 3.87% |
| Oklahoma | 2,651 | 79.35% | 351 | 10.51% | 136 | 4.07% | 203 | 6.08% | 82.37% | 10.01% | 2.39% | 5.23% |
| Texas | 10,431 | 59.68% | 2,503 | 14.32% | 4,240 | 24.26% | 305 | 1.74% | 51.33% | 14.02% | 32.48% | 2.18% |

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-12 (Continued).  FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

| CENSUS REGION / CENSUS DIVISION / STATE | DoD WHITE # | % | BLACK # | % | HISPANIC # | % | OTHER # | % | 18-24 YR OLD CIVILIANS WHITE % | BLACK % | HISPANIC % | OTHER % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WEST REGION | 27,099 | 71.32% | 2,234 | 5.90% | 5,548 | 14.65% | 3,077 | 8.13% | 60.34% | 4.90% | 25.88% | 8.88% |
| *Mountain Division* | 10,125 | 79.08% | 459 | 3.58% | 1,560 | 12.18% | 660 | 5.15% | 76.98% | 3.45% | 16.49% | 4.06% |
| Montana | 917 | 91.33% | 4 | 0.40% | 9 | 0.90% | 74 | 7.37% | 91.02% | 1.43% | 2.17% | 5.38% |
| Idaho | 962 | 94.31% | 7 | 0.69% | 29 | 2.84% | 22 | 2.16% | 88.29% | 1.09% | 5.36% | 5.26% |
| Wyoming | 543 | 91.41% | 9 | 1.52% | 28 | 4.71% | 14 | 2.36% | 87.00% | 2.92% | 7.37% | 2.71% |
| Colorado | 2,483 | 79.66% | 182 | 5.84% | 375 | 12.03% | 77 | 2.47% | 80.41% | 5.30% | 11.55% | 2.74% |
| New Mexico | 902 | 56.62% | 49 | 3.08% | 501 | 31.45% | 141 | 8.85% | 45.77% | 0.72% | 43.67% | 9.84% |
| Arizona | 2,616 | 75.35% | 126 | 3.63% | 486 | 14.00% | 244 | 7.03% | 68.72% | 2.03% | 25.72% | 3.53% |
| Utah | 835 | 89.21% | 17 | 1.82% | 53 | 5.66% | 31 | 3.31% | 92.39% | 1.26% | 3.92% | 2.43% |
| Nevada | 867 | 81.18% | 65 | 6.09% | 79 | 7.40% | 57 | 5.34% | 67.64% | 12.67% | 15.47% | 4.23% |
| *Pacific Division* | 16,884 | 67.36% | 1,775 | 7.08% | 3,988 | 15.91% | 2,417 | 9.64% | 55.36% | 5.36% | 28.88% | 10.40% |
| Washington | 3,531 | 86.91% | 143 | 3.52% | 163 | 4.01% | 226 | 5.56% | 85.19% | 6.86% | 1.47% | 6.48% |
| Oregon | 2,589 | 92.40% | 41 | 1.46% | 89 | 3.18% | 83 | 2.96% | 92.90% | 1.85% | 3.86% | 1.39% |
| California | 10,315 | 59.34% | 1,557 | 8.96% | 3,696 | 21.26% | 1,815 | 10.44% | 48.92% | 5.50% | 35.69% | 9.90% |
| Alaska | 283 | 76.28% | 21 | 5.66% | 5 | 1.35% | 62 | 16.71% | 75.45% | 8.06% | 3.09% | 13.39% |
| Hawaii | 166 | 37.30% | 13 | 2.92% | 35 | 7.87% | 231 | 51.91% | 37.11% | 1.99% | 0.72% | 60.17% |
| UNITED STATES TOTAL | | | | | | | | | | | | |
| TERRITORIES, POSSESSIONS, OR UNKNOWN | 178 | 13.10% | 96 | 7.06% | 787 | 57.91% | 288 | 21.19% | | | | |
| TOTAL | | | | | | | | | | | | |

Rows may not add to 100 percent due to rounding.

Source:  Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-13. FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

| CENSUS REGION / CENSUS DIVISION / STATE | DoD | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| NORTHEAST REGION | 29,861 | 98.60% | 398 | 1.31% | 26 | 0.09% | 30,285 | 100.00% |
| *New England Division* | 7,830 | 98.11% | 142 | 1.78% | 9 | 0.11% | 7,981 | 100.00% |
| Maine | 1,311 | 96.82% | 42 | 3.10% | 1 | 0.07% | 1,354 | 100.00% |
| New Hampshire | 1,081 | 98.09% | 20 | 1.81% | 1 | 0.09% | 1,102 | 100.00% |
| Vermont | 449 | 100.00% | 0 | 0.00% | 0 | 0.00% | 449 | 100.00% |
| Massachusetts | 2,989 | 98.61% | 39 | 1.29% | 3 | 0.10% | 3,031 | 100.00% |
| Rhode Island | 485 | 98.18% | 9 | 1.82% | 0 | 0.00% | 494 | 100.00% |
| Connecticut | 1,515 | 97.68% | 32 | 2.06% | 4 | 0.26% | 1,551 | 100.00% |
| *Middle Atlantic Division* | 22,031 | 98.78% | 256 | 1.15% | 17 | 0.08% | 22,304 | 100.00% |
| New York | 10,016 | 98.92% | 101 | 1.00% | 8 | 0.08% | 10,125 | 100.00% |
| New Jersey | 3,444 | 98.23% | 58 | 1.65% | 4 | 0.11% | 3,506 | 100.00% |
| Pennsylvania | 8,571 | 98.82% | 97 | 1.12% | 5 | 0.06% | 8,673 | 100.00% |
| NORTH CENTRAL REGION | 47,270 | 98.09% | 871 | 1.81% | 50 | 0.10% | 48,191 | 100.00% |
| *East North Central Division* | 33,854 | 97.98% | 662 | 1.92% | 37 | 0.11% | 34,553 | 100.00% |
| Ohio | 10,053 | 98.91% | 96 | 0.94% | 15 | 0.15% | 10,164 | 100.00% |
| Indiana | 4,565 | 98.75% | 53 | 1.15% | 5 | 0.11% | 4,623 | 100.00% |
| Illinois | 7,896 | 98.50% | 114 | 1.42% | 6 | 0.07% | 8,016 | 100.00% |
| Michigan | 8,130 | 96.03% | 331 | 3.91% | 5 | 0.06% | 8,466 | 100.00% |
| Wisconsin | 3,210 | 97.75% | 68 | 2.07% | 6 | 0.18% | 3,284 | 100.00% |
| *West North Central Division* | 13,416 | 98.37% | 209 | 1.53% | 13 | 0.10% | 13,638 | 100.00% |
| Minnesota | 2,443 | 96.33% | 88 | 3.47% | 5 | 0.20% | 2,536 | 100.00% |
| Iowa | 2,114 | 98.88% | 23 | 1.08% | 1 | 0.05% | 2,138 | 100.00% |
| Missouri | 4,502 | 98.88% | 47 | 1.03% | 4 | 0.09% | 4,553 | 100.00% |
| North Dakota | 475 | 98.14% | 9 | 1.86% | 0 | 0.00% | 484 | 100.00% |
| South Dakota | 711 | 98.07% | 13 | 1.79% | 1 | 0.14% | 725 | 100.00% |
| Nebraska | 1,375 | 98.35% | 22 | 1.57% | 1 | 0.07% | 1,398 | 100.00% |
| Kansas | 1,796 | 99.56% | 7 | 0.39% | 1 | 0.06% | 1,804 | 100.00% |

Rows may not add to total due to rounding.

Table B-13 (Continued).  FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

| CENSUS REGION CENSUS DIVISION STATE | DoD | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | TIER 1 | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| SOUTH REGION | 82,400 | 98.19% | 1,424 | 1.70% | 95 | 0.11% | 83,919 | 100.00% |
| *South Atlantic Division* | *40,459* | *97.52%* | *980* | *2.36%* | *51* | *0.12%* | *41,490* | *100.00%* |
| Delaware | 513 | 98.46% | 8 | 1.54% | 0 | 0.00% | 521 | 100.00% |
| Maryland | 3,240 | 98.78% | 35 | 1.07% | 5 | 0.15% | 3,280 | 100.00% |
| D.C. | 225 | 99.56% | 0 | 0.00% | 1 | 0.44% | 226 | 100.00% |
| Virginia | 5,709 | 98.91% | 56 | 0.97% | 7 | 0.12% | 5,772 | 100.00% |
| West Virginia | 2,159 | 98.86% | 25 | 1.14% | 0 | 0.00% | 2,184 | 100.00% |
| North Carolina | 6,218 | 95.84% | 266 | 4.10% | 4 | 0.06% | 6,488 | 100.00% |
| South Carolina | 3,687 | 96.80% | 116 | 3.05% | 6 | 0.16% | 3,809 | 100.00% |
| Georgia | 6,185 | 98.28% | 101 | 1.60% | 7 | 0.11% | 6,293 | 100.00% |
| Florida | 12,523 | 96.95% | 373 | 2.89% | 21 | 0.16% | 12,917 | 100.00% |
| *East South Central Division* | *14,342* | *98.56%* | *186* | *1.28%* | *24* | *0.16%* | *14,552* | *100.00%* |
| Kentucky | 3,343 | 98.18% | 55 | 1.62% | 7 | 0.21% | 3,405 | 100.00% |
| Tennessee | 4,210 | 98.27% | 71 | 1.66% | 3 | 0.07% | 4,284 | 100.00% |
| Alabama | 4,276 | 98.91% | 37 | 0.86% | 10 | 0.23% | 4,323 | 100.00% |
| Mississippi | 2,513 | 98.94% | 23 | 0.91% | 4 | 0.16% | 2,540 | 100.00% |
| *West South Central Division* | *27,599* | *99.00%* | *258* | *0.93%* | *20* | *0.07%* | *27,877* | *100.00%* |
| Arkansas | 2,497 | 99.01% | 25 | 0.99% | 0 | 0.00% | 2,522 | 100.00% |
| Louisiana | 4,513 | 99.51% | 20 | 0.44% | 2 | 0.04% | 4,535 | 100.00% |
| Oklahoma | 3,309 | 99.04% | 30 | 0.90% | 2 | 0.06% | 3,341 | 100.00% |
| Texas | 17,280 | 98.86% | 183 | 1.05% | 16 | 0.09% | 17,479 | 100.00% |

Rows may not add to total due to rounding.

**Table B-13 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education**

| CENSUS REGION CENSUS DIVISION STATE | DoD TIER 1 # | % | TIER 2 # | % | TIER 3 # | % | TOTAL # | % |
|---|---|---|---|---|---|---|---|---|
| WEST REGION | 36,185 | 95.56% | 1,619 | 4.28% | 64 | 0.17% | 37,868 | 100.00% |
| *Mountain Division* | *12,423* | *97.02%* | *367* | *2.87%* | *14* | *0.11%* | *12,804* | *100.00%* |
| Montana | 992 | 98.80% | 11 | 1.10% | 1 | 0.10% | 1,004 | 100.00% |
| Idaho | 991 | 97.16% | 27 | 2.65% | 2 | 0.20% | 1,020 | 100.00% |
| Wyoming | 585 | 98.48% | 9 | 1.52% | 0 | 0.00% | 594 | 100.00% |
| Colorado | 3,050 | 97.85% | 64 | 2.05% | 3 | 0.10% | 3,117 | 100.00% |
| New Mexico | 1,574 | 98.81% | 18 | 1.13% | 1 | 0.06% | 1,593 | 100.00% |
| Arizona | 3,434 | 98.91% | 35 | 1.01% | 3 | 0.09% | 3,472 | 100.00% |
| Utah | 806 | 86.11% | 128 | 13.68% | 2 | 0.21% | 936 | 100.00% |
| Nevada | 991 | 92.79% | 75 | 7.02% | 2 | 0.19% | 1,068 | 100.00% |
| *Pacific Division* | *23,762* | *94.81%* | *1,252* | *5.00%* | *50* | *0.20%* | *25,064* | *100.00%* |
| Washington | 3,928 | 96.68% | 116 | 2.85% | 19 | 0.47% | 4,063 | 100.00% |
| Oregon | 2,708 | 96.65% | 84 | 3.00% | 10 | 0.36% | 2,802 | 100.00% |
| California | 16,327 | 93.93% | 1,036 | 5.96% | 20 | 0.12% | 17,383 | 100.00% |
| Alaska | 359 | 96.77% | 12 | 3.23% | 0 | 0.00% | 371 | 100.00% |
| Hawaii | 440 | 98.88% | 4 | 0.90% | 1 | 0.22% | 445 | 100.00% |
| UNITED STATES SUBTOTAL | 195,716 | 97.35% | 4,918 | 2.51% | 135 | 0.13% | | |
| TERRITORIES, POSSESSIONS, OR UNKNOWN | 1,350 | 99.34% | 7 | 0.52% | 2 | 0.15% | 1,359 | 100.00% |
| TOTAL | 197,066 | 97.34% | 4,925 | 2.51% | 137 | 0.13% | | 100.00% |

Rows may not add to total due to rounding.

Table B-14. Mean AFQT Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

| CENSUS REGION CENSUS DIVISION STATE | SERVICE | | | | TOTAL |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | DoD |
| NORTHEAST REGION | 64.2 | 61.3 | 60.2 | 67.4 | 63.3 |
| *New England Division* | 65.5 | 61.9 | 60.4 | 67.7 | 64.1 |
| Maine | 65.7 | 64.4 | 60.7 | 68.6 | 65.3 |
| New Hampshire | 67.5 | 64.8 | 62.4 | 69.9 | 66.4 |
| Vermont | 67.0 | 63.5 | 61.1 | 67.5 | 65.3 |
| Massachusetts | 65.3 | 61.0 | 60.2 | 67.3 | 63.6 |
| Rhode Island | 64.5 | 56.4 | 59.0 | 67.8 | 62.5 |
| Connecticut | 63.6 | 61.3 | 59.1 | 65.9 | 62.7 |
| *Middle Atlantic Division* | 63.8 | 61.2 | 60.2 | 67.3 | 63.1 |
| New York | 63.8 | 61.3 | 60.5 | 68.0 | 63.2 |
| New Jersey | 62.9 | 61.2 | 61.4 | 66.5 | 62.6 |
| Pennsylvania | 64.1 | 61.0 | 59.0 | 66.8 | 63.0 |
| NORTH CENTRAL REGION | 63.3 | 61.6 | 60.3 | 67.3 | 63.0 |
| *East North Central Division* | 62.6 | 60.9 | 59.9 | 67.1 | 62.4 |
| Ohio | 62.1 | 60.1 | 59.9 | 66.3 | 61.9 |
| Indiana | 62.6 | 62.9 | 60.8 | 67.2 | 63.3 |
| Illinois | 61.9 | 60.3 | 59.0 | 67.9 | 61.7 |
| Michigan | 62.6 | 60.2 | 60.3 | 66.9 | 62.2 |
| Wisconsin | 66.5 | 63.6 | 60.4 | 68.2 | 64.9 |
| *West North Central Division* | 64.9 | 63.4 | 61.2 | 67.6 | 64.4 |
| Minnesota | 67.3 | 63.4 | 63.0 | 68.7 | 65.5 |
| Iowa | 66.2 | 64.3 | 61.1 | 69.1 | 65.5 |
| Missouri | 63.0 | 62.5 | 60.3 | 66.7 | 63.1 |
| North Dakota | 66.4 | 65.9 | 61.2 | 67.9 | 65.5 |
| South Dakota | 65.6 | 62.8 | 59.0 | 65.3 | 63.7 |
| Nebraska | 63.6 | 62.0 | 61.2 | 67.7 | 63.7 |
| Kansas | 65.6 | 65.6 | 62.2 | 66.9 | 65.2 |

Table B-14 (Continued).  Mean AFQT Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

| CENSUS REGION CENSUS DIVISION STATE | SERVICE | | | | TOTAL |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | DoD |
| SOUTH REGION | 61.1 | 59.8 | 59.5 | 66.2 | 61.4 |
| *South Atlantic Division* | *61.4* | *60.1* | *60.0* | *66.6* | *61.8* |
| Delaware | 62.3 | 63.6 | 64.2 | 66.6 | 63.7 |
| Maryland | 62.4 | 60.5 | 59.1 | 66.7 | 61.9 |
| D.C. | 50.3 | 53.9 | 53.9 | 64.3 | 53.1 |
| Virginia | 63.3 | 60.7 | 61.1 | 67.0 | 63.0 |
| West Virginia | 60.2 | 58.7 | 57.2 | 63.7 | 60.2 |
| North Carolina | 60.0 | 59.1 | 58.1 | 66.4 | 60.5 |
| South Carolina | 58.4 | 57.9 | 60.1 | 66.2 | 59.7 |
| Georgia | 59.9 | 58.9 | 58.7 | 64.7 | 60.2 |
| Florida | 63.2 | 62.0 | 61.7 | 67.8 | 63.5 |
| *East South Central Division* | *59.9* | *57.4* | *57.7* | *65.0* | *59.7* |
| Kentucky | 62.4 | 59.0 | 58.9 | 65.2 | 61.4 |
| Tennessee | 61.0 | 58.9 | 57.4 | 65.7 | 60.7 |
| Alabama | 59.1 | 56.9 | 57.5 | 65.2 | 59.1 |
| Mississippi | 56.3 | 53.6 | 56.5 | 63.5 | 56.8 |
| *West South Central Division* | *61.3* | *60.5* | *59.6* | *66.2* | *61.6* |
| Arkansas | 60.5 | 57.9 | 57.4 | 63.9 | 59.9 |
| Louisiana | 58.1 | 57.6 | 57.8 | 65.3 | 59.0 |
| Oklahoma | 61.9 | 61.8 | 59.4 | 64.9 | 62.0 |
| Texas | 62.2 | 61.5 | 60.4 | 67.1 | 62.5 |

**Table B-14 (Continued). Mean AFQT Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service**

| CENSUS REGION CENSUS DIVISION STATE | SERVICE | | | | TOTAL DoD |
|---|---|---|---|---|---|
| | Army | Navy | Marine Corps | Air Force | |
| WEST REGION | 64.1 | 61.6 | 60.2 | 67.6 | 63.3 |
| *Mountain Division* | *64.4* | *62.7* | *60.7* | *66.8* | *63.7* |
| Montana | 67.9 | 65.0 | 62.1 | 66.7 | 66.1 |
| Idaho | 66.2 | 63.9 | 64.9 | 68.5 | 65.7 |
| Wyoming | 66.1 | 63.8 | 58.4 | 66.4 | 64.4 |
| Colorado | 64.6 | 63.1 | 61.7 | 66.3 | 64.0 |
| New Mexico | 61.4 | 60.9 | 57.0 | 65.5 | 61.5 |
| Arizona | 63.3 | 62.4 | 60.4 | 67.8 | 63.3 |
| Utah | 64.8 | 60.1 | 61.4 | 65.3 | 63.2 |
| Nevada | 65.0 | 62.7 | 60.3 | 68.0 | 63.9 |
| *Pacific Division* | *64.0* | *61.0* | *59.9* | *68.0* | *63.1* |
| Washington | 66.7 | 63.8 | 61.3 | 67.0 | 65.3 |
| Oregon | 67.5 | 65.3 | 60.7 | 69.0 | 65.9 |
| California | 62.7 | 60.0 | 59.6 | 68.1 | 62.1 |
| Alaska | 67.1 | 64.4 | 61.3 | 70.2 | 65.9 |
| Hawaii | 57.4 | 53.7 | 53.8 | 66.7 | 58.7 |
| **UNITED STATES SUBTOTAL** | **63.5** | **60.7** | **60.0** | **66.9** | **63.4** |
| TERRITORIES, POSSESSIONS, OR UNKNOWN | 51.7 | 50.9 | 57.8 | 61.0 | 52.8 |
| **TOTAL** | **62.6** | **60.8** | **60.0** | **66.9** | **62.1** |

Table B-15. FY 1992 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group

**a. Number**

| | ARMY | | | NAVY | | | MARINE CORPS | | | AIR FORCE | | | TOTAL DoD | | | CIVILIAN LABOR FORCE 17 YR AND OLDER | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| 17-19 | 39,481 | 5,532 | 45,013 | 36,946 | 4,924 | 41,870 | 22,969 | 1,127 | 24,096 | 16,970 | 4,597 | 21,567 | 116,366 | 16,180 | 132,546 | 2,887,067 | 2,560,410 | 5,447,477 |
| 20-24 | 167,824 | 23,644 | 191,468 | 160,751 | 18,623 | 179,374 | 77,468 | 3,499 | 80,967 | 85,283 | 19,256 | 104,539 | 491,326 | 65,022 | 556,348 | 7,246,399 | 6,400,277 | 13,646,676 |
| 25-29 | 97,926 | 14,062 | 111,988 | 88,375 | 10,941 | 99,316 | 26,224 | 1,580 | 27,804 | 77,203 | 13,258 | 90,461 | 289,728 | 39,841 | 329,569 | 8,989,596 | 7,362,466 | 16,352,062 |
| 30-34 | 66,425 | 9,930 | 76,355 | 66,396 | 7,633 | 74,029 | 16,530 | 933 | 17,463 | 68,341 | 9,578 | 77,919 | 217,692 | 28,074 | 245,766 | 10,371,434 | 8,308,121 | 18,679,555 |
| 35-39 | 51,317 | 5,692 | 57,009 | 43,741 | 4,027 | 47,768 | 10,087 | 440 | 10,527 | 49,383 | 6,692 | 56,075 | 154,528 | 16,851 | 171,379 | 9,768,682 | 8,009,591 | 17,778,273 |
| 40-44 | 20,580 | 1,700 | 22,280 | 18,617 | 1,253 | 19,870 | 3,366 | 106 | 3,472 | 19,422 | 2,054 | 21,476 | 61,985 | 5,113 | 67,098 | 8,462,981 | 7,470,735 | 15,933,716 |
| 45-49 | 5,208 | 459 | 5,667 | 4,451 | 242 | 4,693 | 784 | 18 | 802 | 3,256 | 158 | 3,414 | 13,699 | 877 | 14,576 | 7,005,258 | 6,006,100 | 13,011,358 |
| 50+ | 745 | 75 | 820 | 568 | 38 | 606 | 105 | 1 | 106 | 224 | 5 | 229 | 1,642 | 119 | 1,761 | 13,976,263 | 11,153,154 | 25,129,418 |
| Unknown | 600 | 117 | 717 | 14 | 7 | 21 | 0 | 0 | 0 | 1 | 0 | 1 | 615 | 124 | 739 | 0 | 0 | 0 |
| TOTAL | 450,106 | 61,211 | 511,317 | 419,859 | 47,688 | 467,547 | 157,533 | 7,704 | 165,237 | 320,083 | 55,598 | 375,681 | 1,347,581 | 172,201 | 1,519,782 | 68,707,680 | 57,270,854 | 125,978,535 |

**b. Percent**

| | ARMY | | | NAVY | | | MARINE CORPS | | | AIR FORCE | | | TOTAL DoD | | | CIVILIAN LABOR FORCE 17 YR AND OLDER | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| 17-19 | 8.77% | 9.04% | 8.80% | 8.80% | 10.33% | 8.96% | 14.58% | 14.63% | 14.58% | 5.30% | 8.27% | 5.74% | 8.64% | 9.40% | 8.72% | 4.20% | 4.47% | 4.32% |
| 20-24 | 37.29% | 38.63% | 37.45% | 38.29% | 39.05% | 38.36% | 49.18% | 45.42% | 49.00% | 26.64% | 34.63% | 27.83% | 36.46% | 37.76% | 36.61% | 10.55% | 11.18% | 10.83% |
| 25-29 | 21.76% | 22.97% | 21.90% | 21.05% | 22.94% | 21.24% | 16.65% | 20.51% | 16.83% | 24.12% | 23.85% | 24.08% | 21.50% | 23.14% | 21.69% | 13.08% | 12.86% | 12.98% |
| 30-34 | 14.76% | 16.22% | 14.93% | 15.81% | 16.01% | 15.83% | 10.49% | 12.11% | 10.57% | 21.35% | 17.23% | 20.74% | 16.15% | 16.30% | 16.17% | 15.10% | 14.51% | 14.83% |
| 35-39 | 11.40% | 9.30% | 11.15% | 10.42% | 8.44% | 10.22% | 6.40% | 5.71% | 6.37% | 15.43% | 12.04% | 14.93% | 11.47% | 9.79% | 11.28% | 14.22% | 13.99% | 14.11% |
| 40-44 | 4.57% | 2.78% | 4.36% | 4.43% | 2.63% | 4.25% | 2.14% | 1.38% | 2.10% | 6.07% | 3.69% | 5.72% | 4.60% | 2.97% | 4.41% | 12.32% | 13.04% | 12.65% |
| 45-49 | 1.16% | 0.75% | 1.11% | 1.06% | 0.51% | 1.00% | 0.50% | 0.23% | 0.49% | 1.02% | 0.28% | 0.91% | 1.02% | 0.51% | 0.96% | 10.20% | 10.49% | 10.33% |
| 50+ | 0.17% | 0.12% | 0.16% | 0.14% | 0.08% | 0.13% | 0.07% | 0.01% | 0.06% | 0.07% | 0.01% | 0.06% | 0.12% | 0.07% | 0.12% | 20.34% | 19.47% | 19.95% |
| Unknown | 0.13% | 0.19% | 0.14% | 0.00% | 0.01% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.05% | 0.07% | 0.05% | 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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# Table B-16. FY 1992 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

| | MILITARY | | | | | | | | | PERCENT MARRIED | | | MARRIED CIVILIANS IN |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | | | | |
| AGE | Male | Female | Total | Male | Female | Total | Male | Female | Total | Males | Females | Total | LABOR FORCE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 32 | 8 | 40 | 2,415 | 574 | 2,989 | 2,447 | 582 | 3,029 | 1.31% | 1.37% | 1.32% | 33,708 |
| 18 | 1,118 | 209 | 1,327 | 35,742 | 5,289 | 41,031 | 36,860 | 5,498 | 42,358 | 3.03% | 3.80% | 3.13% | 68,057 |
| 19 | 6,907 | 1,251 | 8,158 | 70,152 | 8,849 | 79,001 | 77,059 | 10,100 | 87,159 | 8.96% | 12.39% | 9.36% | 137,548 |
| 20 | 17,568 | 3,143 | 20,711 | 88,831 | 10,207 | 99,038 | 106,399 | 13,350 | 119,749 | 16.51% | 23.54% | 17.30% | 276,013 |
| 21 | 31,199 | 5,198 | 36,397 | 90,802 | 10,508 | 101,310 | 122,001 | 15,706 | 137,707 | 25.57% | 33.10% | 26.43% | 456,296 |
| 22 | 37,206 | 5,594 | 42,800 | 68,568 | 8,644 | 77,212 | 105,774 | 14,238 | 120,012 | 35.17% | 39.29% | 35.66% | 623,747 |
| 23 | 38,765 | 5,287 | 44,052 | 46,311 | 6,350 | 52,661 | 85,076 | 11,637 | 96,713 | 45.57% | 45.43% | 45.55% | 844,313 |
| 24 | 39,770 | 5,148 | 44,918 | 32,306 | 4,943 | 37,249 | 72,076 | 10,091 | 82,167 | 55.18% | 51.02% | 54.67% | 1,116,186 |
| 25 | 40,454 | 4,988 | 45,442 | 24,613 | 4,329 | 28,942 | 65,067 | 9,317 | 74,384 | 62.17% | 53.54% | 61.09% | 1,351,581 |
| 26 | 40,226 | 4,471 | 44,697 | 19,499 | 3,701 | 23,200 | 59,725 | 8,172 | 67,897 | 67.35% | 54.71% | 65.83% | 1,450,056 |
| 27 | 41,112 | 4,539 | 45,651 | 16,320 | 3,430 | 19,750 | 57,432 | 7,969 | 65,401 | 71.58% | 56.96% | 69.80% | 1,690,315 |
| 28 | 41,354 | 4,254 | 45,608 | 14,281 | 3,074 | 17,355 | 55,635 | 7,328 | 62,963 | 74.33% | 58.05% | 72.44% | 2,032,695 |
| 29 | 40,273 | 4,185 | 44,458 | 11,596 | 2,870 | 14,466 | 51,869 | 7,055 | 58,924 | 77.64% | 59.32% | 75.45% | 2,148,743 |
| 30 | 38,873 | 3,966 | 42,839 | 10,003 | 2,603 | 12,606 | 48,876 | 6,569 | 55,445 | 79.53% | 60.37% | 77.26% | 2,321,304 |
| 31 | 37,771 | 3,735 | 41,506 | 8,699 | 2,371 | 11,070 | 46,470 | 6,106 | 52,576 | 81.28% | 61.17% | 78.94% | 2,327,433 |
| 32 | 35,611 | 3,520 | 39,131 | 7,648 | 2,153 | 9,801 | 43,259 | 5,673 | 48,932 | 82.32% | 62.05% | 79.97% | 2,613,916 |
| 33 | 33,948 | 3,204 | 37,152 | 6,825 | 1,877 | 8,702 | 40,773 | 5,081 | 45,854 | 83.26% | 63.06% | 81.02% | 2,727,843 |
| 34 | 32,190 | 2,955 | 35,145 | 6,124 | 1,690 | 7,814 | 38,314 | 4,645 | 42,959 | 84.02% | 63.62% | 81.81% | 2,662,066 |
| 35 | 30,598 | 2,604 | 33,202 | 5,616 | 1,641 | 7,257 | 36,214 | 4,245 | 40,459 | 84.49% | 61.34% | 82.06% | 2,637,903 |
| 36 | 28,983 | 2,332 | 31,315 | 4,918 | 1,456 | 6,374 | 33,901 | 3,788 | 37,689 | 85.49% | 61.56% | 83.09% | 2,613,952 |
| 37 | 27,521 | 2,138 | 29,659 | 4,513 | 1,318 | 5,831 | 32,034 | 3,456 | 35,490 | 85.91% | 61.86% | 83.57% | 2,549,505 |
| 38 | 24,673 | 1,836 | 26,509 | 3,914 | 1,171 | 5,085 | 28,587 | 3,007 | 31,594 | 86.31% | 61.06% | 83.91% | 2,600,333 |
| 39 | 20,670 | 1,462 | 22,132 | 3,122 | 893 | 4,015 | 23,792 | 2,355 | 26,147 | 86.88% | 62.08% | 84.64% | 2,662,854 |
| 40 | 17,116 | 1,018 | 18,134 | 2,461 | 717 | 3,178 | 19,577 | 1,735 | 21,312 | 87.43% | 58.67% | 85.09% | 2,611,300 |
| 41 | 13,059 | 795 | 13,854 | 1,885 | 509 | 2,394 | 14,944 | 1,304 | 16,248 | 87.39% | 60.97% | 85.27% | 2,311,147 |
| 42 | 10,070 | 553 | 10,623 | 1,380 | 387 | 1,767 | 11,450 | 940 | 12,390 | 87.95% | 58.83% | 85.74% | 2,392,663 |
| 43 | 7,950 | 368 | 8,318 | 1,044 | 285 | 1,329 | 8,994 | 653 | 9,647 | 88.39% | 56.36% | 86.22% | 2,252,814 |
| 44 | 6,207 | 258 | 6,465 | 813 | 223 | 1,036 | 7,020 | 481 | 7,501 | 88.42% | 53.64% | 86.19% | 2,327,034 |
| 45+ | 13,644 | 504 | 14,148 | 1,697 | 492 | 2,189 | 15,341 | 996 | 16,337 | 88.94% | 50.60% | 86.60% | 28,825,746 |
| Unknown | 161 | 24 | 185 | 454 | 100 | 554 | 615 | 124 | 739 | 26.18% | 19.35% | 25.03% | 0 |
| TOTAL | | | | | | | | | | | 19.35% | 25.03% | |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-16 (Continued). FY 1992 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

| | MILITARY | | | | | | TOTAL DoD | | | MARRIED CIVILIANS IN LABOR FORCE |
| | MARRIED | | | UNMARRIED | | | | | | |
| AGE | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 0.00% | 0.01% | 0.00% | 0.41% | 0.62% | 0.44% | 0.18% | 0.34% | 0.20% | 0.04% |
| 18 | 0.15% | 0.26% | 0.16% | 6.03% | 5.71% | 5.99% | 2.74% | 3.19% | 2.79% | 0.09% |
| 19 | 0.91% | 1.57% | 0.98% | 11.84% | 9.55% | 11.53% | 5.72% | 5.87% | 5.73% | 0.17% |
| 20 | 2.33% | 3.95% | 2.48% | 14.99% | 11.02% | 14.45% | 7.90% | 7.75% | 7.88% | 0.35% |
| 21 | 4.13% | 6.53% | 4.36% | 15.32% | 11.34% | 14.79% | 9.05% | 9.12% | 9.06% | 0.58% |
| 22 | 4.93% | 7.03% | 5.13% | 11.57% | 9.33% | 11.27% | 7.85% | 8.27% | 7.90% | 0.79% |
| 23 | 5.13% | 6.65% | 5.28% | 7.82% | 6.85% | 7.69% | 6.31% | 6.76% | 6.36% | 1.07% |
| 24 | 5.27% | 6.47% | 5.38% | 5.45% | 5.33% | 5.44% | 5.35% | 5.86% | 5.41% | 1.42% |
| 25 | 5.36% | 6.27% | 5.44% | 4.15% | 4.67% | 4.22% | 4.83% | 5.41% | 4.89% | 1.72% |
| 26 | 5.33% | 5.62% | 5.36% | 3.29% | 3.99% | 3.39% | 4.43% | 4.75% | 4.47% | 1.84% |
| 27 | 5.45% | 5.71% | 5.47% | 2.75% | 3.70% | 2.88% | 4.26% | 4.63% | 4.30% | 2.15% |
| 28 | 5.48% | 5.35% | 5.46% | 2.41% | 3.32% | 2.53% | 4.13% | 4.26% | 4.14% | 2.58% |
| 29 | 5.33% | 5.26% | 5.33% | 1.96% | 3.10% | 2.11% | 3.85% | 4.10% | 3.88% | 2.73% |
| 30 | 5.15% | 4.99% | 5.13% | 1.69% | 2.81% | 1.84% | 3.63% | 3.81% | 3.65% | 2.95% |
| 31 | 5.00% | 4.70% | 4.97% | 1.47% | 2.56% | 1.62% | 3.45% | 3.55% | 3.46% | 2.96% |
| 32 | 4.72% | 4.43% | 4.69% | 1.29% | 2.32% | 1.43% | 3.21% | 3.29% | 3.22% | 3.32% |
| 33 | 4.50% | 4.03% | 4.45% | 1.15% | 2.03% | 1.27% | 3.03% | 2.95% | 3.02% | 3.47% |
| 34 | 4.26% | 3.71% | 4.21% | 1.03% | 1.82% | 1.14% | 2.84% | 2.70% | 2.83% | 3.38% |
| 35 | 4.05% | 3.27% | 3.98% | 0.95% | 1.77% | 1.06% | 2.69% | 2.47% | 2.66% | 3.35% |
| 36 | 3.84% | 2.93% | 3.75% | 0.83% | 1.57% | 0.93% | 2.52% | 2.20% | 2.48% | 3.32% |
| 37 | 3.65% | 2.69% | 3.55% | 0.76% | 1.42% | 0.85% | 2.38% | 2.01% | 2.34% | 3.24% |
| 38 | 3.27% | 2.31% | 3.18% | 0.66% | 1.26% | 0.74% | 2.12% | 1.75% | 2.08% | 3.31% |
| 39 | 2.74% | 1.84% | 2.65% | 0.53% | 0.96% | 0.59% | 1.77% | 1.37% | 1.72% | 3.38% |
| 40 | 2.27% | 1.28% | 2.17% | 0.42% | 0.77% | 0.46% | 1.45% | 1.01% | 1.40% | 3.32% |
| 41 | 1.73% | 1.00% | 1.66% | 0.32% | 0.55% | 0.35% | 1.11% | 0.76% | 1.07% | 2.94% |
| 42 | 1.33% | 0.70% | 1.27% | 0.23% | 0.42% | 0.26% | 0.85% | 0.55% | 0.82% | 3.04% |
| 43 | 1.05% | 0.46% | 1.00% | 0.18% | 0.31% | 0.19% | 0.67% | 0.38% | 0.63% | 2.86% |
| 44 | 0.82% | 0.32% | 0.77% | 0.14% | 0.24% | 0.15% | 0.52% | 0.28% | 0.49% | 2.96% |
| 45+ | 1.81% | 0.63% | 1.70% | 0.29% | 0.53% | 0.32% | 1.14% | 0.58% | 1.07% | 36.64% |
| Unknown | 0.02% | 0.03% | 0.02% | 0.08% | 0.11% | 0.08% | 0.05% | 0.07% | 0.05% | 0.00% |
| TOTAL | | | | | | | | | | |

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table B-17. FY 1992 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

| | SERVICE | | | | | | | | | | | | | | | | | 18-44 YR OLD CIVILIANS | | |
| RACE/ | ARMY | | | NAVY | | | MARINE CORPS | | | AIR FORCE | | | TOTAL DoD | | | | | | | | |
| ETHNICITY | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **a. Number** | | | | | | | | | | | | | | | | | | |
| White | 273,871 | 26,200 | 300,071 | 296,396 | 29,279 | 325,675 | 110,908 | 4,524 | 115,432 | 248,773 | 38,834 | 287,607 | 929,948 | 98,837 | 1,028,785 | 35,655,909 | 29,956,070 | 65,611,979 |
| Black | 131,365 | 29,872 | 161,237 | 70,591 | 12,851 | 83,442 | 29,117 | 2,202 | 31,319 | 51,131 | 13,263 | 64,394 | 282,204 | 58,188 | 340,392 | 4,906,020 | 5,018,720 | 9,924,740 |
| Hispanic | 22,185 | 2,169 | 24,354 | 28,687 | 3,977 | 32,664 | 12,443 | 646 | 13,089 | 12,254 | 1,948 | 14,202 | 75,569 | 8,740 | 84,309 | 4,819,666 | 3,051,774 | 7,871,440 |
| Other | 22,685 | 2,970 | 25,655 | 24,185 | 1,581 | 25,766 | 5,065 | 332 | 5,397 | 7,925 | 1,553 | 9,478 | 59,860 | 6,436 | 66,296 | 1,579,598 | 1,379,162 | 2,958,760 |
| TOTAL | | | | | | | | | | | | | | | | | | |
| **b. Percent** | | | | | | | | | | | | | | | | | | |
| White | 60.85% | 42.80% | 58.69% | 70.59% | 61.40% | 69.66% | 70.40% | 58.72% | 69.86% | 77.72% | 69.85% | 76.56% | 69.01% | 57.40% | 67.69% | 75.93% | 76.02% | 75.97% |
| Black | 29.19% | 48.80% | 31.53% | 16.81% | 26.95% | 17.85% | 18.48% | 28.58% | 18.95% | 15.97% | 23.86% | 17.14% | 20.94% | 33.79% | 22.40% | 10.45% | 12.74% | 11.49% |
| Hispanic | 4.93% | 3.54% | 4.76% | 6.83% | 8.34% | 6.99% | 7.90% | 8.39% | 7.92% | 3.83% | 3.50% | 3.78% | 5.61% | 5.08% | 5.55% | 10.26% | 7.74% | 9.11% |
| Other | 5.04% | 4.85% | 5.02% | 5.76% | 3.32% | 5.51% | 3.22% | 4.31% | 3.27% | 2.48% | 2.79% | 2.52% | 4.44% | 3.74% | 4.36% | 3.36% | 3.50% | 3.43% |
| TOTAL | 100.00% | | | | | | | | | | | | | | | | | |

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table B-18. FY 1992 Active Component Enlisted Members by Ethnicity and Service

| | SERVICE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | TOTAL | |
| ETHNICITY | # | % | # | % | # | % | # | % | # | % |
| MEXICAN | 8,537 | 1.67% | 11,696 | 2.50% | 8,531 | 5.16% | 8,457 | 2.25% | 37,221 | 2.45% |
| PUERTO RICAN | 9,077 | 1.78% | 5,011 | 1.07% | 1,794 | 1.09% | 3,075 | 0.82% | 18,957 | 1.25% |
| CUBAN | 249 | 0.05% | 439 | 0.09% | 118 | 0.07% | 210 | 0.06% | 1,016 | 0.07% |
| LATIN AMER. | 1,438 | 0.28% | 809 | 0.17% | 545 | 0.33% | 8 | 0.00% | 2,800 | 0.18% |
| OTHER HISP. | 5,053 | 0.99% | 14,709 | 3.15% | 2,101 | 1.27% | 2,452 | 0.65% | 24,315 | 1.60% |
| ALEUTIAN | 27 | 0.01% | 24 | 0.01% | 15 | 0.01% | 14 | 0.00% | 80 | 0.01% |
| ESKIMO | 43 | 0.01% | 44 | 0.01% | 46 | 0.03% | 19 | 0.01% | 152 | 0.01% |
| N. AMER. INDIAN | 1,644 | 0.32% | 2,270 | 0.49% | 1,224 | 0.74% | 2,527 | 0.67% | 7,665 | 0.50% |
| CHINESE | 227 | 0.04% | 288 | 0.06% | 87 | 0.05% | 216 | 0.06% | 818 | 0.05% |
| JAPANESE | 263 | 0.05% | 509 | 0.11% | 106 | 0.06% | 551 | 0.15% | 1,429 | 0.09% |
| KOREAN | 928 | 0.18% | 536 | 0.11% | 175 | 0.11% | 321 | 0.09% | 1,960 | 0.13% |
| INDIAN | 312 | 0.06% | 160 | 0.03% | 79 | 0.05% | 11 | 0.00% | 562 | 0.04% |
| FILIPINO | 2,746 | 0.54% | 18,185 | 3.89% | 980 | 0.59% | 3,735 | 0.99% | 25,646 | 1.69% |
| VIETNAMESE | 316 | 0.06% | 567 | 0.12% | 151 | 0.09% | 1 | 0.00% | 1,035 | 0.07% |
| OTHER ASIAN | 1,240 | 0.24% | 881 | 0.19% | 306 | 0.19% | 1,874 | 0.50% | 4,301 | 0.28% |
| MELANESIAN | 129 | 0.03% | 52 | 0.01% | 20 | 0.01% | 0 | 0.00% | 201 | 0.01% |
| MICRONESIAN | 264 | 0.05% | 176 | 0.04% | 106 | 0.06% | 0 | 0.00% | 546 | 0.04% |
| POLYNESIAN | 619 | 0.12% | 380 | 0.08% | 107 | 0.06% | 7 | 0.00% | 1,113 | 0.07% |
| GUAMANIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 20 | 0.01% | 20 | 0.00% |
| OTHER PACIFIC | 573 | 0.11% | 148 | 0.03% | 143 | 0.09% | 6 | 0.00% | 870 | 0.06% |
| OTHER/NONE * | 477,239 | 93.34% | 409,641 | 87.61% | 148,517 | 89.88% | 352,174 | 93.74% | 1,387,571 | 91.30% |
| UNKNOWN | 393 | 0.08% | 1,022 | 0.22% | 86 | 0.05% | 3 | 0.00% | 1,504 | 0.10% |
| TOTALS | 511,317 | 100.00% | 467,543 | 100.00% | 165,237 | 100.00% | 371,681 | 100.00% | 1,519,772 | 100.00% |

* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

**Table B-19. FY 1992 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group**

| | EDUCATIONAL TIER | | | | | | TOTAL | |
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| GENDER | # | % | # | % | # | % | # | % |
|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | |
| Male | 421,816 | 93.71% | 25,821 | 5.74% | 2,469 | 0.55% | 450,106 | 100.00% |
| Female | 60,438 | 98.74% | 663 | 1.08% | 110 | 0.18% | 61,211 | 100.00% |
| Total | 482,254 | 94.32% | 26,484 | 5.18% | 2,579 | 0.50% | 511,317 | 100.00% |
| **NAVY** | | | | | | | | |
| Male | 384,583 | 91.60% | 19,917 | 4.74% | 15,359 | 3.66% | 419,859 | 100.00% |
| Female | 46,781 | 98.10% | 860 | 1.80% | 47 | 0.10% | 47,688 | 100.00% |
| Total | 431,364 | 92.26% | 20,777 | 4.44% | 15,406 | 3.30% | 467,547 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Male | 146,689 | 93.12% | 10,393 | 6.60% | 451 | 0.29% | 157,533 | 100.00% |
| Female | 7,359 | 95.52% | 344 | 4.47% | 1 | 0.01% | 7,704 | 100.00% |
| Total | 154,048 | 93.23% | 10,737 | 6.50% | 452 | 0.27% | 165,237 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Male | 319,122 | 99.70% | 915 | 0.29% | 46 | 0.01% | 320,083 | 100.00% |
| Female | 55,435 | 99.71% | 155 | 0.28% | 8 | 0.01% | 55,598 | 100.00% |
| Total | 374,557 | 99.70% | 1,070 | 0.28% | 54 | 0.01% | 375,681 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Male | 1,272,210 | 94.41% | 57,046 | 4.23% | 18,325 | 1.36% | 1,347,581 | 100.00% |
| Female | 170,013 | 98.73% | 2,022 | 1.17% | 166 | 0.10% | 172,201 | 100.00% |
| Total | 1,442,223 | 94.90% | 59,068 | 3.89% | 18,491 | 1.22% | 1,519,782 | 100.00% |
| **18-44 YR OLD CIVILIAN WORKFORCE** | | | | | | | | |
| Male | 40,939,067 | 87.18% | * | 0.00% | 6,022,126 | 12.82% | 46,961,193 | 100.00% |
| Female | 35,956,636 | 91.25% | * | 0.00% | 3,449,089 | 8.75% | 39,405,725 | 100.00% |
| Total | 76,895,703 | 89.03% | * | 0.00% | 9,471,215 | 10.97% | 86,366,918 | 100.00% |

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-20. FY 1992 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group

| RACE/ ETHNICITY | EDUCATIONAL TIER | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY** | | | | | | | | |
| White | 280,088 | 93.34% | 18,165 | 6.05% | 1,818 | 0.61% | 300,071 | 100.00% |
| Black | 155,163 | 96.23% | 5,579 | 3.46% | 495 | 0.31% | 161,237 | 100.00% |
| Hispanic | 22,802 | 93.63% | 1,420 | 5.83% | 132 | 0.54% | 24,354 | 100.00% |
| Other | 24,201 | 94.33% | 1,320 | 5.15% | 134 | 0.52% | 25,655 | 100.00% |
| **NAVY** | | | | | | | | |
| White | 297,633 | 91.39% | 15,942 | 4.90% | 12,100 | 3.72% | 325,675 | 100.00% |
| Black | 79,493 | 95.27% | 2,210 | 2.65% | 1,739 | 2.08% | 83,442 | 100.00% |
| Hispanic | 29,290 | 89.67% | 2,090 | 6.40% | 1,284 | 3.93% | 32,664 | 100.00% |
| Other | 24,948 | 96.83% | 535 | 2.08% | 283 | 1.10% | 25,766 | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| White | 107,683 | 93.29% | 7,440 | 6.45% | 309 | 0.27% | 115,432 | 100.00% |
| Black | 29,117 | 92.97% | 2,121 | 6.77% | 81 | 0.26% | 31,319 | 100.00% |
| Hispanic | 12,178 | 93.04% | 865 | 6.61% | 46 | 0.35% | 13,089 | 100.00% |
| Other | 5,070 | 93.94% | 311 | 5.76% | 16 | 0.30% | 5,397 | 100.00% |
| **AIR FORCE** | | | | | | | | |
| White | 286,665 | 99.67% | 898 | 0.31% | 44 | 0.02% | 287,607 | 100.00% |
| Black | 64,282 | 99.83% | 106 | 0.16% | 6 | 0.01% | 64,394 | 100.00% |
| Hispanic | 14,158 | 99.69% | 43 | 0.30% | 1 | 0.01% | 14,202 | 100.00% |
| Other | 9,452 | 99.73% | 23 | 0.24% | 3 | 0.03% | 9,478 | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| White | 972,069 | 94.49% | 42,445 | 4.13% | 14,271 | 1.39% | 1,028,785 | 100.00% |
| Black | 328,055 | 96.38% | 10,016 | 2.94% | 2,321 | 0.68% | 340,392 | 100.00% |
| Hispanic | 78,428 | 93.02% | 4,418 | 5.24% | 1,463 | 1.74% | 84,309 | 100.00% |
| Other | 63,671 | 96.04% | 2,189 | 3.30% | 436 | 0.66% | 66,296 | 100.00% |
| **18-44 YEAR OLD CIVILIAN WORKFORCE** | | | | | | | | |
| White | 60,773,575 | 92.63% | * | 0.00% | 4,838,404 | 7.37% | 65,611,979 | 100.00% |
| Black | 8,588,221 | 86.53% | * | 0.00% | 1,336,519 | 13.47% | 9,924,740 | 100.00% |
| Hispanic | 4,928,877 | 62.62% | * | 0.00% | 2,942,563 | 37.38% | 7,871,440 | 100.00% |
| Other | 2,605,030 | 88.04% | * | 0.00% | 353,730 | 11.96% | 2,958,760 | 100.00% |

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

a. Number

## Table B-21. FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Gender

| GENDER | OCCUPATIONAL AREA | | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Communications | Medical | Other Technical | Administrators | Electrical | Craftsman | Supply | Non-Occupational* | |
| **ARMY** | | | | | | | | | | | |
| Male | 133,673 | 19,145 | 53,057 | 27,955 | 11,128 | 60,122 | 63,125 | 8,315 | 44,297 | 29,289 | 450,106 |
| Female | 2,540 | 1,354 | 6,627 | 9,639 | 1,366 | 22,246 | 3,649 | 599 | 8,136 | 5,055 | 61,211 |
| Total | 136,213 | 20,499 | 59,684 | 37,594 | 12,494 | 82,368 | 66,774 | 8,914 | 52,433 | 34,344 | 511,317 |
| **NAVY** | | | | | | | | | | | |
| Male | 41,762 | 70,610 | 40,970 | 24,148 | 3,401 | 35,771 | 117,637 | 27,758 | 20,517 | 37,285 | 419,859 |
| Female | 3,809 | 4,743 | 6,417 | 6,552 | 628 | 9,163 | 6,372 | 1,741 | 2,562 | 5,701 | 47,688 |
| Total | 45,571 | 75,353 | 47,387 | 30,700 | 4,029 | 44,934 | 124,009 | 29,499 | 23,079 | 42,986 | 467,547 |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 42,052 | 10,607 | 11,993 | 0 | 3,505 | 22,202 | 24,558 | 4,389 | 18,949 | 19,278 | 157,533 |
| Female | 2 | 321 | 550 | 0 | 234 | 3,649 | 664 | 148 | 1,239 | 897 | 7,704 |
| Total | 42,054 | 10,928 | 12,543 | 0 | 3,739 | 25,851 | 25,222 | 4,537 | 20,188 | 20,175 | 165,237 |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 22,939 | 41,947 | 21,331 | 16,862 | 13,143 | 59,237 | 81,931 | 18,590 | 27,956 | 16,147 | 320,083 |
| Female | 1,448 | 2,997 | 4,568 | 8,782 | 1,631 | 22,350 | 3,587 | 1,124 | 4,953 | 4,158 | 55,598 |
| Total | 24,387 | 44,944 | 25,899 | 25,644 | 14,774 | 81,587 | 85,518 | 19,714 | 32,909 | 20,305 | 375,681 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 240,426 | 142,309 | 127,351 | 68,965 | 31,177 | 177,332 | 287,251 | 59,052 | 111,719 | 101,999 | 1,347,581 |
| Female | 7,799 | 9,415 | 18,162 | 24,973 | 3,859 | 57,408 | 14,272 | 3,612 | 16,890 | 15,811 | 172,201 |
| Total | 248,225 | 151,724 | 145,513 | 93,938 | 35,036 | 234,740 | 301,523 | 62,664 | 128,609 | 117,810 | 1,519,782 |

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

## Table B-21 (Continued).  FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent

| GENDER | Infantry | Electronics | Commu-nications | Medical | Other Technical | Admin-Istrators | Electrical | Craftsman | Supply | Non-Occupational* | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | | | | |
| Male | 29.70% | 4.25% | 11.79% | 6.21% | 2.47% | 13.36% | 14.02% | 1.85% | 9.84% | 6.51% | 100.00% |
| Female | 4.15% | 2.21% | 10.83% | 15.75% | 2.23% | 36.34% | 5.96% | 0.98% | 13.29% | 8.26% | 100.00% |
| Total | 26.64% | 4.01% | 11.67% | 7.35% | 2.44% | 16.11% | 13.06% | 1.74% | 10.25% | 6.72% | 100.00% |
| **NAVY** | | | | | | | | | | | |
| Male | 9.95% | 16.82% | 9.76% | 5.75% | 0.81% | 8.52% | 28.02% | 6.61% | 4.89% | 8.88% | 100.00% |
| Female | 7.99% | 9.95% | 13.46% | 13.74% | 1.32% | 19.21% | 13.36% | 3.65% | 5.37% | 11.95% | 100.00% |
| Total | 9.75% | 16.12% | 10.14% | 6.57% | 0.86% | 9.61% | 26.52% | 6.31% | 4.94% | 9.19% | 100.00% |
| **MARINE CORPS** | | | | | | | | | | | |
| Male | 26.69% | 6.73% | 7.61% | 0.00% | 2.22% | 14.09% | 15.59% | 2.79% | 12.03% | 12.24% | 100.00% |
| Female | 0.03% | 4.17% | 7.14% | 0.00% | 3.04% | 47.37% | 8.62% | 1.92% | 16.08% | 11.64% | 100.00% |
| Total | 25.45% | 6.61% | 7.59% | 0.00% | 2.26% | 15.64% | 15.26% | 2.75% | 12.22% | 12.21% | 100.00% |
| **AIR FORCE** | | | | | | | | | | | |
| Male | 7.17% | 13.11% | 6.66% | 5.27% | 4.11% | 18.51% | 25.60% | 5.81% | 8.73% | 5.04% | 100.00% |
| Female | 2.60% | 5.39% | 8.22% | 15.80% | 2.93% | 40.20% | 6.45% | 2.02% | 8.91% | 7.48% | 100.00% |
| Total | 6.49% | 11.96% | 6.89% | 6.83% | 3.93% | 21.72% | 22.76% | 5.25% | 8.76% | 5.40% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 17.84% | 10.56% | 9.45% | 5.12% | 2.31% | 13.16% | 21.32% | 4.38% | 8.29% | 7.57% | 100.00% |
| Female | 4.53% | 5.47% | 10.55% | 14.50% | 2.24% | 33.34% | 8.29% | 2.10% | 9.81% | 9.18% | 100.00% |
| Total | 16.33% | 9.98% | 9.57% | 6.18% | 2.31% | 15.45% | 19.84% | 4.12% | 8.46% | 7.75% | 100.00% |

OCCUPATIONAL AREA

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

Rows may not add to totals due to rounding.

a. Number

## Table B-22. FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

| RACE/ ETHNICITY | OCCUPATIONAL AREA | | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Commu- nications | Medical | Other Technical | Admin- istrators | Electrical | Craftsman | Supply | Non- Occupational* | |
| **ARMY** | | | | | | | | | | | |
| White | 85,768 | 13,068 | 38,089 | 20,238 | 7,588 | 33,162 | 42,796 | 5,444 | 29,081 | 24,837 | 300,071 |
| Black | 36,494 | 5,624 | 16,541 | 12,737 | 3,694 | 39,761 | 17,641 | 2,705 | 19,389 | 6,651 | 161,237 |
| Hispanic | 7,074 | 858 | 2,410 | 2,162 | 542 | 4,639 | 2,710 | 321 | 1,834 | 1,804 | 24,354 |
| Other | 6,877 | 949 | 2,644 | 2,457 | 670 | 4,806 | 3,627 | 444 | 2,129 | 1,052 | 25,655 |
| **NAVY** | | | | | | | | | | | |
| White | 30,310 | 60,840 | 33,773 | 19,708 | 3,281 | 25,950 | 89,151 | 22,895 | 11,545 | 28,222 | 325,675 |
| Black | 10,022 | 8,171 | 10,252 | 5,862 | 417 | 11,424 | 18,607 | 3,312 | 7,189 | 8,186 | 83,442 |
| Hispanic | 3,621 | 4,507 | 2,683 | 2,568 | 217 | 2,995 | 7,978 | 1,747 | 1,332 | 5,016 | 32,664 |
| Other | 1,618 | 1,835 | 679 | 2,562 | 114 | 4,565 | 8,273 | 1,545 | 3,013 | 1,562 | 25,766 |
| **MARINE CORPS** | | | | | | | | | | | |
| White | 30,371 | 9,074 | 8,563 | 0 | 2,941 | 14,612 | 18,841 | 3,261 | 12,357 | 15,412 | 115,432 |
| Black | 6,710 | 1,132 | 2,864 | 0 | 507 | 7,648 | 3,950 | 785 | 5,387 | 2,336 | 31,319 |
| Hispanic | 3,523 | 482 | 805 | 0 | 211 | 2,646 | 1,721 | 335 | 1,705 | 1,661 | 13,089 |
| Other | 1,450 | 240 | 311 | 0 | 80 | 945 | 710 | 156 | 739 | 766 | 5,397 |
| **AIR FORCE** | | | | | | | | | | | |
| White | 19,643 | 38,200 | 20,300 | 17,698 | 12,044 | 53,824 | 69,747 | 15,451 | 24,018 | 16,682 | 287,607 |
| Black | 3,545 | 4,397 | 4,232 | 5,661 | 1,958 | 21,537 | 10,868 | 3,069 | 6,749 | 2,378 | 64,394 |
| Hispanic | 849 | 1,388 | 926 | 1,218 | 457 | 3,595 | 3,131 | 709 | 1,318 | 611 | 14,202 |
| Other | 350 | 959 | 441 | 1,067 | 315 | 2,631 | 1,772 | 485 | 824 | 634 | 9,478 |
| **TOTAL DoD** | | | | | | | | | | | |
| White | 166,092 | 121,182 | 100,725 | 57,644 | 25,854 | 127,548 | 220,535 | 47,051 | 77,001 | 85,153 | 1,028,785 |
| Black | 56,771 | 19,324 | 33,889 | 24,260 | 6,576 | 80,370 | 51,066 | 9,871 | 38,714 | 19,551 | 340,392 |
| Hispanic | 15,067 | 7,235 | 6,824 | 5,948 | 1,427 | 13,875 | 15,540 | 3,112 | 6,189 | 9,092 | 84,309 |
| Other | 10,295 | 3,983 | 4,075 | 6,086 | 1,179 | 12,947 | 14,382 | 2,630 | 6,705 | 4,014 | 66,296 |

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

Table B-22 (Continued).  FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent

| RACE/ ETHNICITY | OCCUPATIONAL AREA | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Commu- nications | Medical | Other Technical | Admin- istrators | Electrical | Craftsman | Supply | Non- Occupational* | TOTAL |
| **ARMY** | | | | | | | | | | | |
| White | 28.58% | 4.35% | 12.69% | 6.74% | 2.53% | 11.05% | 14.26% | 1.81% | 9.69% | 8.28% | 100.00% |
| Black | 22.63% | 3.49% | 10.26% | 7.90% | 2.29% | 24.66% | 10.94% | 1.68% | 12.03% | 4.12% | 100.00% |
| Hispanic | 29.05% | 3.52% | 9.90% | 8.88% | 2.23% | 19.05% | 11.13% | 1.32% | 7.53% | 7.41% | 100.00% |
| Other | 26.81% | 3.70% | 10.31% | 9.58% | 2.61% | 18.73% | 14.14% | 1.73% | 8.30% | 4.10% | 100.00% |
| **NAVY** | | | | | | | | | | | |
| White | 9.31% | 18.68% | 10.37% | 6.05% | 1.01% | 7.97% | 27.37% | 7.03% | 3.54% | 8.67% | 100.00% |
| Black | 12.01% | 9.79% | 12.29% | 7.03% | 0.50% | 13.69% | 22.30% | 3.97% | 8.62% | 9.81% | 100.00% |
| Hispanic | 11.09% | 13.80% | 8.21% | 7.86% | 0.66% | 9.17% | 24.42% | 5.35% | 4.08% | 15.36% | 100.00% |
| Other | 6.28% | 7.12% | 2.64% | 9.94% | 0.44% | 17.72% | 32.11% | 6.00% | 11.69% | 6.06% | 100.00% |
| **MARINE CORPS** | | | | | | | | | | | |
| White | 26.31% | 7.86% | 7.42% | 0.00% | 2.55% | 12.66% | 16.32% | 2.83% | 10.71% | 13.35% | 100.00% |
| Black | 21.42% | 3.61% | 9.14% | 0.00% | 1.62% | 24.42% | 12.61% | 2.51% | 17.20% | 7.46% | 100.00% |
| Hispanic | 26.92% | 3.68% | 6.15% | 0.00% | 1.61% | 20.22% | 13.15% | 2.56% | 13.03% | 12.69% | 100.00% |
| Other | 26.87% | 4.45% | 5.76% | 0.00% | 1.48% | 17.51% | 13.16% | 2.89% | 13.69% | 14.19% | 100.00% |
| **AIR FORCE** | | | | | | | | | | | |
| White | 6.83% | 13.28% | 7.06% | 6.15% | 4.19% | 18.71% | 24.25% | 5.37% | 8.35% | 5.80% | 100.00% |
| Black | 5.51% | 6.83% | 6.57% | 8.79% | 3.04% | 33.45% | 16.88% | 4.77% | 10.48% | 3.69% | 100.00% |
| Hispanic | 5.98% | 9.77% | 6.52% | 8.58% | 3.22% | 25.31% | 22.05% | 4.99% | 9.28% | 4.30% | 100.00% |
| Other | 3.69% | 10.12% | 4.65% | 11.26% | 3.32% | 27.76% | 18.70% | 5.12% | 8.69% | 6.69% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | | |
| White | 16.14% | 11.78% | 9.79% | 5.60% | 2.51% | 12.40% | 21.44% | 4.57% | 7.48% | 8.28% | 100.00% |
| Black | 16.68% | 5.68% | 9.96% | 7.13% | 1.93% | 23.61% | 15.00% | 2.90% | 11.37% | 5.74% | 100.00% |
| Hispanic | 17.87% | 8.58% | 8.09% | 7.06% | 1.69% | 16.46% | 18.43% | 3.69% | 7.34% | 10.78% | 100.00% |
| Other | 15.53% | 6.01% | 6.15% | 9.18% | 1.78% | 19.53% | 21.69% | 3.97% | 10.11% | 6.05% | 100.00% |

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

Rows or columns may not add to totals due to rounding.

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Table B-23. FY 1992 Active Component Officer Accessions by Age and Service with Civilian Comparison Group

| | SERVICE | | | | | | | | TOTAL DoD | | 21-35 YR OLD CIVILIAN COLLEGE GRADUATES* | |
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | | | | |
| AGE GROUP | # | % | # | % | # | % | # | % | # | % | # | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17-19 | 0 | 0.00% | 0 | 0.00% | 7 | 0.50% | 0 | 0.00% | 7 | 0.04% | NA | --- |
| 20-24 | 3,019 | 57.20% | 2,713 | 55.96% | 722 | 51.46% | 2,695 | 57.38% | 9,149 | 56.38% | 2,067,517 | 16.01% |
| 25-29 | 1,514 | 28.69% | 1,127 | 23.25% | 652 | 46.47% | 1,134 | 24.14% | 4,427 | 27.28% | 4,471,129 | 34.63% |
| 30-34 | 411 | 7.79% | 670 | 13.82% | 20 | 1.43% | 566 | 12.05% | 1,667 | 10.27% | 5,315,102 | 41.17% |
| 35-39 | 166 | 3.15% | 207 | 4.27% | 1 | 0.07% | 179 | 3.81% | 553 | 3.41% | 1,056,824 | 8.19% |
| 40-44 | 60 | 1.14% | 59 | 1.22% | 0 | 0.00% | 70 | 1.49% | 189 | 1.16% | NA | --- |
| 45-49 | 29 | 0.55% | 26 | 0.54% | 0 | 0.00% | 29 | 0.62% | 84 | 0.52% | NA | --- |
| 50+ | 40 | 0.76% | 29 | 0.60% | 1 | 0.07% | 23 | 0.49% | 93 | 0.57% | NA | --- |
| Unknown | 39 | 0.74% | 17 | 0.35% | 0 | 0.00% | 1 | 0.02% | 57 | 0.35% | NA | --- |
| TOTAL | | | | | | | | | | | | |

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

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-24. FY 1992 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 | 1 | 0.00% | 0 | 0.00% | 7 | 0.04% | 0 | 0.00% | 8 | 0.00% | NA | --- |
| 20-24 | 7,371 | 9.07% | 7,188 | 10.84% | 1,920 | 11.12% | 6,008 | 6.65% | 22,487 | 8.81% | 1,741,156 | 5.79% |
| 25-29 | 19,654 | 24.17% | 16,994 | 25.64% | 5,464 | 31.64% | 20,373 | 22.54% | 62,485 | 24.48% | 4,051,655 | 13.46% |
| 30-34 | 18,434 | 22.67% | 13,858 | 20.91% | 3,503 | 20.28% | 20,671 | 22.87% | 56,466 | 22.12% | 4,796,722 | 15.94% |
| 35-39 | 15,782 | 19.41% | 12,363 | 18.65% | 2,982 | 17.27% | 18,976 | 21.00% | 50,103 | 19.63% | 4,775,062 | 15.87% |
| 40-44 | 11,885 | 14.62% | 9,430 | 14.23% | 2,305 | 13.35% | 15,754 | 17.43% | 39,374 | 15.43% | 4,901,811 | 16.29% |
| 45-49 | 5,895 | 7.25% | 4,675 | 7.05% | 919 | 5.32% | 6,965 | 7.71% | 18,454 | 7.23% | 3,943,411 | 13.10% |
| 50+ | 2,222 | 2.73% | 1,710 | 2.58% | 170 | 0.98% | 1,630 | 1.80% | 5,732 | 2.25% | 5,884,168 | 19.55% |
| Unknown | 68 | 0.08% | 62 | 0.09% | 0 | 0.00% | 1 | 0.00% | 131 | 0.05% | 0 | 0.00% |
| TOTAL | 81,312 | 100.00% | 66,280 | 100.00% | 17,270 | 100.00% | 90,378 | 100.00% | 255,240 | 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table B-25. FY 1992 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

| GENDER | ARMY | | NAVY | | SERVICE MARINE CORPS | | AIR FORCE | | TOTAL DoD | | CIVILIAN COLLEGE GRADUATES* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| **a. FY 1992 Active Component Officer Accessions** | | | | | | | | | | | | |
| Males | 4,287 | 81.22% | 3,924 | 80.94% | 1,367 | 97.43% | 3,699 | 78.75% | 13,277 | 81.83% | 6,338,349 | 49.09% |
| Females | 991 | 18.78% | 924 | 19.06% | 36 | 2.57% | 998 | 21.25% | 2,949 | 18.17% | 6,572,223 | 50.91% |
| TOTAL | | | | | | | | | | | | |
| **b. FY 1992 Active Component Officer Corps** | | | | | | | | | | | | |
| Males | 70,074 | 86.18% | 58,130 | 87.70% | 16,722 | 96.83% | 77,695 | 85.97% | 222,621 | 87.22% | 17,185,122 | 57.10% |
| Females | 11,238 | 13.82% | 8,150 | 12.30% | 548 | 3.17% | 12,683 | 14.03% | 32,619 | 12.78% | 12,908,862 | 42.90% |
| TOTAL | | | | | | | | | | | | |

* 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-26. FY 1992 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Groups

| | SERVICE | | | | | | | | TOTAL DoD | | CIVILIAN COLLEGE GRADUATES* | |
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | | | | |
| GENDER | Married | Unmarried | Married | Unmarried | Married | Unmarried | Married | Unmarried | Married | Unmarried | Married | Unmarried |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **a. FY 1992 Active Component Officer Accessions** | | | | | | | | | | | | |
| Males | 25.78% | 74.22% | 30.66% | 69.34% | 25.75% | 74.25% | 33.58% | 66.42% | 29.39% | 70.61% | 52.39% | 47.61% |
| Females | 28.46% | 71.54% | 26.19% | 73.81% | 27.78% | 72.22% | 31.36% | 68.64% | 28.72% | 71.28% | 57.43% | 42.57% |
| TOTAL | | | | | | | | | | | | |
| **b. FY 1992 Active Component Officer Corps** | | | | | | | | | | | | |
| Males | 76.56% | 23.44% | 71.27% | 28.73% | 71.90% | 28.10% | 79.32% | 20.68% | 75.79% | 24.21% | 72.73% | 27.27% |
| Females | 53.16% | 46.84% | 46.31% | 53.69% | 49.27% | 50.73% | 54.63% | 45.37% | 51.95% | 48.05% | 62.28% | 37.72% |
| TOTAL | | | | | | | | | | | | |

* 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-27. FY 1992 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

| RACE/ ETHNICITY | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | TOTAL DoD | | CIVILIAN COLLEGE GRADUATES* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| **a. FY 1992 Active Component Officer Accessions** | | | | | | | | | | | | |
| White | 4,370 | 82.80% | 4,112 | 84.82% | 1,217 | 86.74% | 4,188 | 89.16% | 13,887 | 85.58% | 10,901,064 | 84.44% |
| Black | 519 | 9.83% | 294 | 6.06% | 80 | 5.70% | 232 | 4.94% | 1,125 | 6.93% | 831,134 | 6.44% |
| Hispanic | 144 | 2.73% | 185 | 3.82% | 64 | 4.56% | 59 | 1.26% | 452 | 2.79% | 460,703 | 3.57% |
| Other | 245 | 4.64% | 257 | 5.30% | 42 | 2.99% | 218 | 4.64% | 762 | 4.70% | 717,670 | 5.56% |
| **TOTAL** | | | | | | | | | | | | |
| **b. FY 1992 Active Component Officer Corps** | | | | | | | | | | | | |
| White | 67,349 | 82.83% | 59,394 | 89.61% | 15,687 | 90.83% | 81,086 | 89.72% | 223,516 | 87.57% | 25,683,146 | 85.34% |
| Black | 9,431 | 11.60% | 2,860 | 4.32% | 794 | 4.60% | 5,184 | 5.74% | 18,269 | 7.16% | 1,831,389 | 6.09% |
| Hispanic | 1,754 | 2.16% | 1,745 | 2.63% | 476 | 2.76% | 1,832 | 2.03% | 5,807 | 2.28% | 979,972 | 3.26% |
| Other | 2,778 | 3.42% | 2,281 | 3.44% | 313 | 1.81% | 2,276 | 2.52% | 7,648 | 3.00% | 1,599,477 | 5.31% |
| **TOTAL** | | | | | | | | | | | | |

* 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-28. FY 1992 Active Component Officer Accessions and Officer Corps by Education and Service

| | SERVICE | | | | | | | | | |
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | TOTAL DoD | |
| EDUCATION | # | % | # | % | # | % | # | % | # | % |
|---|---|---|---|---|---|---|---|---|---|---|
| **a. FY 1992 Active Component Officer Accessions** | | | | | | | | | | |
| Less than 4-year college graduate | 41 | 0.78% | 91 | 1.88% | 46 | 3.28% | 107 | 2.28% | 285 | 1.76% |
| 4-year college graduate | 3,518 | 66.65% | 2,857 | 58.93% | 1,048 | 74.70% | 3,647 | 77.65% | 11,0?? | 68.22% |
| Greater than 4-year college graduate | 458 | 8.68% | 154 | 3.18% | 41 | 2.92% | 715 | 15.22% | 1,368 | 8.43% |
| Unknown | 1,261 | 23.89% | 1,746 | 36.01% | 268 | 19.10% | 228 | 4.85% | 3,503 | 21.59% |
| **Total** | | | | | | | | | | |
| **b. FY 1992 Active Component Officer Corps** | | | | | | | | | | |
| Less than 4-year college graduate | 688 | 0.85% | 1,989 | 3.00% | 831 | 4.81% | 247 | 0.27% | 3,755 | 1.47% |
| 4-year college graduate | 46,255 | 56.89% | 38,004 | 57.34% | 13,415 | 77.68% | 43,073 | 47.66% | 140,747 | 55.14% |
| Greater than 4-year college graduate | 31,109 | 38.26% | 19,601 | 29.57% | 2,740 | 15.87% | 46,492 | 51.44% | 99,942 | 39.16% |
| Unknown | 3,260 | 4.01% | 6,686 | 10.09% | 284 | 1.64% | 566 | 0.63% | 10,796 | 4.23% |
| **Total** | | | | | | | | | | |

Columns may not add to totals due to rounding.

Table B-29. FY 1992 Active Component Officer Accessions by Occupational Area and Service

**a. Number**

| SERVICE | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY | 0 | 2,517 | 249 | 389 | 92 | 1,344 | 206 | 316 | 165 | 5,278 |
| NAVY | 0 | 143 | 88 | 287 | 175 | 1,291 | 232 | 187 | 2,445 | 4,848 |
| MARINE CORPS | 0 | 45 | 0 | 0 | 57 | 0 | 0 | 21 | 1,279 | 1,402 |
| AIR FORCE | 1 | 535 | 224 | 664 | 411 | 1,315 | 377 | 286 | 884 | 4,697 |
| TOTAL DoD | | | | | | | | | | |

**b. Percent**

| SERVICE | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY | 0.00% | 47.69% | 4.72% | 7.37% | 1.74% | 25.46% | 3.90% | 5.99% | 3.13% | 100.00% |
| NAVY | 0.00% | 2.95% | 1.82% | 5.92% | 3.61% | 26.63% | 4.79% | 3.86% | 50.43% | 100.00% |
| MARINE CORPS | 0.00% | 3.21% | 0.00% | 0.00% | 4.07% | 0.00% | 0.00% | 1.50% | 91.23% | 100.00% |
| AIR FORCE | 0.02% | 11.39% | 4.77% | 14.14% | 8.75% | 28.00% | 8.03% | 6.09% | 18.82% | 100.00% |
| TOTAL DoD | | | | | | | | | | |

* Calculations do not include one Marine Corps O-6 officer classified as general officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

Table B-30. FY 1992 Active Component Officer Corps by Occupational Area and Service

| SERVICE | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **a. Number** | | | | | | | | | | |
| ARMY | 368 | 33,152 | 5,189 | 7,495 | 3,038 | 17,626 | 5,251 | 8,459 | 734 | 81,312 |
| NAVY | 251 | 27,101 | 2,086 | 6,011 | 2,494 | 12,057 | 3,620 | 4,387 | 8,273 | 66,280 |
| MARINE CORPS | 68 | 9,044 | 531 | 1,128 | 475 | 0 | 1,133 | 2,038 | 2,227 | 16,644 |
| AIR FORCE | 308 | 33,807 | 3,780 | 14,744 | 6,250 | 14,567 | 7,716 | 7,337 | 1,869 | 90,378 |
| TOTAL | | | | | | | | | | |
| **b. Percent** | | | | | | | | | | |
| ARMY | 0.45% | 40.77% | 6.38% | 9.22% | 3.74% | 21.68% | 6.46% | 10.40% | 0.90% | 100.00% |
| NAVY | 0.38% | 40.89% | 3.15% | 9.07% | 3.76% | 18.19% | 5.46% | 6.62% | 12.48% | 100.00% |
| MARINE CORPS | 0.41% | 54.34% | 3.19% | 6.78% | 2.85% | 0.00% | 6.81% | 12.24% | 13.38% | 100.00% |
| AIR FORCE | 0.34% | 37.41% | 4.18% | 16.31% | 6.92% | 16.12% | 8.54% | 8.12% | 2.07% | 100.00% |
| TOTAL | | | | | | | | | | |

\* Calculations do not include 626 Marine Corps O-6 officers classified as general officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

a. Number

### Table B-31. FY 1992 Active Component Officer Corps by Occupational Area, Service, and Gender

| GENDER | General Officers* | OCCUPATIONAL AREA | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | |
| **ARMY** | | | | | | | | | | |
| Males | 364 | 32,455 | 4,415 | 6,316 | 2,761 | 12,078 | 4,015 | 7,024 | 646 | 70,074 |
| Females | 4 | 697 | 774 | 1,179 | 277 | 5,548 | 1,236 | 1,435 | 88 | 11,238 |
| Total | 368 | 33,152 | 5,189 | 7,495 | 3,038 | 17,626 | 5,251 | 8,459 | 734 | 81,312 |
| **NAVY** | | | | | | | | | | |
| Males | 248 | 26,661 | 1,820 | 5,718 | 2,184 | 8,279 | 1,202 | 4,093 | 7,925 | 58,130 |
| Females | 3 | 440 | 266 | 293 | 310 | 3,778 | 2,418 | 294 | 348 | 8,150 |
| Total | 251 | 27,101 | 2,086 | 6,011 | 2,494 | 12,057 | 3,620 | 4,387 | 8,273 | 66,280 |
| **MARINE CORPS** | | | | | | | | | | |
| Males | 67 | 9,022 | 495 | 1,069 | 445 | 0 | 931 | 1,924 | 2,149 | 16,102 |
| Females | 1 | 22 | 36 | 59 | 30 | 0 | 202 | 114 | 78 | 542 |
| Total | 68 | 9,044 | 531 | 1,128 | 475 | 0 | 1,133 | 2,038 | 2,227 | 16,644 |
| **AIR FORCE** | | | | | | | | | | |
| Males | 305 | 32,560 | 3,052 | 13,132 | 5,521 | 9,046 | 6,003 | 6,336 | 1,740 | 77,695 |
| Females | 3 | 1,247 | 728 | 1,612 | 729 | 5,521 | 1,713 | 1,001 | 129 | 12,683 |
| Total | 308 | 33,807 | 3,780 | 14,744 | 6,250 | 14,567 | 7,716 | 7,337 | 1,869 | 90,378 |
| **TOTAL DoD** | | | | | | | | | | |
| Males | 984 | 100,698 | 9,782 | 26,235 | 10,911 | 29,403 | 12,151 | 19,377 | 12,460 | 222,001 |
| Females | 11 | 2,406 | 1,804 | 3,143 | 1,346 | 14,847 | 5,569 | 2,844 | 643 | 32,613 |
| Total | 995 | 103,104 | 11,586 | 29,378 | 12,257 | 44,250 | 17,720 | 22,221 | 13,103 | 254,614 |

* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

b. Percent

## Table B-31 (Continued).  FY 1992 Active Component Officer Corps by Occupational Area, Service, and Gender

| GENDER | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | | | |
| Males | 0.52% | 46.32% | 6.30% | 9.01% | 3.94% | 17.24% | 5.73% | 10.02% | 0.92% | 100.00% |
| Females | 0.04% | 6.20% | 6.89% | 10.49% | 2.46% | 49.37% | 11.00% | 12.77% | 0.78% | 100.00% |
| Total | 0.45% | 40.77% | 6.38% | 9.22% | 3.74% | 21.68% | 6.46% | 10.40% | 0.90% | 100.00% |
| **NAVY** | | | | | | | | | | |
| Males | 0.43% | 45.86% | 3.13% | 9.84% | 3.76% | 14.24% | 2.07% | 7.04% | 13.63% | 100.00% |
| Females | 0.04% | 5.40% | 3.26% | 3.60% | 3.80% | 46.36% | 29.67% | 3.61% | 4.27% | 100.00% |
| Total | 0.38% | 40.89% | 3.15% | 9.07% | 3.76% | 18.19% | 5.46% | 6.62% | 12.48% | 100.00% |
| **MARINE CORPS** | | | | | | | | | | |
| Males | 0.42% | 56.03% | 3.07% | 6.64% | 2.76% | 0.00% | 5.78% | 11.95% | 13.35% | 100.00% |
| Females | 0.18% | 4.06% | 6.64% | 10.89% | 5.54% | 0.00% | 37.27% | 21.03% | 14.39% | 100.00% |
| Total | 0.41% | 54.34% | 3.19% | 6.78% | 2.85% | 0.00% | 6.81% | 12.24% | 13.38% | 100.00% |
| **AIR FORCE** | | | | | | | | | | |
| Males | 0.39% | 41.91% | 3.93% | 16.90% | 7.11% | 11.64% | 7.73% | 8.15% | 2.24% | 100.00% |
| Females | 0.02% | 9.83% | 5.74% | 12.71% | 5.75% | 43.53% | 13.51% | 7.89% | 1.02% | 100.00% |
| Total | 0.34% | 37.41% | 4.18% | 16.31% | 6.92% | 16.12% | 8.54% | 8.12% | 2.07% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | |
| Males | 0.44% | 45.36% | 4.41% | 11.82% | 4.91% | 13.24% | 5.47% | 8.73% | 5.61% | 100.00% |
| Females | 0.03% | 7.38% | 5.53% | 9.64% | 4.13% | 45.52% | 17.08% | 8.72% | 1.97% | 100.00% |
| Total | 0.39% | 40.49% | 4.55% | 11.54% | 4.81% | 17.38% | 6.96% | 8.73% | 5.15% | 100.00% |

* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

a. Number

| RACE/ ETHNICITY | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | | | |
| White | 334 | 28,653 | 4,424 | 5,718 | 2,685 | 14,599 | 3,966 | 6,323 | 647 | 67,349 |
| Black | 25 | 3,021 | 458 | 1,295 | 231 | 1,739 | 970 | 1,642 | 50 | 9,431 |
| Hispanic | 3 | 619 | 114 | 213 | 34 | 379 | 162 | 222 | 8 | 1,754 |
| Other | 6 | 859 | 193 | 269 | 88 | 909 | 153 | 272 | 29 | 2,778 |
| **NAVY** | | | | | | | | | | |
| White | 244 | 25,205 | 1,909 | 5,485 | 2,197 | 10,255 | 3,089 | 3,832 | 7,178 | 59,394 |
| Black | 3 | 809 | 74 | 268 | 154 | 546 | 349 | 288 | 369 | 2,860 |
| Hispanic | 3 | 600 | 66 | 118 | 75 | 337 | 81 | 135 | 330 | 1,745 |
| Other | 1 | 487 | 37 | 140 | 68 | 919 | 101 | 132 | 396 | 2,281 |
| **MARINE CORPS** | | | | | | | | | | |
| White | 67 | 8,416 | 494 | 1,017 | 430 | 0 | 975 | 1,728 | 1,952 | 15,079 |
| Black | 1 | 259 | 11 | 67 | 28 | 0 | 111 | 203 | 102 | 782 |
| Hispanic | 0 | 220 | 17 | 25 | 12 | 0 | 32 | 71 | 94 | 471 |
| Other | 0 | 149 | 9 | 19 | 5 | 0 | 15 | 36 | 79 | 312 |
| **AIR FORCE** | | | | | | | | | | |
| White | 298 | 31,507 | 3,410 | 12,847 | 5,742 | 12,865 | 6,438 | 6,280 | 1,699 | 81,046 |
| Black | 5 | 1,182 | 174 | 1,046 | 268 | 846 | 908 | 689 | 66 | 5,184 |
| Hispanic | 3 | 558 | 80 | 366 | 106 | 316 | 206 | 180 | 17 | 1,832 |
| Other | 2 | 560 | 116 | 485 | 134 | 540 | 164 | 188 | 87 | 2,276 |
| **TOTAL DoD** | | | | | | | | | | |
| White | 943 | 93,781 | 10,237 | 25,067 | 11,054 | 37,719 | 14,468 | 18,163 | 11,476 | 222,908 |
| Black | 34 | 5,271 | 717 | 2,676 | 681 | 3,131 | 2,338 | 2,822 | 587 | 18,257 |
| Hispanic | 9 | 1,997 | 277 | 722 | 227 | 1,032 | 481 | 608 | 449 | 5,802 |
| Other | 9 | 2,055 | 355 | 913 | 295 | 2,368 | 433 | 628 | 591 | 7,647 |

* Calculations do not include 608 white, 12 black, 5 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

## Table B-32 (Continued). FY 1992 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent

| RACE/ETHNICITY | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientific and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY** | | | | | | | | | | |
| White | 0.50% | 42.54% | 6.57% | 8.49% | 3.99% | 21.68% | 5.89% | 9.39% | 0.96% | 100.00% |
| Black | 0.27% | 32.03% | 4.86% | 13.73% | 2.45% | 18.44% | 10.29% | 17.41% | 0.53% | 100.00% |
| Hispanic | 0.17% | 35.29% | 6.50% | 12.14% | 1.94% | 21.61% | 9.24% | 12.66% | 0.46% | 100.00% |
| Other | 0.22% | 30.92% | 6.95% | 9.68% | 3.17% | 32.72% | 5.51% | 9.79% | 1.04% | 100.00% |
| **NAVY** | | | | | | | | | | |
| White | 0.41% | 42.44% | 3.21% | 9.23% | 3.70% | 17.27% | 5.20% | 6.45% | 12.09% | 100.00% |
| Black | 0.10% | 28.29% | 2.59% | 9.37% | 5.38% | 19.09% | 12.20% | 10.07% | 12.90% | 100.00% |
| Hispanic | 0.17% | 34.38% | 3.78% | 6.76% | 4.30% | 19.31% | 4.64% | 7.74% | 18.91% | 100.00% |
| Other | 0.04% | 21.35% | 1.62% | 6.14% | 2.98% | 40.29% | 4.43% | 5.79% | 17.36% | 100.00% |
| **MARINE CORPS** | | | | | | | | | | |
| White | 0.44% | 55.81% | 3.28% | 6.74% | 2.85% | 0.00% | 6.47% | 11.46% | 12.95% | 100.00% |
| Black | 0.13% | 33.12% | 1.41% | 8.57% | 3.58% | 0.00% | 14.19% | 25.96% | 13.04% | 100.00% |
| Hispanic | 0.00% | 46.71% | 3.61% | 5.31% | 2.55% | 0.00% | 6.79% | 15.07% | 19.96% | 100.00% |
| Other | 0.00% | 47.76% | 2.88% | 6.09% | 1.60% | 0.00% | 4.81% | 11.54% | 25.32% | 100.00% |
| **AIR FORCE** | | | | | | | | | | |
| White | 0.37% | 38.86% | 4.21% | 15.84% | 7.08% | 15.87% | 7.94% | 7.74% | 2.10% | 100.00% |
| Black | 0.10% | 22.80% | 3.36% | 20.18% | 5.17% | 16.32% | 17.52% | 13.29% | 1.27% | 100.00% |
| Hispanic | 0.16% | 30.46% | 4.37% | 19.98% | 5.79% | 17.25% | 11.24% | 9.83% | 0.93% | 100.00% |
| Other | 0.09% | 24.60% | 5.10% | 21.31% | 5.89% | 23.73% | 7.21% | 8.26% | 3.82% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | |
| White | 0.42% | 42.07% | 4.59% | 11.25% | 4.96% | 16.92% | 6.49% | 8.15% | 5.15% | 100.00% |
| Black | 0.19% | 28.87% | 3.93% | 14.66% | 3.73% | 17.15% | 12.81% | 15.46% | 3.22% | 100.00% |
| Hispanic | 0.16% | 34.42% | 4.77% | 12.44% | 3.91% | 17.79% | 8.29% | 10.48% | 7.74% | 100.00% |
| Other | 0.12% | 26.87% | 4.64% | 11.94% | 3.86% | 30.97% | 5.66% | 8.21% | 7.73% | 100.00% |

* Calculations do not include 608 white, 12 black, 5 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

Table B-33. FY 1992 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number

| | | SOURCE OF COMMISSION | | | | | | |
|---|---|---|---|---|---|---|---|---|
| GENDER | Academy | ROTC Scholarship | ROTC Non-Scholarship | OCS/OTS | Direct Appointment | Other | Unknown | TOTAL |
| **ARMY** | | | | | | | | |
| Males | 904 | 1,086 | 1,345 | 215 | 428 | 4 | 305 | 4,287 |
| Females | 47 | 262 | 186 | 36 | 293 | 1 | 166 | 991 |
| Total | 951 | 1,348 | 1,531 | 251 | 721 | 5 | 471 | 5,278 |
| **NAVY** | | | | | | | | |
| Males | 784 | 988 | 175 | 575 | 1,232 | 170 | 0 | 3,924 |
| Females | 92 | 99 | 14 | 83 | 405 | 231 | 0 | 924 |
| Total | 876 | 1,087 | 189 | 658 | 1,637 | 401 | 0 | 4,848 |
| **MARINE CORPS** | | | | | | | | |
| Males | 147 | 265 | 0 | 836 | 0 | 119 | 0 | 1,367 |
| Females | 3 | 10 | 0 | 16 | 0 | 7 | 0 | 36 |
| Total | 150 | 275 | 0 | 852 | 0 | 126 | 0 | 1,403 |
| **AIR FORCE** | | | | | | | | |
| Males | 932 | 656 | 997 | 299 | 811 | 1 | 3 | 3,699 |
| Females | 132 | 117 | 126 | 53 | 570 | 0 | 0 | 998 |
| Total | 1,064 | 773 | 1,123 | 352 | 1,381 | 1 | 3 | 4,697 |
| **TOTAL DoD** | | | | | | | | |
| Males | 2,767 | 2,995 | 2,517 | 1,925 | 2,471 | 294 | 308 | 13,277 |
| Females | 274 | 488 | 326 | 188 | 1,268 | 239 | 166 | 2,949 |
| Total | 3,041 | 3,483 | 2,843 | 2,113 | 3,739 | 533 | 474 | 16,226 |

Table B-33 (Continued).  FY 1992 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent

| GENDER | SOURCE OF COMMISSION | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Academy | ROTC Scholarship | ROTC Non-Scholarship | OCS/OTS | Direct Appointment | Other | Unknown | TOTAL |
| **ARMY** | | | | | | | | |
| Males | 21.09% | 25.33% | 31.37% | 5.02% | 9.98% | 0.09% | 7.11% | 100.00% |
| Females | 4.74% | 26.44% | 18.77% | 3.63% | 29.57% | 0.10% | 16.75% | 100.00% |
| Total | 18.02% | 25.54% | 29.01% | 4.76% | 13.66% | 0.09% | 8.92% | 100.00% |
| **NAVY** | | | | | | | | |
| Males | 19.98% | 25.18% | 4.46% | 14.65% | 31.40% | 4.33% | 0.00% | 100.00% |
| Females | 9.96% | 10.71% | 1.52% | 8.98% | 43.83% | 25.00% | 0.00% | 100.00% |
| Total | 18.07% | 22.42% | 3.90% | 13.57% | 33.77% | 8.27% | 0.00% | 100.00% |
| **MARINE CORPS** | | | | | | | | |
| Males | 10.75% | 19.39% | 0.00% | 61.16% | 0.00% | 8.71% | 0.00% | 100.00% |
| Females | 8.33% | 27.78% | 0.00% | 44.44% | 0.00% | 19.44% | 0.00% | 100.00% |
| Total | 10.69% | 19.60% | 0.00% | 60.73% | 0.00% | 8.98% | 0.00% | 100.00% |
| **AIR FORCE** | | | | | | | | |
| Males | 25.20% | 17.73% | 26.95% | 8.08% | 21.92% | 0.03% | 0.08% | 100.00% |
| Females | 13.23% | 11.72% | 12.63% | 5.31% | 57.11% | 0.00% | 0.00% | 100.00% |
| Total | 22.65% | 16.46% | 23.91% | 7.49% | 29.40% | 0.02% | 0.06% | 100.00% |
| **TOTAL DoD** | | | | | | | | |
| Males | 20.84% | 22.56% | 18.96% | 14.50% | 18.61% | 2.21% | 2.32% | 100.00% |
| Females | 9.29% | 16.55% | 11.05% | 6.38% | 43.00% | 8.10% | 5.63% | 100.00% |
| Total | 18.74% | 21.47% | 17.52% | 13.02% | 23.04% | 3.28% | 2.92% | 100.00% |

Rows may not add to totals due to rounding.

Appendix C - Maps
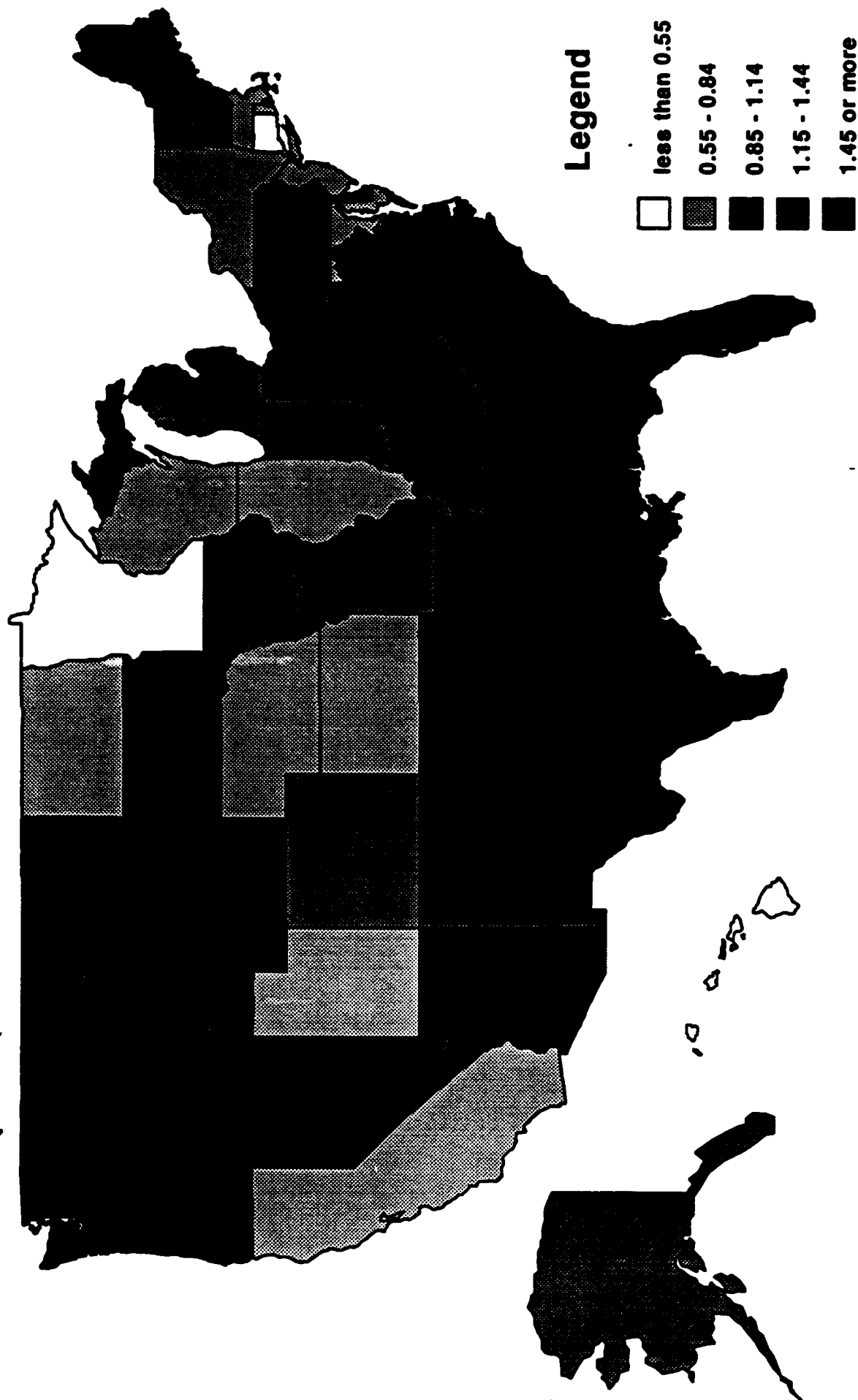
Figure C-1. Representation ratios for FY 1992 Army NPS accessions by state (% Army accessions/% civilians 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
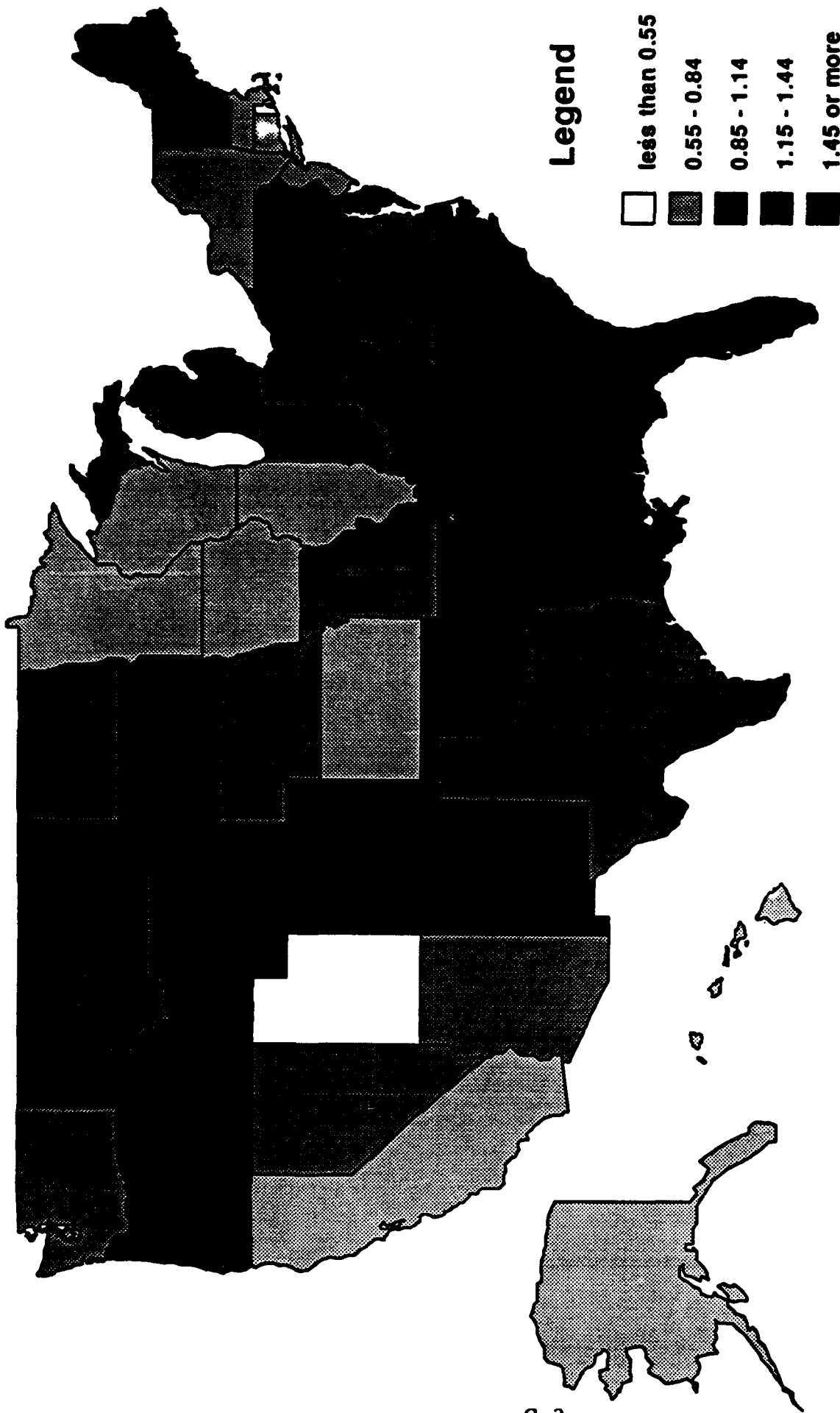
Figure C-2. Representation ratios for FY 1992 Navy NPS accessions by state (% Navy accessions/% civilians 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
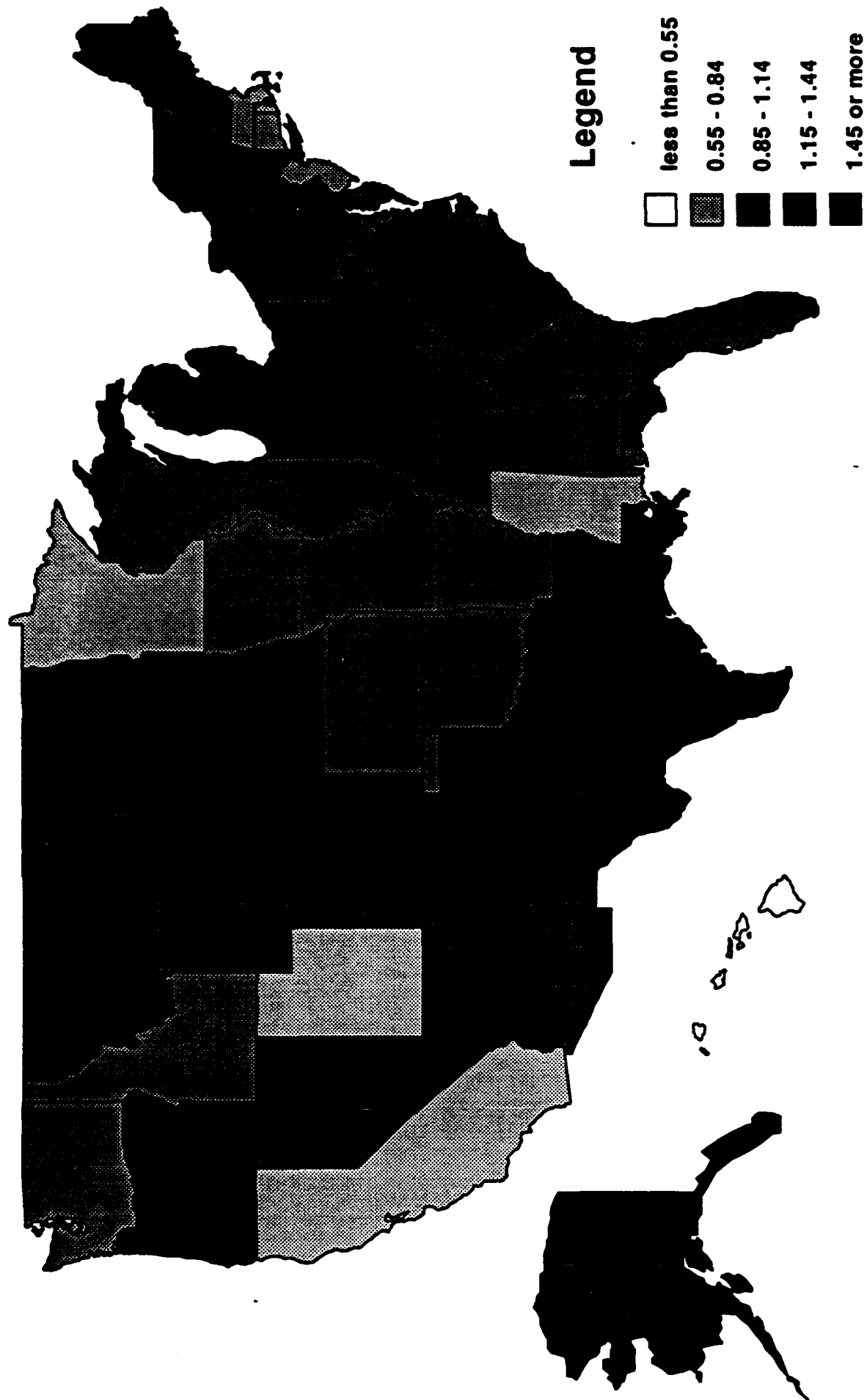
Figure C-3. Representation ratios for FY 1992 Marine Corps NPS accessions by state (% USMC accessions/% civilians 18-24).

Legend

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
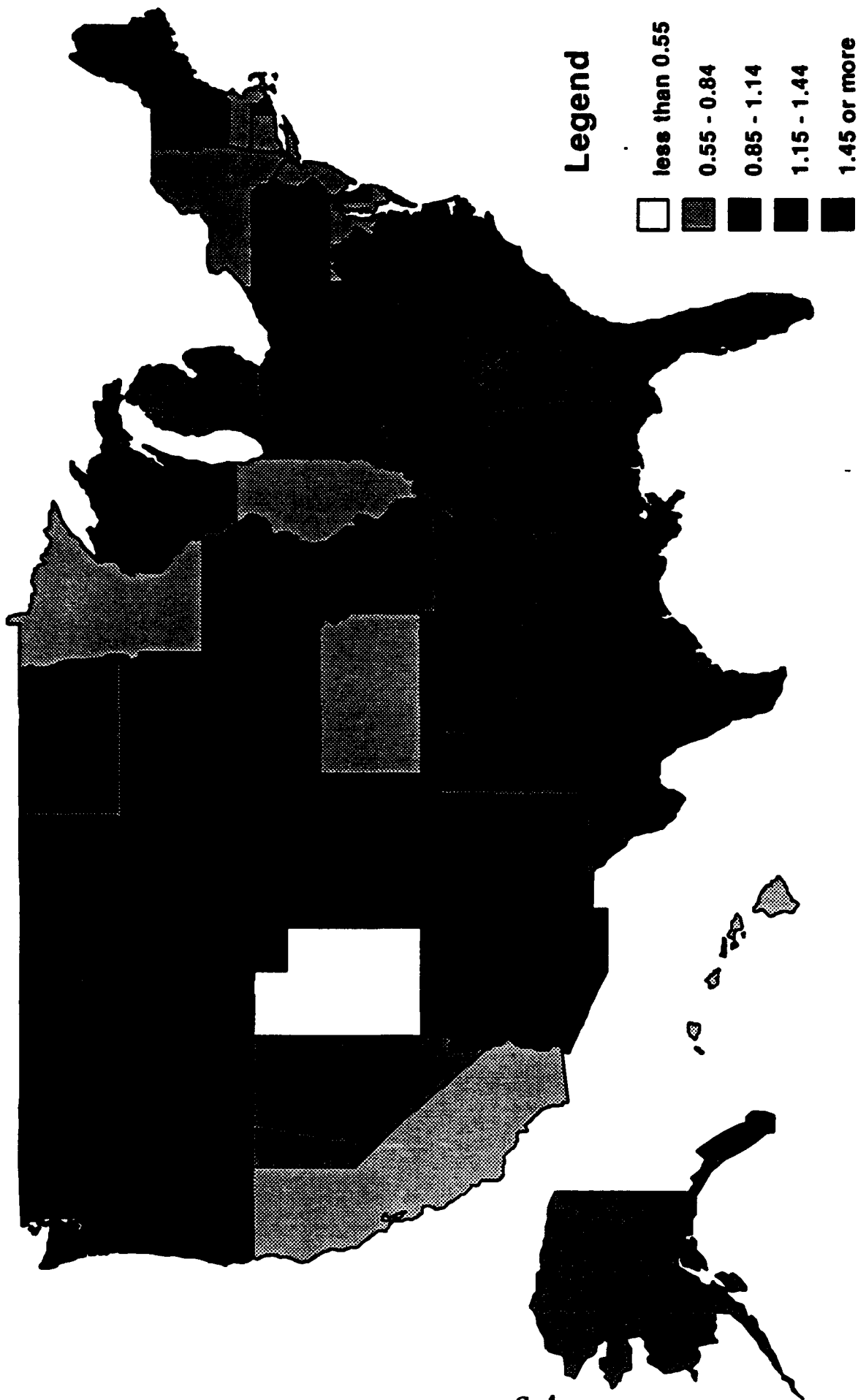
Figure C-4. Representation ratios for FY 1992 Air Force NPS accessions by state (% USAF accessions/% civilians 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |

Figure C-5. Representation ratios for FY 1992 male NPS accessions by state (% male accessions/% civilian males 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
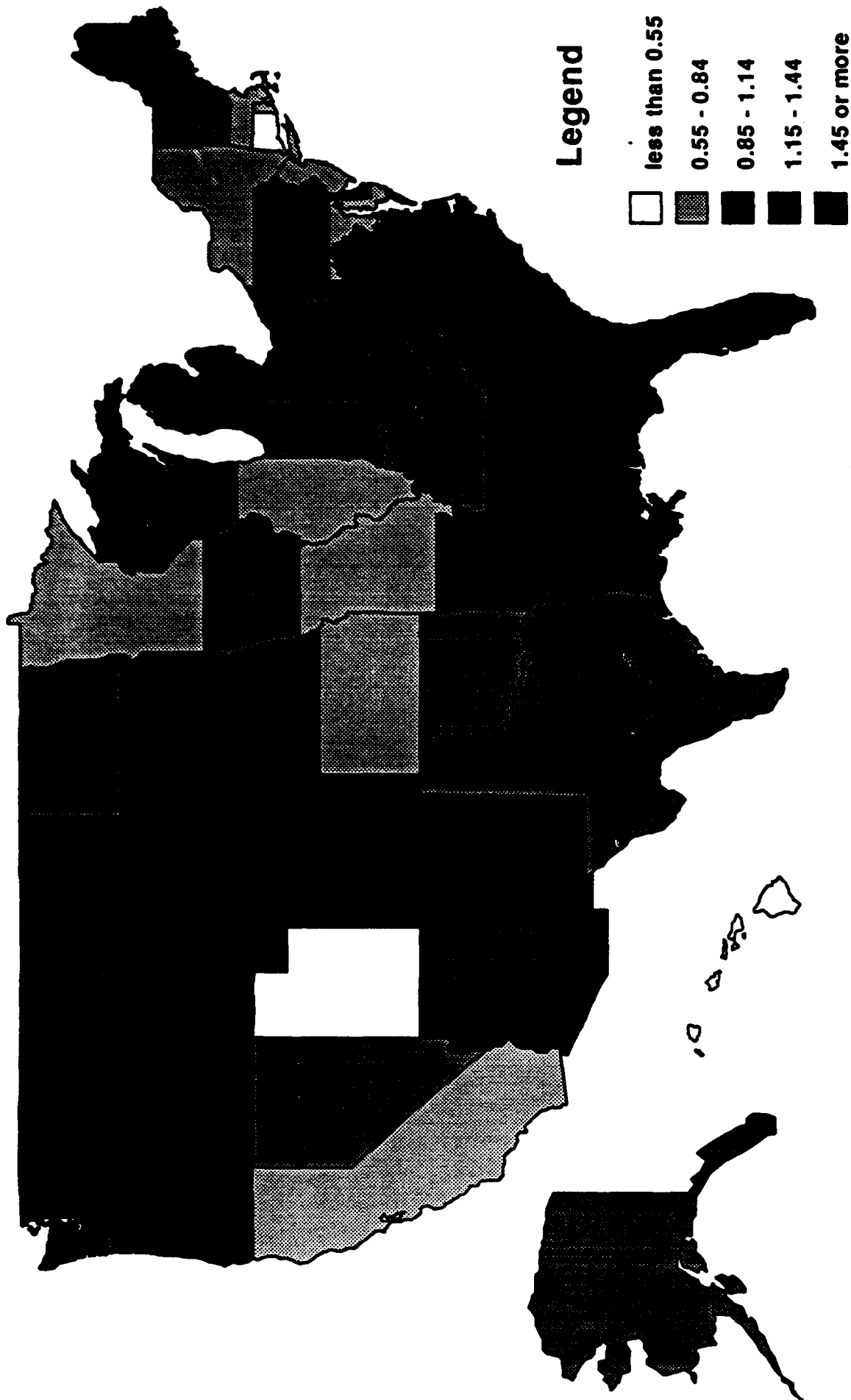
Figure C-6. Representation ratios for FY 1992 female NPS accessions by state (% female accessions/% civilian females 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
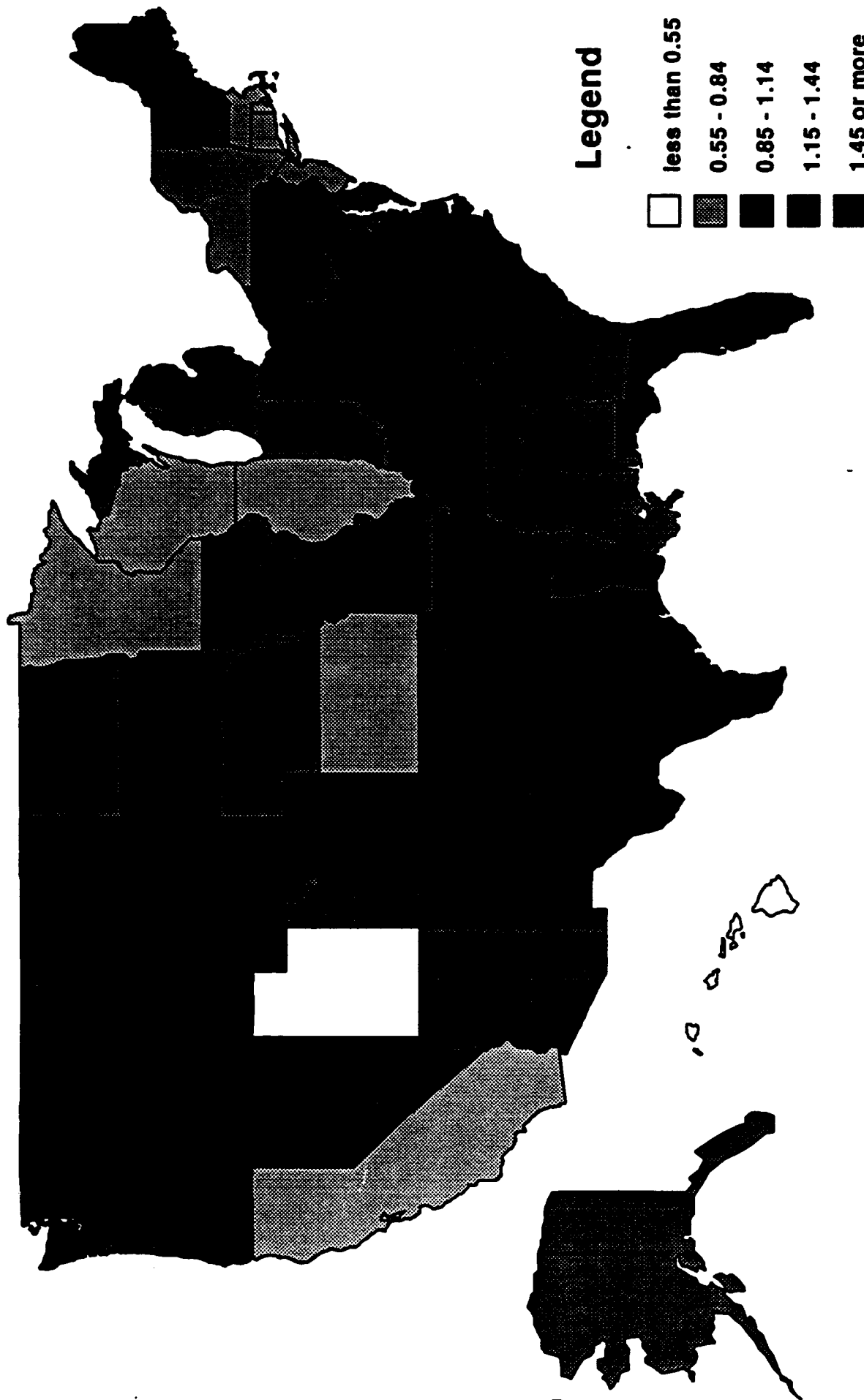
Figure C-7. Representation ratios for FY 1992 White NPS accessions by state (% White accessions/% civilian Whites 18-24).

Legend

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
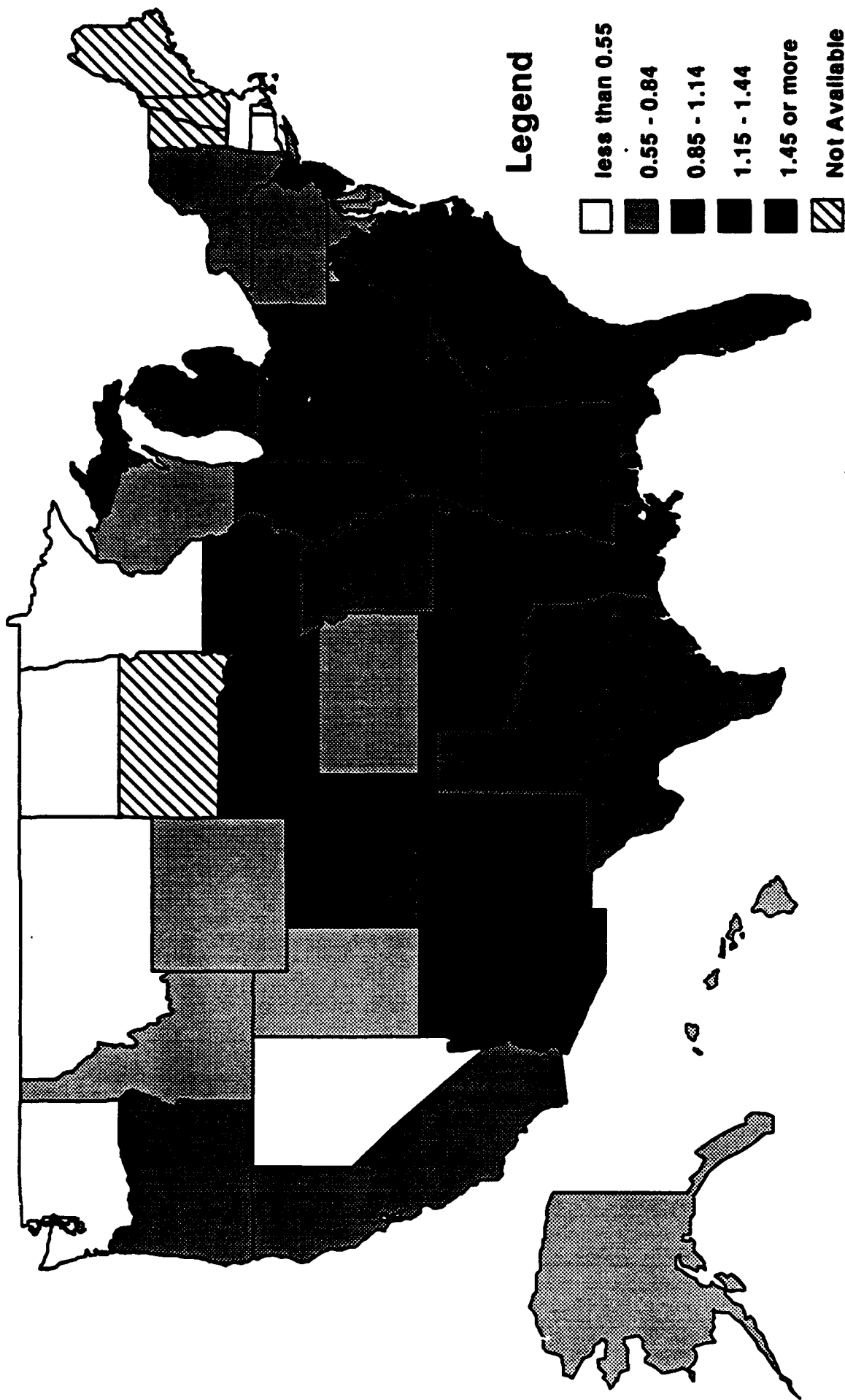
Figure C-8. Representation ratios for FY 1992 Black NPS accessions by state (% Black accessions/% civilian Blacks 18-24).

Legend

less than 0.55
0.55 - 0.84
0.85 - 1.14
1.15 - 1.44
1.45 or more
Not Available
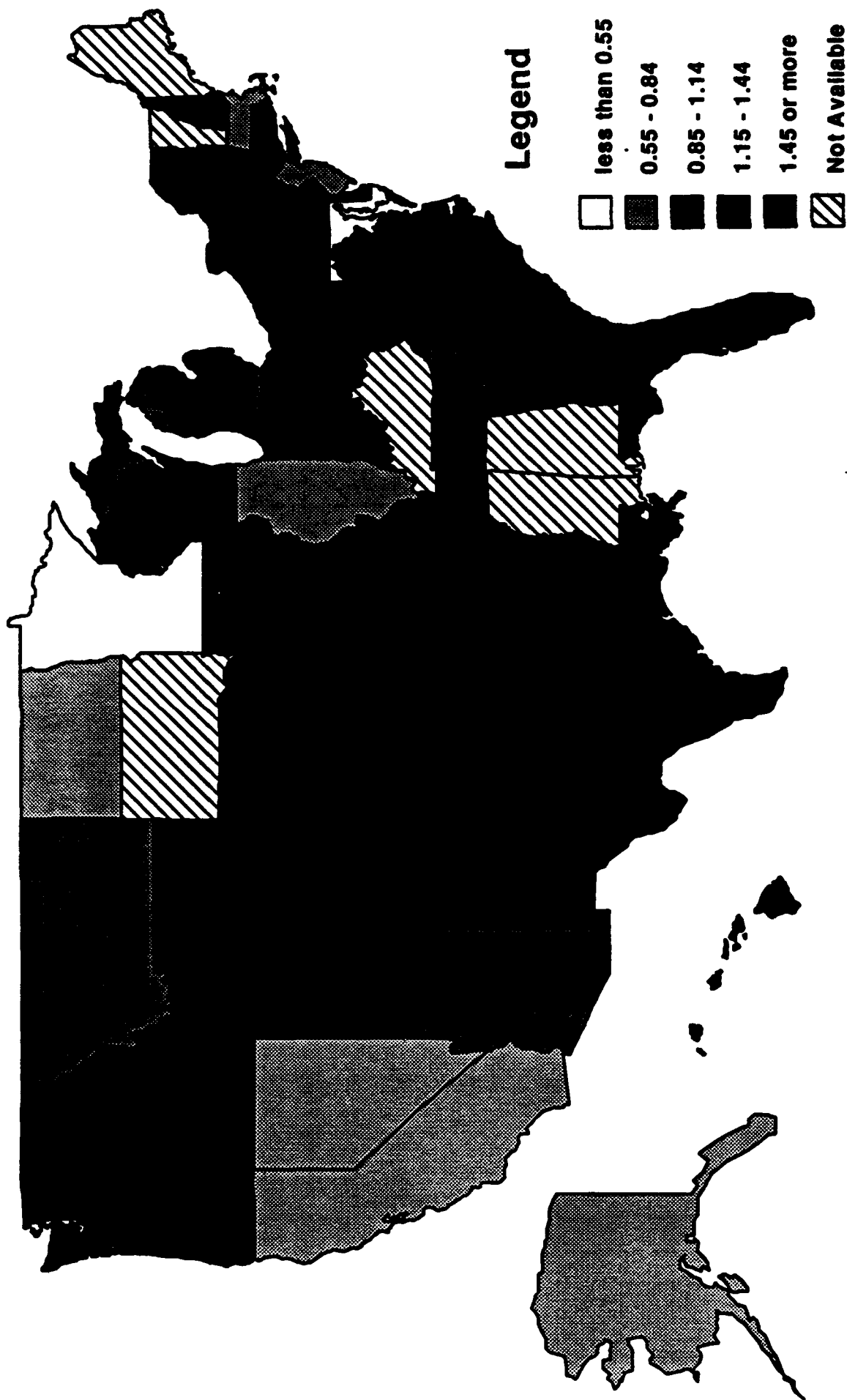
Figure C-9. Representation ratios for FY 1992 Hispanic NPS accessions by state (% Hispanic accessions/% civilian Hispanics 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▦ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
| ▨ | Not Available |
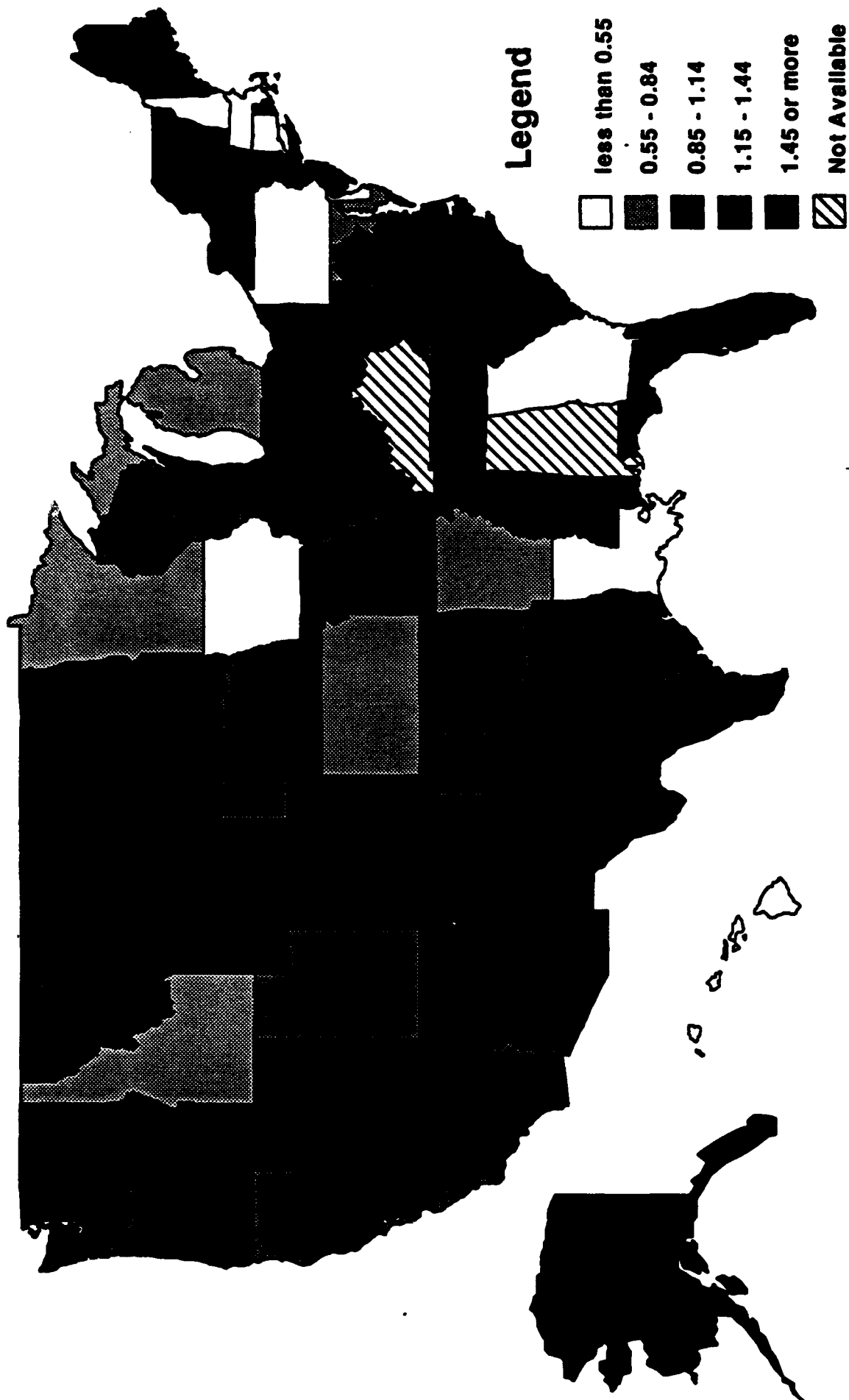
Figure C-10. Representation ratios for FY 1992 NPS accessions other than White, Black, or Hispanic by state (% "other" accessions/% civilian "others" 18-24).

**Legend**

| | |
|---|---|
| ☐ | less than 0.55 |
| ▨ | 0.55 - 0.84 |
| ■ | 0.85 - 1.14 |
| ■ | 1.15 - 1.44 |
| ■ | 1.45 or more |
| ▨ | Not Available |

Appendix D - Tables:  Selected Reserve Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps

# Table D-1. FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

a. Number

| GENDER | AGE GROUP | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 17,121 | 6,605 | 1,265 | 420 | 58 | 13 | 4 | 4 | 42 | 25,532 |
| Female | 2,557 | 980 | 279 | 120 | 12 | 1 | 0 | 1 | 6 | 3,956 |
| Total | 19,678 | 7,585 | 1,544 | 540 | 70 | 14 | 4 | 5 | 48 | 29,488 |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 16,563 | 4,638 | 766 | 301 | 8 | 3 | 1 | 0 | 4 | 22,284 |
| Female | 5,741 | 1,777 | 366 | 165 | 7 | 1 | 0 | 0 | 0 | 8,057 |
| Total | 22,304 | 6,415 | 1,132 | 466 | 15 | 4 | 1 | 0 | 4 | 30,341 |
| **NAVAL RESERVE *** | | | | | | | | | | |
| Male | 670 | 762 | 615 | 485 | 281 | 42 | 15 | 4 | 946 | 3,820 |
| Female | 70 | 129 | 261 | 182 | 85 | 3 | 0 | 0 | 111 | 841 |
| Total | 740 | 891 | 876 | 667 | 366 | 45 | 15 | 4 | 1,057 | 4,661 |
| **MARINE CORPS RESERVE \*\*** | | | | | | | | | | |
| Male | 3,347 | 1,475 | 145 | 8 | 0 | 1 | 0 | 0 | 0 | 4,976 |
| Female | 76 | 33 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 115 |
| Total | 3,423 | 1,508 | 151 | 8 | 0 | 1 | 0 | 0 | 0 | 5,091 |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 1,492 | 1,123 | 256 | 104 | 9 | 0 | 0 | 1 | 0 | 2,985 |
| Female | 372 | 265 | 79 | 46 | 1 | 0 | 0 | 0 | 1 | 764 |
| Total | 1,864 | 1,388 | 335 | 150 | 10 | 0 | 0 | 1 | 1 | 3,749 |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 413 | 421 | 114 | 46 | 2 | 0 | 0 | 0 | 0 | 996 |
| Female | 133 | 156 | 40 | 22 | 3 | 0 | 0 | 0 | 0 | 354 |
| Total | 546 | 577 | 154 | 68 | 5 | 0 | 0 | 0 | 0 | 1,350 |
| **DoD** *(shaded, illegible)* | | | | | | | | | | |
| **17-35 YR OLD CIVILIANS** | | | | | | | | | | |
| Male | 4,998,877 | 8,679,227 | 9,603,172 | 10,960,590 | 2,130,700 | 0 | 0 | 0 | 0 | 36,372,566 |
| Female | 4,889,858 | 9,086,781 | 9,950,375 | 11,231,479 | 2,271,294 | 0 | 0 | 0 | 0 | 37,429,787 |
| Total | 9,888,735 | 17,766,008 | 19,553,547 | 22,192,069 | 4,401,994 | 0 | 0 | 0 | 0 | 73,802,353 |

*The USNR non-prior service data includes accessions with prior service in other Armed Forces.

** USMCR data from Reserve Affairs. Age is calculated using derived data. Therefore expect a 15-20 percent error rate.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-1 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

| GENDER | AGE GROUP | | | | | | | | | TOTAL |
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 67.06% | 25.87% | 4.95% | 1.64% | 0.23% | 0.05% | 0.02% | 0.02% | 0.16% | 100.00% |
| Female | 64.64% | 24.77% | 7.05% | 3.03% | 0.30% | 0.03% | 0.00% | 0.03% | 0.15% | 100.00% |
| Total | 66.73% | 25.72% | 5.24% | 1.83% | 0.24% | 0.05% | 0.01% | 0.02% | 0.16% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 74.33% | 20.81% | 3.44% | 1.35% | 0.04% | 0.01% | 0.00% | 0.00% | 0.02% | 100.00% |
| Female | 71.25% | 22.06% | 4.54% | 2.05% | 0.09% | 0.01% | 0.00% | 0.00% | 0.00% | 100.00% |
| Total | 73.51% | 21.14% | 3.73% | 1.54% | 0.05% | 0.01% | 0.00% | 0.00% | 0.01% | 100.00% |
| **NAVAL RESERVE \*** | | | | | | | | | | |
| Male | 17.54% | 19.95% | 16.10% | 12.70% | 7.36% | 1.10% | 0.39% | 0.10% | 24.76% | 100.00% |
| Female | 8.32% | 15.34% | 31.03% | 21.64% | 10.11% | 0.36% | 0.00% | 0.00% | 13.20% | 100.00% |
| Total | 15.88% | 19.12% | 18.79% | 14.31% | 7.85% | 0.97% | 0.32% | 0.09% | 22.68% | 100.00% |
| **MARINE CORPS RESERVE \*\*** | | | | | | | | | | |
| Male | 67.26% | 29.64% | 2.91% | 0.16% | 0.00% | 0.02% | 0.00% | 0.00% | 0.00% | 100.00% |
| Female | 66.09% | 28.70% | 5.22% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Total | 67.24% | 29.62% | 2.97% | 0.16% | 0.00% | 0.02% | 0.00% | 0.00% | 0.00% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 49.98% | 37.62% | 8.58% | 3.48% | 0.30% | 0.00% | 0.00% | 0.03% | 0.00% | 100.00% |
| Female | 48.69% | 34.69% | 10.34% | 6.02% | 0.13% | 0.00% | 0.00% | 0.00% | 0.13% | 100.00% |
| Total | 49.72% | 37.02% | 8.94% | 4.00% | 0.27% | 0.00% | 0.00% | 0.03% | 0.03% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 41.47% | 42.27% | 11.45% | 4.62% | 0.20% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Female | 37.57% | 44.07% | 11.30% | 6.21% | 0.85% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Total | 40.44% | 42.74% | 11.41% | 5.04% | 0.37% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| **DOD** (shaded — illegible) | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Total | | | | | | | | | | |
| **17-35 YR OLD CIVILIANS** | | | | | | | | | | |
| Male | 13.74% | 23.86% | 26.40% | 30.13% | 5.86% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Female | 13.06% | 24.28% | 26.58% | 30.01% | 6.07% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| Total | 13.40% | 24.07% | 26.49% | 30.07% | 5.96% | 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.

\*\* USMCR data from Reserve Affairs. Age is calculated using derived data. Therefore expect a 15-20 percent error rate.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-2. FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

| AGE | MILITARY | | | | | | TOTAL DoD | | | MARRIED CIVILIANS |
|---|---|---|---|---|---|---|---|---|---|---|
| | MARRIED | | | UNMARRIED | | | | | | 17-35 YEARS OLD |
| | Male | Female | Total | Male | Female | Total | Male | Females | Total | |
| 17 | 49 | 15 | 64 | 15,371 | 3,820 | 19,191 | 15,420 | 3,835 | 19,255 | 62,871 |
| 18 | 179 | 39 | 218 | 14,540 | 3,198 | 17,738 | 14,719 | 3,237 | 17,956 | 116,074 |
| 19 | 274 | 70 | 344 | 9,193 | 1,807 | 11,000 | 9,467 | 1,877 | 11,344 | 222,129 |
| 20 | 291 | 111 | 402 | 5,555 | 1,085 | 6,640 | 5,846 | 1,196 | 7,042 | 400,538 |
| 21 | 366 | 107 | 473 | 3,487 | 733 | 4,220 | 3,853 | 840 | 4,693 | 642,214 |
| 22 | 370 | 98 | 468 | 2,154 | 463 | 2,617 | 2,524 | 561 | 3,085 | 855,617 |
| 23 | 334 | 130 | 464 | 1,376 | 332 | 1,708 | 1,710 | 462 | 2,172 | 1,087,532 |
| 24 | 246 | 88 | 334 | 845 | 193 | 1,038 | 1,091 | 281 | 1,372 | 1,361,455 |
| 25 | 270 | 79 | 349 | 605 | 143 | 748 | 875 | 222 | 1,097 | 1,653,655 |
| 26 | 288 | 95 | 383 | 438 | 155 | 593 | 726 | 250 | 976 | 1,756,297 |
| 27 | 258 | 83 | 341 | 371 | 127 | 498 | 629 | 210 | 839 | 2,116,275 |
| 28 | 244 | 83 | 327 | 267 | 129 | 396 | 511 | 212 | 723 | 2,504,645 |
| 29 | 221 | 49 | 270 | 199 | 88 | 287 | 420 | 137 | 557 | 2,597,311 |
| 30 | 211 | 47 | 258 | 174 | 71 | 245 | 385 | 118 | 503 | 2,814,119 |
| 31 | 164 | 55 | 219 | 145 | 57 | 202 | 309 | 112 | 421 | 2,834,103 |
| 32 | 148 | 40 | 188 | 82 | 48 | 130 | 230 | 88 | 318 | 3,090,742 |
| 33 | 114 | 46 | 160 | 82 | 44 | 126 | 196 | 90 | 286 | 3,322,360 |
| 34 | 149 | 62 | 211 | 95 | 65 | 160 | 244 | 127 | 371 | 3,104,444 |
| 35 | 107 | 29 | 136 | 42 | 29 | 71 | 149 | 58 | 207 | 3,148,893 |
| 36 | 74 | 19 | 93 | 38 | 17 | 55 | 112 | 36 | 148 | 0 |
| 37 | 23 | 6 | 29 | 14 | 3 | 17 | 37 | 9 | 46 | 0 |
| 38 | 26 | 1 | 27 | 8 | 1 | 9 | 34 | 2 | 36 | 0 |
| 39 | 20 | 2 | 22 | 6 | 1 | 7 | 26 | 3 | 29 | 0 |
| 40 | 14 | 1 | 15 | 3 | 1 | 4 | 17 | 2 | 19 | 0 |
| 41 | 15 | 0 | 15 | 3 | 0 | 3 | 18 | 0 | 18 | 0 |
| 42 | 6 | 0 | 6 | 4 | 0 | 4 | 10 | 0 | 10 | 0 |
| 43 | 7 | 0 | 7 | 2 | 1 | 3 | 9 | 1 | 10 | 0 |
| 44 | 4 | 0 | 4 | 1 | 2 | 3 | 5 | 2 | 7 | 0 |
| 45+ | 22 | 0 | 22 | 7 | 1 | 8 | 29 | 1 | 30 | 0 |
| Unknown | 265 | 52 | 317 | 727 | 66 | 793 | 992 | 118 | 1,110 | 0 |
| TOTAL | 4,759 | 1,407 | 6,166 | 55,534 | 13,590 | 69,124 | 59,591 | 14,947 | 74,530 | 0 |

Source: Civilian data from Bureau of Labor Statistics Current File, September 1992.

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Table D-2 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

| | MILITARY | | | | | | | | | MARRIED CIVILIANS 17-35 YEARS OLD |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | |
|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 1.03% | 1.07% | 1.04% | 27.53% | 30.13% | 28.01% | 25.45% | 27.22% | 25.78% | 0.19% |
| 18 | 3.76% | 2.77% | 3.54% | 26.04% | 25.22% | 25.89% | 24.29% | 22.98% | 24.04% | 0.34% |
| 19 | 5.76% | 4.98% | 5.58% | 16.46% | 14.25% | 16.06% | 15.62% | 13.32% | 15.19% | 0.66% |
| 20 | 6.11% | 7.89% | 6.52% | 9.95% | 8.56% | 9.69% | 9.65% | 8.49% | 9.43% | 1.19% |
| 21 | 7.69% | 7.60% | 7.67% | 6.25% | 5.78% | 6.16% | 6.36% | 5.96% | 6.28% | 1.91% |
| 22 | 7.77% | 6.97% | 7.59% | 3.86% | 3.65% | 3.82% | 4.17% | 3.98% | 4.13% | 2.54% |
| 23 | 7.02% | 9.24% | 7.53% | 2.46% | 2.62% | 2.49% | 2.82% | 3.28% | 2.91% | 3.23% |
| 24 | 5.17% | 6.25% | 5.42% | 1.51% | 1.52% | 1.52% | 1.80% | 1.99% | 1.84% | 4.04% |
| 25 | 5.67% | 5.61% | 5.66% | 1.08% | 1.13% | 1.09% | 1.44% | 1.58% | 1.47% | 4.91% |
| 26 | 6.05% | 6.75% | 6.21% | 0.78% | 1.22% | 0.87% | 1.20% | 1.77% | 1.31% | 5.21% |
| 27 | 5.42% | 5.90% | 5.53% | 0.66% | 1.00% | 0.73% | 1.04% | 1.49% | 1.12% | 6.28% |
| 28 | 5.13% | 5.90% | 5.30% | 0.48% | 1.02% | 0.58% | 0.84% | 1.50% | 0.97% | 7.43% |
| 29 | 4.64% | 3.48% | 4.38% | 0.36% | 0.69% | 0.42% | 0.69% | 0.97% | 0.75% | 7.71% |
| 30 | 4.43% | 3.34% | 4.18% | 0.31% | 0.56% | 0.36% | 0.64% | 0.84% | 0.67% | 8.35% |
| 31 | 3.45% | 3.91% | 3.55% | 0.26% | 0.45% | 0.29% | 0.51% | 0.80% | 0.56% | 8.41% |
| 32 | 3.11% | 2.84% | 3.05% | 0.15% | 0.38% | 0.19% | 0.38% | 0.62% | 0.43% | 9.17% |
| 33 | 2.40% | 3.27% | 2.59% | 0.15% | 0.35% | 0.18% | 0.32% | 0.64% | 0.38% | 9.86% |
| 34 | 3.13% | 4.41% | 3.42% | 0.17% | 0.51% | 0.23% | 0.40% | 0.90% | 0.50% | 9.21% |
| 35 | 2.25% | 2.06% | 2.21% | 0.08% | 0.23% | 0.10% | 0.25% | 0.41% | 0.28% | 9.35% |
| 36 | 1.55% | 1.35% | 1.51% | 0.07% | 0.13% | 0.08% | 0.18% | 0.26% | 0.20% | 0.00% |
| 37 | 0.48% | 0.43% | 0.47% | 0.03% | 0.02% | 0.02% | 0.06% | 0.06% | 0.06% | 0.00% |
| 38 | 0.55% | 0.07% | 0.44% | 0.01% | 0.01% | 0.01% | 0.06% | 0.01% | 0.05% | 0.00% |
| 39 | 0.42% | 0.14% | 0.36% | 0.01% | 0.01% | 0.01% | 0.04% | 0.02% | 0.04% | 0.00% |
| 40 | 0.29% | 0.07% | 0.24% | 0.01% | 0.01% | 0.01% | 0.03% | 0.01% | 0.03% | 0.00% |
| 41 | 0.32% | 0.00% | 0.24% | 0.01% | 0.00% | 0.00% | 0.03% | 0.00% | 0.02% | 0.00% |
| 42 | 0.13% | 0.00% | 0.10% | 0.01% | 0.00% | 0.01% | 0.02% | 0.00% | 0.01% | 0.00% |
| 43 | 0.15% | 0.00% | 0.11% | 0.00% | 0.01% | 0.00% | 0.01% | 0.01% | 0.01% | 0.00% |
| 44 | 0.08% | 0.00% | 0.06% | 0.00% | 0.02% | 0.00% | 0.01% | 0.01% | 0.01% | 0.00% |
| 45+ | 0.46% | 0.00% | 0.36% | 0.01% | 0.01% | 0.01% | 0.05% | 0.01% | 0.04% | 0.00% |
| Unknown | 5.57% | 3.70% | 5.14% | 1.30% | 0.52% | 1.16% | 1.64% | 0.84% | 1.49% | 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.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

Table D-3. FY 1992 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison

| | RACE/ETHNICITY | | | | | | | | | |
| | WHITE | | BLACK | | HISPANIC | | OTHER | | TOTAL | |
| GENDER | # | % | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 19,821 | 77.63% | 3,539 | 13.86% | 1,522 | 5.96% | 650 | 2.55% | 25,532 | 100.00% |
| Female | 2,626 | 66.38% | 957 | 24.19% | 224 | 5.66% | 149 | 3.77% | 3,956 | 100.00% |
| Total | 22,447 | 76.12% | 4,496 | 15.25% | 1,746 | 5.92% | 799 | 2.71% | 29,488 | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 15,953 | 71.59% | 3,945 | 17.70% | 1,469 | 6.59% | 917 | 4.12% | 22,284 | 100.00% |
| Female | 4,660 | 57.84% | 2,550 | 31.65% | 522 | 6.48% | 325 | 4.03% | 8,057 | 100.00% |
| Total | 20,613 | 67.94% | 6,495 | 21.41% | 1,991 | 6.56% | 1,242 | 4.09% | 30,341 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 2,949 | 77.20% | 426 | 11.15% | 291 | 7.62% | 154 | 4.03% | 3,820 | 100.00% |
| Female | 586 | 69.68% | 138 | 16.41% | 78 | 9.27% | 39 | 4.64% | 841 | 100.00% |
| Total | 3,535 | 75.84% | 564 | 12.10% | 369 | 7.92% | 193 | 4.14% | 4,661 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 3,666 | 73.67% | 488 | 9.81% | 491 | 9.87% | 331 | 6.65% | 4,976 | 100.00% |
| Female | 71 | 61.74% | 18 | 15.65% | 18 | 15.65% | 8 | 6.96% | 115 | 100.00% |
| Total | 3,737 | 73.40% | 506 | 9.94% | 509 | 10.00% | 339 | 6.66% | 5,091 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 2,510 | 84.09% | 238 | 7.97% | 135 | 4.52% | 102 | 3.42% | 2,985 | 100.00% |
| Female | 627 | 82.07% | 88 | 11.52% | 20 | 2.62% | 29 | 3.80% | 764 | 100.00% |
| Total | 3,137 | 83.68% | 326 | 8.70% | 155 | 4.13% | 131 | 3.49% | 3,749 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 735 | 73.80% | 187 | 18.78% | 34 | 3.41% | 40 | 4.02% | 996 | 100.00% |
| Female | 263 | 74.29% | 70 | 19.77% | 6 | 1.69% | 15 | 4.24% | 354 | 100.00% |
| Total | 998 | 73.93% | 257 | 19.04% | 40 | 2.96% | 55 | 4.07% | 1,350 | 100.00% |
| **DOD** | | | | | | | | | | |
| Male | 45,634 | 75.31% | 8,573 | 14.56% | 3,942 | 6.51% | 2,194 | 3.62% | 60,375 | 100.00% |
| Female | 8,833 | 62.70% | 3,821 | 27.12% | 868 | 6.16% | 565 | 4.01% | | 100.00% |
| Total | 54,467 | 72.93% | 12,644 | 16.93% | 4,810 | 6.44% | 2,759 | 3.69% | | 100.00% |
| **17-35 YR OLD CIVILIANS** | | | | | | | | | | |
| Male | 8,440,591 | 70.54% | 1,651,810 | 13.80% | 1,417,519 | 11.85% | 456,575 | 3.82% | 11,966,495 | 100.00% |
| Female | 8,667,780 | 70.23% | 1,833,999 | 14.86% | 1,364,122 | 11.05% | 476,882 | 3.86% | 12,342,783 | 100.00% |
| Total | 17,108,371 | 70.38% | 3,485,809 | 14.34% | 2,781,641 | 11.44% | 933,457 | 3.84% | 24,309,278 | 100.00% |

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

Table D-4. FY 1992 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

| ETHNICITY | COMPONENT | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | ARNG | | USAR | | USNR | | USMCR | | ANG | | USAFR | | TOTAL DoD |
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| MEXICAN | 362 | 1.23% | 628 | 2.07% | 107 | 2.30% | 327 | 6.42% | 43 | 1.15% | 8 | 0.59% | 1,475 | 1.98% |
| PUERTO RICAN | 756 | 2.56% | 619 | 2.04% | 123 | 2.64% | 37 | 0.73% | 77 | 2.05% | 11 | 0.81% | 1,623 | 2.17% |
| CUBAN | 12 | 0.04% | 29 | 0.10% | 7 | 0.15% | 5 | 0.10% | 0 | 0.00% | 0 | 0.00% | 53 | 0.07% |
| LATIN AMER. | 77 | 0.26% | 205 | 0.68% | 20 | 0.43% | 30 | 0.59% | 2 | 0.05% | 2 | 0.15% | 336 | 0.45% |
| OTHER HISP. | 539 | 1.83% | 510 | 1.68% | 112 | 2.40% | 110 | 2.16% | 33 | 0.88% | 19 | 1.41% | 1,323 | 1.77% |
| ALEUTIAN | 4 | 0.01% | 1 | 0.00% | 0 | 0.00% | 1 | 0.02% | 1 | 0.03% | 0 | 0.00% | 7 | 0.01% |
| ESKIMO | 105 | 0.36% | 2 | 0.01% | 1 | 0.02% | 1 | 0.02% | 1 | 0.03% | 0 | 0.00% | 110 | 0.15% |
| N. AMER. INDIAN | 136 | 0.46% | 83 | 0.27% | 34 | 0.73% | 16 | 0.31% | 18 | 0.48% | 4 | 0.30% | 291 | 0.39% |
| CHINESE | 15 | 0.05% | 108 | 0.36% | 6 | 0.13% | 19 | 0.37% | 2 | 0.05% | 3 | 0.22% | 153 | 0.20% |
| JAPANESE | 17 | 0.06% | 34 | 0.11% | 7 | 0.15% | 5 | 0.10% | 9 | 0.24% | 1 | 0.07% | 73 | 0.10% |
| KOREAN | 26 | 0.09% | 124 | 0.41% | 7 | 0.15% | 20 | 0.39% | 5 | 0.13% | 2 | 0.15% | 184 | 0.25% |
| INDIAN | 10 | 0.03% | 45 | 0.15% | 2 | 0.04% | 4 | 0.08% | 0 | 0.00% | 0 | 0.00% | 61 | 0.08% |
| FILIPINO | 93 | 0.32% | 255 | 0.84% | 67 | 1.44% | 69 | 1.36% | 18 | 0.48% | 11 | 0.81% | 513 | 0.69% |
| VIETNAMESE | 28 | 0.09% | 78 | 0.26% | 10 | 0.21% | 17 | 0.33% | 5 | 0.13% | 2 | 0.15% | 140 | 0.19% |
| OTHER ASIAN | 47 | 0.16% | 139 | 0.46% | 9 | 0.19% | 20 | 0.39% | 11 | 0.29% | 5 | 0.37% | 231 | 0.31% |
| MELANESIAN | 1 | 0.00% | 1 | 0.00% | 0 | 0.00% | 1 | 0.02% | 0 | 0.00% | 0 | 0.00% | 3 | 0.00% |
| MICRONESIAN | 5 | 0.02% | 28 | 0.09% | 0 | 0.00% | 2 | 0.04% | 0 | 0.00% | 1 | 0.07% | 36 | 0.05% |
| POLYNESIAN | 15 | 0.05% | 50 | 0.16% | 4 | 0.09% | 6 | 0.12% | 8 | 0.21% | 3 | 0.22% | 86 | 0.12% |
| GUAMANIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| OTHER PACIFIC | 42 | 0.14% | 32 | 0.11% | 2 | 0.04% | 6 | 0.12% | 6 | 0.16% | 1 | 0.07% | 89 | 0.12% |
| OTHER/NONE * | 27,198 | 92.23% | 18,224 | 60.06% | 4,041 | 86.70% | 4,203 | 82.56% | 3,343 | 89.17% | 1,241 | 91.93% | 36,841 | 49.33% |
| UNKNOWN | 0 | 0.00% | 9,146 | 30.14% | 102 | 2.19% | 192 | 3.77% | 167 | 4.45% | 36 | 2.67% | 31,052 | 41.58% |
| TOTALS | 29,488 | 100.00% | 30,341 | 100.00% | 4,661 | 100.00% | 5,091 | 100.00% | 3,749 | 100.00% | 1,350 | 100.00% | 74,680 | 100.00% |

* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

# Table D-5. FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

| GENDER | AFQT CATEGORY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| Male | 1,007 | 7,615 | 5,710 | 9,864 | 780 | 0 | 556 | 25,532 |
| Female | 89 | 1,111 | 926 | 1,721 | 37 | 0 | 72 | 3,956 |
| Total | 1,096 | 8,726 | 6,636 | 11,585 | 817 | 0 | 628 | 29,488 |
| **ARMY RESERVE** | | | | | | | | |
| Male | 1,519 | 9,392 | 6,171 | 5,083 | 117 | 0 | 2 | 22,284 |
| Female | 249 | 2,842 | 2,704 | 2,229 | 33 | 0 | 0 | 8,057 |
| Total | 1,768 | 12,234 | 8,875 | 7,312 | 150 | 0 | 2 | 30,341 |
| **NAVAL RESERVE** | | | | | | | | |
| Male | 45 | 314 | 201 | 299 | 29 | 0 | 2,932 | 3,820 |
| Female | 2 | 30 | 29 | 40 | 4 | 0 | 736 | 841 |
| Total | 47 | 344 | 230 | 339 | 33 | 0 | 3,668 | 4,661 |
| **MARINE CORPS RESERVE** | | | | | | | | |
| Male | 375 | 2,382 | 1,263 | 846 | 1 | 0 | 109 | 4,976 |
| Female | 12 | 60 | 34 | 8 | 0 | 0 | 1 | 115 |
| Total | 387 | 2,442 | 1,297 | 854 | 1 | 0 | 110 | 5,091 |
| **AIR NATIONAL GUARD** | | | | | | | | |
| Male | 215 | 1,469 | 681 | 571 | 0 | 0 | 49 | 2,985 |
| Female | 36 | 335 | 212 | 175 | 0 | 0 | 6 | 764 |
| Total | 251 | 1,804 | 893 | 746 | 0 | 0 | 55 | 3,749 |
| **AIR FORCE RESERVE** | | | | | | | | |
| Male | 67 | 499 | 233 | 187 | 0 | 0 | 10 | 996 |
| Female | 19 | 153 | 85 | 94 | 0 | 0 | 3 | 354 |
| Total | 86 | 652 | 318 | 281 | 0 | 0 | 13 | 1,350 |
| **DOD** | | | | | | | | |
| Male | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* |
| Female | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* |
| Total | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* | *(illegible)* |
| **1980, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 1,286,646 | 3,785,416 | 1,853,499 | 2,056,399 | 2,628,481 | 1,280,715 | 0 | 12,891,156 |
| Female | 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 |

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table D-5 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

b. Percent

| GENDER | AFQT CATEGORY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| Male | 3.94% | 29.83% | 22.36% | 38.63% | 3.05% | 0.00% | 2.18% | 100.00% |
| Female | 2.25% | 28.08% | 23.41% | 43.50% | 0.94% | 0.00% | 1.82% | 100.00% |
| Total | 3.72% | 29.59% | 22.50% | 39.29% | 2.77% | 0.00% | 2.13% | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| Male | 6.82% | 42.15% | 27.69% | 22.81% | 0.53% | 0.00% | 0.01% | 100.00% |
| Female | 3.09% | 35.27% | 33.56% | 27.67% | 0.41% | 0.00% | 0.00% | 100.00% |
| Total | 5.83% | 40.32% | 29.25% | 24.10% | 0.49% | 0.00% | 0.01% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| Male | 1.18% | 8.22% | 5.26% | 7.83% | 0.76% | 0.00% | 76.75% | 100.00% |
| Female | 0.24% | 3.57% | 3.45% | 4.76% | 0.48% | 0.00% | 87.51% | 100.00% |
| Total | 1.01% | 7.38% | 4.93% | 7.27% | 0.71% | 0.00% | 78.70% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| Male | 7.54% | 47.87% | 25.38% | 17.00% | 0.02% | 0.00% | 2.19% | 100.00% |
| Female | 10.43% | 52.17% | 29.57% | 6.96% | 0.00% | 0.00% | 0.87% | 100.00% |
| Total | 7.60% | 47.97% | 25.48% | 16.77% | 0.02% | 0.00% | 2.16% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| Male | 7.20% | 49.21% | 22.81% | 19.13% | 0.00% | 0.00% | 1.64% | 100.00% |
| Female | 4.71% | 43.85% | 27.75% | 22.91% | 0.00% | 0.00% | 0.79% | 100.00% |
| Total | 6.70% | 48.12% | 23.82% | 19.90% | 0.00% | 0.00% | 1.47% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| Male | 6.73% | 50.10% | 23.39% | 18.78% | 0.00% | 0.00% | 1.00% | 100.00% |
| Female | 5.37% | 43.22% | 24.01% | 26.55% | 0.00% | 0.00% | 0.85% | 100.00% |
| Total | 6.37% | 48.30% | 23.56% | 20.81% | 0.00% | 0.00% | 0.96% | 100.00% |
| **DoD** | | | | | | | | |
| Male | | | | | | | | |
| Female | | | | | | | | |
| Total | | | | | | | | |
| **1980, 18-23 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9.98% | 29.36% | 14.38% | 15.95% | 20.39% | 9.93% | 0.00% | 100.00% |
| Female | 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.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

# Table D-6. FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number

| RACE/ETHNICITY | AFQT CATEGORY | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| White | 1,024 | 7,759 | 5,319 | 7,634 | 368 | 0 | 343 | 22,447 |
| Black | 24 | 555 | 870 | 2,775 | 185 | 0 | 87 | 4,496 |
| Hispanic | 17 | 229 | 291 | 895 | 224 | 0 | 90 | 1,746 |
| Other | 31 | 183 | 156 | 281 | 40 | 0 | 108 | 799 |
| **ARMY RESERVE** | | | | | | | | |
| White | 1,585 | 9,485 | 5,740 | 3,742 | 59 | 0 | 2 | 20,613 |
| Black | 60 | 1,645 | 2,146 | 2,587 | 57 | 0 | 0 | 6,495 |
| Hispanic | 39 | 599 | 626 | 709 | 18 | 0 | 0 | 1,991 |
| Other | 84 | 505 | 363 | 274 | 16 | 0 | 0 | 1,242 |
| **NAVAL RESERVE** | | | | | | | | |
| White | 42 | 296 | 173 | 165 | 17 | 0 | 2,842 | 3,535 |
| Black | 1 | 18 | 33 | 112 | 13 | 0 | 387 | 564 |
| Hispanic | 2 | 18 | 19 | 47 | 2 | 0 | 281 | 369 |
| Other | 2 | 12 | 5 | 15 | 1 | 0 | 158 | 193 |
| **MARINE CORPS RESERVE** | | | | | | | | |
| White | 344 | 1,911 | 866 | 522 | 1 | 0 | 93 | 3,737 |
| Black | 3 | 156 | 186 | 153 | 0 | 0 | 8 | 506 |
| Hispanic | 10 | 209 | 161 | 122 | 0 | 0 | 7 | 509 |
| Other | 30 | 166 | 84 | 57 | 0 | 0 | 2 | 339 |
| **AIR NATIONAL GUARD** | | | | | | | | |
| White | 235 | 1,600 | 707 | 545 | 0 | 0 | 50 | 3,137 |
| Black | 6 | 102 | 99 | 116 | 0 | 0 | 3 | 326 |
| Hispanic | 1 | 46 | 50 | 56 | 0 | 0 | 2 | 155 |
| Other | 9 | 56 | 37 | 29 | 0 | 0 | 0 | 131 |
| **AIR FORCE RESERVE** | | | | | | | | |
| White | 80 | 520 | 220 | 166 | 0 | 0 | 12 | 998 |
| Black | 3 | 96 | 72 | 86 | 0 | 0 | 3 | 257 |
| Hispanic | 0 | 11 | 14 | 15 | 0 | 0 | 0 | 40 |
| Other | 3 | 25 | 12 | 14 | 0 | 0 | 1 | 55 |

Table D-6 (Continued).  FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

b. Percent

| RACE/ETHNICITY | AFQT CATEGORY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | I | II | IIIA | IIIB | IV | V | Other/Unk. | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| White | 4.56% | 34.57% | 23.70% | 34.01% | 1.64% | 0.00% | 1.53% | 100.00% |
| Black | 0.53% | 12.34% | 19.35% | 61.72% | 4.11% | 0.00% | 1.94% | 100.00% |
| Hispanic | 0.97% | 13.12% | 16.67% | 51.26% | 12.83% | 0.00% | 5.15% | 100.00% |
| Other | 3.88% | 22.90% | 19.52% | 35.17% | 5.01% | 0.00% | 13.52% | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| White | 7.69% | 46.01% | 27.85% | 18.15% | 0.29% | 0.00% | 0.01% | 100.00% |
| Black | 0.92% | 25.33% | 33.04% | 39.83% | 0.88% | 0.00% | 0.00% | 100.00% |
| Hispanic | 1.96% | 30.09% | 31.44% | 35.61% | 0.90% | 0.00% | 0.00% | 100.00% |
| Other | 6.76% | 40.66% | 29.23% | 22.06% | 1.29% | 0.00% | 0.00% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| White | 1.19% | 8.37% | 4.89% | 4.67% | 0.48% | 0.00% | 80.40% | 100.00% |
| Black | 0.18% | 3.19% | 5.85% | 19.86% | 2.30% | 0.00% | 68.62% | 100.00% |
| Hispanic | 0.54% | 4.88% | 5.15% | 12.74% | 0.54% | 0.00% | 76.15% | 100.00% |
| Other | 1.04% | 6.22% | 2.59% | 7.77% | 0.52% | 0.00% | 81.87% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| White | 9.21% | 51.14% | 23.17% | 13.97% | 0.03% | 0.00% | 2.49% | 100.00% |
| Black | 0.59% | 30.83% | 36.76% | 30.24% | 0.00% | 0.00% | 1.58% | 100.00% |
| Hispanic | 1.96% | 41.06% | 31.63% | 23.97% | 0.00% | 0.00% | 1.38% | 100.00% |
| Other | 8.85% | 48.97% | 24.78% | 16.81% | 0.00% | 0.00% | 0.59% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| White | 7.49% | 51.00% | 22.54% | 17.37% | 0.00% | 0.00% | 1.59% | 100.00% |
| Black | 1.84% | 31.29% | 30.37% | 35.58% | 0.00% | 0.00% | 0.92% | 100.00% |
| Hispanic | 0.65% | 29.68% | 32.26% | 36.13% | 0.00% | 0.00% | 1.29% | 100.00% |
| Other | 6.87% | 42.75% | 28.24% | 22.14% | 0.00% | 0.00% | 0.00% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| White | 8.02% | 52.10% | 22.04% | 16.63% | 0.00% | 0.00% | 1.20% | 100.00% |
| Black | 1.17% | 37.35% | 28.02% | 33.46% | 0.00% | 0.00% | 0.00% | 100.00% |
| Hispanic | 0.00% | 27.50% | 35.00% | 37.50% | 0.00% | 0.00% | 0.00% | 100.00% |
| Other | 5.45% | 45.45% | 21.82% | 25.45% | 0.00% | 0.00% | 1.82% | 100.00% |

Rows may not add to totals due to rounding.

Table D-7. FY 1992 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

| GENDER | EDUCATIONAL TIER | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1* | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| Male | 20,450 | 80.10% | 4,000 | 15.67% | 1,082 | 4.24% | 25,532 | 100.00% |
| Female | 3,413 | 86.27% | 441 | 11.15% | 102 | 2.58% | 3,956 | 100.00% |
| Total | 23,863 | 80.92% | 4,441 | 15.06% | 1,184 | 4.02% | 29,488 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| Male | 21,737 | 97.55% | 258 | 1.16% | 289 | 1.30% | 22,284 | 100.00% |
| Female | 8,033 | 99.70% | 9 | 0.11% | 15 | 0.19% | 8,057 | 100.00% |
| Total | 29,770 | 98.12% | 267 | 0.88% | 304 | 1.00% | 30,341 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| Male | 3,614 | 94.61% | 175 | 4.58% | 31 | 0.81% | 3,820 | 100.00% |
| Female | 788 | 93.70% | 47 | 5.59% | 6 | 0.71% | 841 | 100.00% |
| Total | 4,402 | 94.44% | 222 | 4.76% | 37 | 0.79% | 4,661 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| Male | 4,920 | 98.87% | 54 | 1.09% | 2 | 0.04% | 4,976 | 100.00% |
| Female | 112 | 97.39% | 3 | 2.61% | 0 | 0.00% | 115 | 100.00% |
| Total | 5,032 | 98.84% | 57 | 1.12% | 2 | 0.04% | 5,091 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| Male | 2,745 | 91.96% | 200 | 6.70% | 40 | 1.34% | 2,985 | 100.00% |
| Female | 724 | 94.76% | 34 | 4.45% | 6 | 0.79% | 764 | 100.00% |
| Total | 3,469 | 92.53% | 234 | 6.24% | 46 | 1.23% | 3,749 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| Male | 943 | 94.68% | 41 | 4.12% | 12 | 1.20% | 996 | 100.00% |
| Female | 342 | 96.61% | 11 | 3.11% | 1 | 0.28% | 354 | 100.00% |
| Total | 1,285 | 95.19% | 52 | 3.85% | 13 | 0.96% | 1,350 | 100.00% |
| **DOD** | | | | | | | | |
| Male | 54,409 | 89.79% | 4,728 | 7.80% | 1,456 | 2.40% | 60,593 | 100.00% |
| Female | 13,412 | 95.21% | 545 | 3.87% | 130 | 0.92% | 14,087 | 100.00% |
| Total | 67,821 | 90.83% | 5,273 | 7.06% | 1,586 | 2.12% | 74,680 | 100.00% |
| **18-24 YR OLD CIVILIANS** | | | | | | | | |
| Male | 9,723,645 | 81.26% | ** | ** | 2,242,851 | 18.74% | 11,966,496 | 100.00% |
| Female | 10,394,980 | 84.22% | ** | ** | 1,947,804 | 15.78% | 12,342,784 | 100.00% |
| Total | 20,118,625 | 82.76% | ** | ** | 4,190,655 | 17.24% | 24,309,280 | 100.00% |

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,719; USAR, 14,255; USNR, 190; USMCR, 61; ANG, 448; USAFR, 2.
** Civilian numbers and percentages combine Tier1 and Tier2
Rows may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

## Table D-8. FY 1992 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

| RACE/ETHNICITY | EDUCATIONAL TIER | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | TIER 1* | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| White | 17,992 | 80.15% | 3,516 | 15.66% | 939 | 4.18% | 22,447 | 100.00% |
| Black | 3,776 | 83.99% | 576 | 12.81% | 144 | 3.20% | 4,496 | 100.00% |
| Hispanic | 1,432 | 82.02% | 260 | 14.89% | 54 | 3.09% | 1,746 | 100.00% |
| Other | 663 | 82.98% | 89 | 11.14% | 47 | 5.88% | 799 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| White | 20,168 | 97.84% | 206 | 1.00% | 239 | 1.16% | 20,613 | 100.00% |
| Black | 6,433 | 99.05% | 30 | 0.46% | 32 | 0.49% | 6,495 | 100.00% |
| Hispanic | 1,965 | 98.69% | 12 | 0.60% | 14 | 0.70% | 1,991 | 100.00% |
| Other | 1,204 | 96.94% | 19 | 1.53% | 19 | 1.53% | 1,242 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| White | 3,325 | 94.06% | 179 | 5.06% | 31 | 0.88% | 3,535 | 100.00% |
| Black | 544 | 96.45% | 18 | 3.19% | 2 | 0.35% | 564 | 100.00% |
| Hispanic | 349 | 94.58% | 17 | 4.61% | 3 | 0.81% | 369 | 100.00% |
| Other | 184 | 95.34% | 8 | 4.15% | 1 | 0.52% | 193 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| White | 3,706 | 99.17% | 29 | 0.78% | 2 | 0.05% | 3,737 | 100.00% |
| Black | 504 | 99.60% | 2 | 0.40% | 0 | 0.00% | 506 | 100.00% |
| Hispanic | 490 | 96.27% | 19 | 3.73% | 0 | 0.00% | 509 | 100.00% |
| Other | 332 | 97.94% | 7 | 2.06% | 0 | 0.00% | 339 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| White | 2,899 | 92.41% | 198 | 6.31% | 40 | 1.28% | 3,137 | 100.00% |
| Black | 304 | 93.25% | 20 | 6.13% | 2 | 0.61% | 326 | 100.00% |
| Hispanic | 144 | 92.90% | 9 | 5.81% | 2 | 1.29% | 155 | 100.00% |
| Other | 122 | 93.13% | 7 | 5.34% | 2 | 1.53% | 131 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| White | 944 | 94.59% | 42 | 4.21% | 12 | 1.20% | 998 | 100.00% |
| Black | 251 | 97.67% | 6 | 2.33% | 0 | 0.00% | 257 | 100.00% |
| Hispanic | 37 | 92.50% | 2 | 5.00% | 1 | 2.50% | 40 | 100.00% |
| Other | 53 | 96.36% | 2 | 3.64% | 0 | 0.00% | 55 | 100.00% |
| **DOD** | | | | | | | | |
| White | 49,034 | 90.05% | | 7.46% | 1,263 | 2.35% | | 100.00% |
| Black | 11,812 | 93.45% | 652 | 5.16% | 190 | 1.47% | | 100.00% |
| Hispanic | 4,417 | 91.81% | 319 | 6.53% | 74 | 1.51% | | 100.00% |
| Other | 2,558 | 92.71% | | 4.71% | 55 | 2.35% | | 100.00% |

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,719; USAR, 14,255; USNR, 190; USMCR, 61; ANG, 448; USAFR, 2.

Rows may not add to totals due to rounding.

Table D-9. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

a. Number

| GENDER | AGE GROUP | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 1,048 | 16,866 | 10,846 | 4,921 | 2,347 | 1,461 | 586 | 301 | 96 | 38,472 |
| Female | 157 | 1,291 | 968 | 472 | 211 | 67 | 24 | 11 | 6 | 3,207 |
| Total | 1,205 | 18,157 | 11,814 | 5,393 | 2,558 | 1,528 | 610 | 312 | 102 | 41,679 |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 375 | 13,170 | 9,171 | 3,904 | 1,700 | 873 | 463 | 335 | 366 | 30,357 |
| Female | 174 | 2,650 | 1,873 | 991 | 406 | 155 | 37 | 21 | 84 | 6,391 |
| Total | 549 | 15,820 | 11,044 | 4,895 | 2,106 | 1,028 | 500 | 356 | 450 | 36,748 |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 746 | 7,641 | 4,663 | 2,133 | 1,039 | 556 | 256 | 139 | 546 | 17,719 |
| Female | 72 | 828 | 852 | 508 | 201 | 70 | 35 | 15 | 79 | 2,660 |
| Total | 818 | 8,469 | 5,515 | 2,641 | 1,240 | 626 | 291 | 154 | 625 | 20,379 |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 20 | 787 | 616 | 162 | 62 | 43 | 27 | 9 | 1 | 1,727 |
| Female | 1 | 80 | 69 | 34 | 8 | 3 | 1 | 0 | 0 | 196 |
| Total | 21 | 867 | 685 | 196 | 70 | 46 | 28 | 9 | 1 | 1,923 |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 53 | 2,119 | 2,428 | 1,301 | 534 | 326 | 162 | 49 | 1 | 6,973 |
| Female | 17 | 376 | 431 | 229 | 102 | 35 | 6 | 3 | 0 | 1,199 |
| Total | 70 | 2,495 | 2,859 | 1,530 | 636 | 361 | 168 | 52 | 1 | 8,172 |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 19 | 1,845 | 2,298 | 1,223 | 421 | 255 | 129 | 62 | 2 | 6,254 |
| Female | 12 | 466 | 525 | 321 | 110 | 34 | 10 | 1 | 1 | 1,480 |
| Total | 31 | 2,311 | 2,823 | 1,544 | 531 | 289 | 139 | 63 | 3 | 7,734 |
| **DOD** | | | | | | | | | | |
| Male | 2,261 | | | | | | | | | |
| Female | 433 | | | | | | | | | |
| Total | 2,694 | | | | | | | | | |
| **CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER** | | | | | | | | | | |
| Male | 2,887,067 | 7,246,399 | 8,989,596 | 10,371,434 | 9,768,682 | 8,462,981 | 7,005,258 | 13,976,263 | 0 | 68,707,680 |
| Female | 2,560,410 | 6,400,277 | 7,362,466 | 8,308,121 | 7,926,482 | 7,470,735 | 6,006,100 | 11,153,154 | 0 | 57,187,745 |
| Total | 5,447,477 | 13,646,676 | 16,352,062 | 18,679,555 | 17,695,164 | 15,933,716 | 13,011,358 | 25,129,417 | 0 | 125,895,425 |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-9 (Continued). FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

| GENDER | AGE GROUP | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 2.72% | 43.84% | 28.19% | 12.79% | 6.10% | 3.80% | 1.52% | 0.78% | 0.25% | 100.00% |
| Female | 4.90% | 40.26% | 30.18% | 14.72% | 6.58% | 2.09% | 0.75% | 0.34% | 0.19% | 100.00% |
| Total | 2.89% | 43.56% | 28.35% | 12.94% | 6.14% | 3.67% | 1.46% | 0.75% | 0.24% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 1.24% | 43.38% | 30.21% | 12.86% | 5.60% | 2.88% | 1.53% | 1.10% | 1.21% | 100.00% |
| Female | 2.72% | 41.46% | 29.31% | 15.51% | 6.35% | 2.43% | 0.58% | 0.33% | 1.31% | 100.00% |
| Total | 1.49% | 43.05% | 30.05% | 13.32% | 5.73% | 2.80% | 1.36% | 0.97% | 1.22% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 4.21% | 43.12% | 26.32% | 12.04% | 5.86% | 3.14% | 1.44% | 0.78% | 3.08% | 100.00% |
| Female | 2.71% | 31.13% | 32.03% | 19.10% | 7.56% | 2.63% | 1.32% | 0.56% | 2.97% | 100.00% |
| Total | 4.01% | 41.56% | 27.06% | 12.96% | 6.08% | 3.07% | 1.43% | 0.76% | 3.07% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 1.16% | 45.57% | 35.67% | 9.38% | 3.59% | 2.49% | 1.56% | 0.52% | 0.06% | 100.00% |
| Female | 0.51% | 40.82% | 35.20% | 17.35% | 4.08% | 1.53% | 0.51% | 0.00% | 0.00% | 100.00% |
| Total | 1.09% | 45.09% | 35.62% | 10.19% | 3.64% | 2.39% | 1.46% | 0.47% | 0.05% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 0.76% | 30.39% | 34.82% | 18.66% | 7.66% | 4.68% | 2.32% | 0.70% | 0.01% | 100.00% |
| Female | 1.42% | 31.36% | 35.95% | 19.10% | 8.51% | 2.92% | 0.50% | 0.25% | 0.00% | 100.00% |
| Total | 0.86% | 30.53% | 34.99% | 18.72% | 7.78% | 4.42% | 2.06% | 0.64% | 0.01% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 0.30% | 29.50% | 36.74% | 19.56% | 6.73% | 4.08% | 2.06% | 0.99% | 0.03% | 100.00% |
| Female | 0.81% | 31.49% | 35.47% | 21.69% | 7.43% | 2.30% | 0.68% | 0.07% | 0.07% | 100.00% |
| Total | 0.40% | 29.88% | 36.50% | 19.96% | 6.87% | 3.74% | 1.80% | 0.81% | 0.04% | 100.00% |
| **DOD** | | | | | | | | | | |
| Male | 2.23% | 41.00% | (illegible) | (illegible) | 6.01% | (illegible) | (illegible) | 0.81% | | 100.00% |
| Female | 2.46% | 37.61% | 33.11% | 16.48% | 7.33% | (illegible) | (illegible) | 0.41% | | 100.00% |
| Total | 2.31% | 41.24% | (illegible) | (illegible) | (illegible) | (illegible) | (illegible) | 0.81% | | 100.00% |
| **CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER** | | | | | | | | | | |
| Male | 4.20% | 10.55% | 13.08% | 15.10% | 14.22% | 12.32% | 10.20% | 20.34% | 0.00% | 100.00% |
| Female | 4.48% | 11.19% | 12.87% | 14.53% | 13.86% | 13.06% | 10.50% | 19.50% | 0.00% | 100.00% |
| Total | 4.33% | 10.84% | 12.99% | 14.84% | 14.06% | 12.66% | 10.34% | 19.96% | 0.00% | 100.00% |

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Table D-10. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group**

a. Number

| AGE | MILITARY | | | | | | | | | MARRIED CIVILIANS IN LABOR FORCE |
|---|---|---|---|---|---|---|---|---|---|---|
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | |
| 17 | 6 | 0 | 6 | 216 | 36 | 252 | 222 | 36 | 258 | 33,708 |
| 18 | 21 | 6 | 27 | 717 | 118 | 835 | 738 | 124 | 862 | 68,057 |
| 19 | 84 | 32 | 116 | 1,217 | 241 | 1,458 | 1,301 | 273 | 1,574 | 137,548 |
| 20 | 310 | 89 | 399 | 2,832 | 434 | 3,266 | 3,142 | 523 | 3,665 | 276,013 |
| 21 | 1,210 | 236 | 1,446 | 6,736 | 739 | 7,475 | 7,946 | 975 | 8,921 | 456,296 |
| 22 | 2,517 | 484 | 3,001 | 8,905 | 910 | 9,815 | 11,422 | 1,394 | 12,816 | 623,747 |
| 23 | 3,169 | 552 | 3,721 | 7,569 | 896 | 8,465 | 10,738 | 1,448 | 12,186 | 844,313 |
| 24 | 3,434 | 573 | 4,007 | 5,746 | 778 | 6,524 | 9,180 | 1,351 | 10,531 | 1,116,186 |
| 25 | 3,433 | 573 | 4,006 | 4,514 | 608 | 5,122 | 7,947 | 1,181 | 9,128 | 1,351,581 |
| 26 | 3,478 | 459 | 3,937 | 3,311 | 555 | 3,866 | 6,789 | 1,014 | 7,803 | 1,450,056 |
| 27 | 3,244 | 453 | 3,697 | 2,570 | 489 | 3,059 | 5,814 | 942 | 6,756 | 1,690,315 |
| 28 | 3,052 | 413 | 3,465 | 2,080 | 411 | 2,491 | 5,132 | 824 | 5,956 | 2,032,695 |
| 29 | 2,730 | 403 | 3,133 | 1,610 | 354 | 1,964 | 4,340 | 757 | 5,097 | 2,148,743 |
| 30 | 2,364 | 341 | 2,705 | 1,298 | 349 | 1,647 | 3,662 | 690 | 4,352 | 2,321,304 |
| 31 | 2,124 | 333 | 2,457 | 1,101 | 282 | 1,383 | 3,225 | 615 | 3,840 | 2,327,433 |
| 32 | 1,864 | 294 | 2,158 | 819 | 223 | 1,042 | 2,683 | 517 | 3,200 | 2,613,916 |
| 33 | 1,535 | 220 | 1,755 | 653 | 185 | 838 | 2,188 | 405 | 2,593 | 2,727,843 |
| 34 | 1,322 | 188 | 1,510 | 564 | 140 | 704 | 1,886 | 328 | 2,214 | 2,662,066 |
| 35 | 1,192 | 150 | 1,342 | 480 | 146 | 626 | 1,672 | 296 | 1,968 | 2,637,903 |
| 36 | 982 | 144 | 1,126 | 387 | 92 | 479 | 1,369 | 236 | 1,605 | 2,613,952 |
| 37 | 889 | 94 | 983 | 314 | 95 | 409 | 1,203 | 189 | 1,392 | 2,549,505 |
| 38 | 705 | 96 | 801 | 277 | 77 | 354 | 982 | 173 | 1,155 | 2,600,333 |
| 39 | 665 | 94 | 759 | 212 | 50 | 262 | 877 | 144 | 1,021 | 2,663,854 |
| 40 | 565 | 54 | 619 | 202 | 41 | 243 | 767 | 95 | 862 | 2,611,300 |
| 41 | 562 | 46 | 608 | 175 | 40 | 215 | 737 | 86 | 823 | 2,311,147 |
| 42 | 505 | 39 | 544 | 163 | 37 | 200 | 668 | 76 | 744 | 2,392,663 |
| 43 | 538 | 21 | 559 | 177 | 27 | 204 | 715 | 48 | 763 | 2,252,814 |
| 44 | 495 | 29 | 524 | 132 | 30 | 162 | 627 | 59 | 686 | 2,327,034 |
| 45+ | 2,019 | 69 | 2,088 | 499 | 95 | 594 | 2,518 | 164 | 2,682 | 28,825,746 |
| Unknown | 267 | 45 | 312 | 745 | 125 | 870 | 1,012 | 170 | 1,182 | 0 |
| TOTAL | 45,281 | 6,530 | 51,811 | 56,221 | 8,603 | 64,824 | 101,502 | 13,133 | 114,635 | |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

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# Table D-10 (Continued). FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

| | MILITARY | | | | | | | | | MARRIED CIVILIANS |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | IN LABOR FORCE |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Total | |
|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 0.01% | 0.00% | 0.01% | 0.38% | 0.42% | 0.39% | 0.22% | 0.24% | 0.22% | 0.04% |
| 18 | 0.05% | 0.09% | 0.05% | 1.28% | 1.37% | 1.29% | 0.73% | 0.82% | 0.74% | 0.09% |
| 19 | 0.19% | 0.49% | 0.22% | 2.16% | 2.80% | 2.25% | 1.28% | 1.80% | 1.35% | 0.17% |
| 20 | 0.68% | 1.36% | 0.77% | 5.04% | 5.04% | 5.04% | 3.10% | 3.46% | 3.14% | 0.35% |
| 21 | 2.67% | 3.61% | 2.79% | 11.98% | 8.59% | 11.53% | 7.83% | 6.44% | 7.65% | 0.58% |
| 22 | 5.56% | 7.41% | 5.79% | 15.84% | 10.58% | 15.14% | 11.25% | 9.21% | 10.99% | 0.79% |
| 23 | 7.00% | 8.45% | 7.18% | 13.46% | 10.41% | 13.06% | 10.58% | 9.57% | 10.45% | 1.07% |
| 24 | 7.58% | 8.77% | 7.73% | 10.22% | 9.04% | 10.06% | 9.04% | 8.93% | 9.03% | 1.42% |
| 25 | 7.58% | 8.77% | 7.73% | 8.03% | 7.07% | 7.90% | 7.83% | 7.80% | 7.83% | 1.72% |
| 26 | 7.68% | 7.03% | 7.60% | 5.89% | 6.45% | 5.96% | 6.69% | 6.70% | 6.69% | 1.84% |
| 27 | 7.16% | 6.94% | 7.14% | 4.57% | 5.68% | 4.72% | 5.73% | 6.22% | 5.79% | 2.15% |
| 28 | 6.74% | 6.32% | 6.69% | 3.70% | 4.78% | 3.84% | 5.06% | 5.45% | 5.11% | 2.58% |
| 29 | 6.03% | 6.17% | 6.05% | 2.86% | 4.11% | 3.03% | 4.28% | 5.00% | 4.37% | 2.73% |
| 30 | 5.22% | 5.22% | 5.22% | 2.31% | 4.06% | 2.54% | 3.61% | 4.56% | 3.73% | 2.95% |
| 31 | 4.69% | 5.10% | 4.74% | 1.96% | 3.28% | 2.13% | 3.18% | 4.06% | 3.29% | 2.96% |
| 32 | 4.12% | 4.50% | 4.17% | 1.46% | 2.59% | 1.61% | 2.64% | 3.42% | 2.74% | 3.32% |
| 33 | 3.39% | 3.37% | 3.39% | 1.16% | 2.15% | 1.29% | 2.16% | 2.68% | 2.22% | 3.47% |
| 34 | 2.92% | 2.88% | 2.91% | 1.00% | 1.63% | 1.09% | 1.86% | 2.17% | 1.90% | 3.38% |
| 35 | 2.63% | 2.30% | 2.59% | 0.85% | 1.70% | 0.97% | 1.65% | 1.96% | 1.69% | 3.35% |
| 36 | 2.17% | 2.21% | 2.17% | 0.69% | 1.07% | 0.74% | 1.35% | 1.56% | 1.38% | 3.32% |
| 37 | 1.96% | 1.44% | 1.90% | 0.56% | 1.10% | 0.63% | 1.19% | 1.25% | 1.19% | 3.24% |
| 38 | 1.56% | 1.47% | 1.55% | 0.49% | 0.90% | 0.55% | 0.97% | 1.14% | 0.99% | 3.31% |
| 39 | 1.47% | 1.44% | 1.46% | 0.38% | 0.58% | 0.40% | 0.86% | 0.95% | 0.88% | 3.39% |
| 40 | 1.25% | 0.83% | 1.19% | 0.36% | 0.48% | 0.37% | 0.76% | 0.63% | 0.74% | 3.32% |
| 41 | 1.24% | 0.70% | 1.17% | 0.31% | 0.46% | 0.33% | 0.73% | 0.57% | 0.71% | 2.94% |
| 42 | 1.12% | 0.60% | 1.05% | 0.29% | 0.43% | 0.31% | 0.66% | 0.50% | 0.64% | 3.04% |
| 43 | 1.19% | 0.32% | 1.08% | 0.31% | 0.31% | 0.31% | 0.70% | 0.32% | 0.65% | 2.86% |
| 44 | 1.09% | 0.44% | 1.01% | 0.23% | 0.35% | 0.25% | 0.62% | 0.39% | 0.59% | 2.96% |
| 45+ | 4.46% | 1.06% | 4.03% | 0.89% | 1.10% | 0.92% | 2.48% | 1.08% | 2.30% | 36.64% |
| Unknown | 0.59% | 0.69% | 0.60% | 1.33% | 1.45% | 1.34% | 1.00% | 1.12% | 1.01% | 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-11. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

| GENDER | RACE/ETHNICITY | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | WHITE | | BLACK | | HISPANIC | | OTHER | | TOTAL | |
| | # | % | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 28,618 | 74.39% | 6,569 | 17.07% | 2,048 | 5.32% | 1,237 | 3.22% | 38,472 | 100.00% |
| Female | 1,987 | 61.96% | 996 | 31.06% | 110 | 3.43% | 114 | 3.55% | 3,207 | 100.00% |
| Total | 30,605 | 73.43% | 7,565 | 18.15% | 2,158 | 5.18% | 1,351 | 3.24% | 41,679 | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 19,093 | 62.89% | 8,175 | 26.93% | 1,398 | 4.61% | 1,691 | 5.57% | 30,357 | 100.00% |
| Female | 3,071 | 48.05% | 2,806 | 43.91% | 198 | 3.10% | 316 | 4.94% | 6,391 | 100.00% |
| Total | 22,164 | 60.31% | 10,981 | 29.88% | 1,596 | 4.34% | 2,007 | 5.46% | 36,748 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 13,252 | 74.79% | 2,415 | 13.63% | 1,072 | 6.05% | 980 | 5.53% | 17,719 | 100.00% |
| Female | 1,870 | 70.30% | 514 | 19.32% | 150 | 5.64% | 126 | 4.74% | 2,660 | 100.00% |
| Total | 15,122 | 74.20% | 2,929 | 14.37% | 1,222 | 6.00% | 1,106 | 5.43% | 20,379 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 1,251 | 72.44% | 264 | 15.29% | 145 | 8.40% | 67 | 3.88% | 1,727 | 100.00% |
| Female | 144 | 73.47% | 37 | 18.88% | 12 | 6.12% | 3 | 1.53% | 196 | 100.00% |
| Total | 1,395 | 72.54% | 301 | 15.65% | 157 | 8.16% | 70 | 3.64% | 1,923 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 5,767 | 82.70% | 625 | 8.96% | 360 | 5.16% | 221 | 3.17% | 6,973 | 100.00% |
| Female | 924 | 77.06% | 197 | 16.43% | 38 | 3.17% | 40 | 3.34% | 1,199 | 100.00% |
| Total | 6,691 | 81.88% | 822 | 10.06% | 398 | 4.87% | 261 | 3.19% | 8,172 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 4,919 | 78.65% | 869 | 13.90% | 275 | 4.40% | 191 | 3.05% | 6,254 | 100.00% |
| Female | 1,051 | 71.01% | 318 | 21.49% | 61 | 4.12% | 50 | 3.38% | 1,480 | 100.00% |
| Total | 5,970 | 77.19% | 1,187 | 15.35% | 336 | 4.34% | 241 | 3.12% | 7,734 | 100.00% |
| **DOD** | | | | | | | | | | |
| Male | 72,900 | 71.82% | 18,917 | 18.64% | 5,298 | 5.22% | 4,387 | 4.32% | 101,502 | 100.00% |
| Female | 9,047 | 59.78% | 4,868 | 32.17% | 569 | 3.76% | 649 | 4.29% | 15,133 | 100.00% |
| Total | 81,947 | 70.26% | 23,785 | 20.39% | 5,867 | 5.03% | 5,036 | 4.32% | 116,638 | 100.00% |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | | | |
| Male | 35,655,909 | 75.93% | 4,906,020 | 10.45% | 4,819,666 | 10.26% | 1,579,598 | 3.36% | 46,961,193 | 100.00% |
| Female | 29,956,070 | 76.02% | 5,018,720 | 12.74% | 3,051,774 | 7.74% | 1,379,162 | 3.50% | 39,405,726 | 100.00% |
| Total | 65,611,979 | 75.97% | 9,924,740 | 11.49% | 7,871,440 | 9.11% | 2,958,760 | 3.43% | 86,366,919 | 100.00% |

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-12. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component

| ETHNICITY | ARNG | | USAR | | USNR | | USMCR | | ANG | | USAFR | | TOTAL DoD | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| MEXICAN | 697 | 1.67% | 498 | 1.36% | 430 | 2.11% | 97 | 5.04% | 148 | 1.81% | 202 | 2.61% | 2,072 | 1.78% |
| PUERTO RICAN | 694 | 1.67% | 634 | 1.73% | 225 | 1.10% | 28 | 1.46% | 160 | 1.96% | 58 | 0.75% | 1,799 | 1.54% |
| CUBAN | 29 | 0.07% | 20 | 0.05% | 26 | 0.13% | 3 | 0.16% | 5 | 0.06% | 6 | 0.08% | 89 | 0.08% |
| LATIN AMER. | 94 | 0.23% | 81 | 0.22% | 41 | 0.20% | 10 | 0.52% | 4 | 0.05% | 5 | 0.06% | 235 | 0.20% |
| OTHER HISP. | 644 | 1.55% | 363 | 0.99% | 500 | 2.45% | 19 | 0.99% | 81 | 0.99% | 65 | 0.84% | 1,672 | 1.43% |
| ALEUTIAN | 1 | 0.00% | 1 | 0.00% | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 0.00% |
| ESKIMO | 38 | 0.09% | 1 | 0.00% | 2 | 0.01% | 0 | 0.00% | 2 | 0.02% | 1 | 0.01% | 44 | 0.04% |
| N. AMER. INDIAN | 156 | 0.37% | 132 | 0.36% | 111 | 0.54% | 9 | 0.47% | 38 | 0.47% | 39 | 0.50% | 485 | 0.42% |
| CHINESE | 27 | 0.06% | 20 | 0.05% | 22 | 0.11% | 3 | 0.16% | 5 | 0.06% | 12 | 0.16% | 89 | 0.08% |
| JAPANESE | 35 | 0.08% | 27 | 0.07% | 15 | 0.07% | 1 | 0.05% | 26 | 0.32% | 7 | 0.09% | 111 | 0.10% |
| KOREAN | 38 | 0.09% | 64 | 0.17% | 20 | 0.10% | 1 | 0.05% | 4 | 0.05% | 9 | 0.12% | 136 | 0.12% |
| INDIAN | 20 | 0.05% | 13 | 0.04% | 14 | 0.07% | 1 | 0.05% | 0 | 0.00% | 0 | 0.00% | 48 | 0.04% |
| FILIPINO | 227 | 0.54% | 207 | 0.56% | 237 | 1.16% | 19 | 0.99% | 73 | 0.89% | 102 | 1.32% | 865 | 0.74% |
| VIETNAMESE | 22 | 0.05% | 28 | 0.08% | 40 | 0.20% | 2 | 0.10% | 2 | 0.02% | 0 | 0.00% | 94 | 0.08% |
| OTHER ASIAN | 58 | 0.14% | 65 | 0.18% | 20 | 0.10% | 4 | 0.21% | 26 | 0.32% | 30 | 0.39% | 203 | 0.17% |
| MELANESIAN | 5 | 0.01% | 7 | 0.02% | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 0.01% | 14 | 0.01% |
| MICRONESIAN | 6 | 0.01% | 16 | 0.04% | 3 | 0.01% | 0 | 0.00% | 2 | 0.02% | 0 | 0.00% | 27 | 0.02% |
| POLYNESIAN | 34 | 0.08% | 33 | 0.09% | 10 | 0.05% | 1 | 0.05% | 6 | 0.07% | 2 | 0.03% | 86 | 0.07% |
| GUAMANIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| OTHER PACIFIC | 104 | 0.25% | 31 | 0.08% | 6 | 0.03% | 0 | 0.00% | 10 | 0.12% | 3 | 0.04% | 154 | 0.13% |
| OTHER/NONE * | 38,750 | 92.97% | 30,386 | 82.69% | 18,325 | 89.92% | 1,698 | 88.30% | 299 | 3.66% | 183 | 2.37% | 69,975 | 59.99% |
| UNKNOWN | 0 | 0.00% | 4,121 | 11.21% | 330 | 1.62% | 27 | 1.40% | 7,281 | 89.10% | 7,009 | 90.63% | 38,434 | 32.95% |
| TOTALS | 41,679 | 100.00% | 36,748 | 100.00% | 20,378 | 100.00% | 1,923 | 100.00% | 8,171 | 100.00% | 7,735 | 100.00% | 116,734 | 100.00% |

* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

**Table D-13. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group**

| GENDER | EDUCATIONAL TIER | | | | | | TOTAL | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| Male | 32,978 | 85.72% | 3,703 | 9.63% | 1,791 | 4.66% | 38,472 | 100.00% |
| Female | 3,013 | 93.95% | 117 | 3.65% | 77 | 2.40% | 3,207 | 100.00% |
| Total | 35,991 | 86.35% | 3,820 | 9.17% | 1,868 | 4.48% | 41,679 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| Male | 26,698 | 87.95% | 2,343 | 7.72% | 1,316 | 4.34% | 30,357 | 100.00% |
| Female | 6,173 | 96.59% | 118 | 1.85% | 100 | 1.56% | 6,391 | 100.00% |
| Total | 32,871 | 89.45% | 2,461 | 6.70% | 1,416 | 3.85% | 36,748 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| Male | 17,054 | 96.25% | 413 | 2.33% | 252 | 1.42% | 17,719 | 100.00% |
| Female | 2,616 | 98.35% | 42 | 1.58% | 2 | 0.08% | 2,660 | 100.00% |
| Total | 19,670 | 96.52% | 455 | 2.23% | 254 | 1.25% | 20,379 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| Male | 1,609 | 93.17% | 102 | 5.91% | 16 | 0.93% | 1,727 | 100.00% |
| Female | 187 | 95.41% | 9 | 4.59% | 0 | 0.00% | 196 | 100.00% |
| Total | 1,796 | 93.40% | 111 | 5.77% | 16 | 0.83% | 1,923 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| Male | 6,786 | 97.32% | 177 | 2.54% | 10 | 0.14% | 6,973 | 100.00% |
| Female | 1,186 | 98.92% | 12 | 1.00% | 1 | 0.08% | 1,199 | 100.00% |
| Total | 7,972 | 97.55% | 189 | 2.31% | 11 | 0.13% | 8,172 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| Male | 6,156 | 98.43% | 89 | 1.42% | 9 | 0.14% | 6,254 | 100.00% |
| Female | 1,462 | 98.78% | 16 | 1.08% | 2 | 0.14% | 1,480 | 100.00% |
| Total | 7,618 | 98.50% | 105 | 1.36% | 11 | 0.14% | 7,734 | 100.00% |
| **DOD** | | | | | | | | |
| Male | 91,281 | 89.93% | 6,427 | 6.73% | 3,394 | 3.34% | 101,502 | 100.00% |
| Female | 14,637 | 96.72% | 314 | 2.07% | 182 | 1.20% | 15,133 | 100.00% |
| Total | 105,918 | 90.81% | 7,141 | 6.12% | 3,576 | 3.07% | 116,653 | 100.00% |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | |
| Male | 40,939,067 | 87.18% | * | 0.00% | 6,022,126 | 12.82% | 46,961,193 | 100.00% |
| Female | 35,956,636 | 91.25% | * | 0.00% | 3,449,089 | 8.75% | 39,405,726 | 100.00% |
| Total | 76,895,703 | 89.03% | * | 0.00% | 9,471,216 | 10.97% | 86,366,919 | 100.00% |

\* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-14. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

| RACE/ETHNICITY | EDUCATIONAL TIER | | | | | | TOTAL | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| White | 26,130 | 85.38% | 3,062 | 10.00% | 1,413 | 4.62% | 30,605 | 100.00% |
| Black | 6,770 | 89.49% | 487 | 6.44% | 308 | 4.07% | 7,565 | 100.00% |
| Hispanic | 1,870 | 86.65% | 194 | 8.99% | 94 | 4.36% | 2,158 | 100.00% |
| Other | 1,221 | 90.38% | 77 | 5.70% | 53 | 3.92% | 1,351 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| White | 19,587 | 88.37% | 1,655 | 7.47% | 922 | 4.16% | 22,164 | 100.00% |
| Black | 10,035 | 91.39% | 586 | 5.34% | 360 | 3.28% | 10,981 | 100.00% |
| Hispanic | 1,393 | 87.28% | 130 | 8.15% | 73 | 4.57% | 1,596 | 100.00% |
| Other | 1,856 | 92.48% | 90 | 4.48% | 61 | 3.04% | 2,007 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| White | 14,574 | 96.38% | 355 | 2.35% | 193 | 1.28% | 15,122 | 100.00% |
| Black | 2,869 | 97.95% | 37 | 1.26% | 23 | 0.79% | 2,929 | 100.00% |
| Hispanic | 1,157 | 94.68% | 43 | 3.52% | 22 | 1.80% | 1,222 | 100.00% |
| Other | 1,070 | 96.75% | 20 | 1.81% | 16 | 1.45% | 1,106 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| White | 1,302 | 93.33% | 79 | 5.66% | 14 | 1.00% | 1,395 | 100.00% |
| Black | 284 | 94.35% | 16 | 5.32% | 1 | 0.33% | 301 | 100.00% |
| Hispanic | 143 | 91.08% | 13 | 8.28% | 1 | 0.64% | 157 | 100.00% |
| Other | 67 | 95.71% | 3 | 4.29% | 0 | 0.00% | 70 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| White | 6,518 | 97.41% | 162 | 2.42% | 11 | 0.16% | 6,691 | 100.00% |
| Black | 812 | 98.78% | 10 | 1.22% | 0 | 0.00% | 822 | 100.00% |
| Hispanic | 384 | 96.48% | 14 | 3.52% | 0 | 0.00% | 398 | 100.00% |
| Other | 258 | 98.85% | 3 | 1.15% | 0 | 0.00% | 261 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| White | 5,875 | 98.41% | 85 | 1.42% | 10 | 0.17% | 5,970 | 100.00% |
| Black | 1,173 | 98.82% | 14 | 1.18% | 0 | 0.00% | 1,187 | 100.00% |
| Hispanic | 330 | 98.21% | 5 | 1.49% | 1 | 0.30% | 336 | 100.00% |
| Other | 240 | 99.59% | 1 | 0.41% | 0 | 0.00% | 241 | 100.00% |
| **DOD** | | | | | | | | |
| White | 73,986 | 90.29% | 1,398 | 6.59% | 2,363 | 3.11% | 81,963 | 100.00% |
| Black | 21,943 | 92.24% | 1,150 | 5.11% | 692 | 2.91% | 23,783 | 100.00% |
| Hispanic | 5,277 | 89.94% | 379 | 6.80% | 191 | 3.25% | 5,867 | 100.00% |
| Other | 4,712 | 93.57% | 194 | 3.11% | 130 | 2.58% | 5,036 | 100.00% |

Rows may not add to totals due to rounding.

Table D-15. FY 1992 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

a. Number

| GENDER | AGE GROUP | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 26,138 | 96,104 | 67,700 | 46,859 | 34,134 | 36,081 | 25,907 | 17,819 | 27 | 350,769 |
| Female | 3,435 | 9,043 | 6,008 | 4,533 | 2,893 | 1,355 | 584 | 280 | 4 | 28,135 |
| Total | 29,573 | 105,147 | 73,708 | 51,392 | 37,027 | 37,436 | 26,491 | 18,099 | 31 | 378,904 |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 22,708 | 51,929 | 37,695 | 23,833 | 17,449 | 18,617 | 13,738 | 8,507 | 206 | 194,682 |
| Female | 7,436 | 16,287 | 10,211 | 7,120 | 4,792 | 2,690 | 1,265 | 587 | 65 | 50,453 |
| Total | 30,144 | 68,216 | 47,906 | 30,953 | 22,241 | 21,307 | 15,003 | 9,094 | 271 | 245,135 |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 1,957 | 26,874 | 21,260 | 14,792 | 12,340 | 10,672 | 6,128 | 3,538 | 218 | 97,779 |
| Female | 185 | 3,795 | 4,509 | 3,636 | 2,740 | 1,472 | 709 | 483 | 33 | 17,562 |
| Total | 2,142 | 30,669 | 25,769 | 18,428 | 15,080 | 12,144 | 6,837 | 4,021 | 251 | 115,341 |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 4,228 | 21,955 | 6,560 | 2,231 | 1,009 | 777 | 511 | 147 | 1 | 37,419 |
| Female | 89 | 444 | 385 | 256 | 107 | 30 | 16 | 2 | 0 | 1,329 |
| Total | 4,317 | 22,399 | 6,945 | 2,487 | 1,116 | 807 | 527 | 149 | 1 | 38,748 |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 1,860 | 12,909 | 17,334 | 14,519 | 10,959 | 13,341 | 11,103 | 8,369 | 0 | 90,394 |
| Female | 454 | 3,039 | 3,677 | 3,085 | 2,334 | 1,166 | 415 | 194 | 0 | 14,364 |
| Total | 2,314 | 15,948 | 21,011 | 17,604 | 13,293 | 14,507 | 11,518 | 8,563 | 0 | 104,758 |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 445 | 6,318 | 10,968 | 9,814 | 7,564 | 7,738 | 6,237 | 4,614 | 0 | 53,698 |
| Female | 145 | 2,020 | 3,113 | 2,897 | 2,120 | 1,186 | 426 | 201 | 0 | 12,108 |
| Total | 590 | 8,338 | 14,081 | 12,711 | 9,684 | 8,924 | 6,663 | 4,815 | 0 | 65,806 |
| **DOD** | | | | | | | | | | |
| Male | 57,336 | 216,089 | 161,517 | 112,048 | 83,455 | 87,226 | 63,624 | 42,994 | 452 | 824,741 |
| Female | 11,744 | 34,628 | 27,903 | 21,527 | 14,996 | 7,899 | 3,415 | 1,747 | 102 | 123,931 |
| Total | 69,080 | 250,717 | 189,420 | 133,575 | 98,441 | 95,135 | 67,039 | 44,741 | 554 | 948,692 |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | | | |
| Male | 2,887,067 | 7,246,399 | 8,989,596 | 10,371,434 | 9,768,682 | 8,462,981 | 7,005,258 | 13,976,263 | 0 | 68,707,680 |
| Female | 2,560,410 | 6,400,277 | 7,362,466 | 8,308,121 | 7,926,482 | 7,470,735 | 6,006,100 | 11,153,154 | 0 | 57,187,745 |
| Total | 5,447,477 | 13,646,676 | 16,352,062 | 18,679,555 | 17,695,164 | 15,933,716 | 13,011,358 | 25,129,417 | 0 | 125,895,425 |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-15 (Continued). FY 1992 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

b. Percent

| GENDER | AGE GROUP | | | | | | | | Unknown | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | | |
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 7.45% | 27.40% | 19.30% | 13.36% | 9.73% | 10.29% | 7.39% | 5.08% | 0.01% | 100.00% |
| Female | 12.21% | 32.14% | 21.35% | 16.11% | 10.28% | 4.82% | 2.08% | 1.00% | 0.01% | 100.00% |
| Total | 7.80% | 27.75% | 19.45% | 13.56% | 9.77% | 9.88% | 6.99% | 4.78% | 0.01% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 11.66% | 26.67% | 19.36% | 12.24% | 8.96% | 9.56% | 7.06% | 4.37% | 0.11% | 100.00% |
| Female | 14.74% | 32.28% | 20.24% | 14.11% | 9.50% | 5.33% | 2.51% | 1.16% | 0.13% | 100.00% |
| Total | 12.30% | 27.83% | 19.54% | 12.63% | 9.07% | 8.69% | 6.12% | 3.71% | 0.11% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 2.00% | 27.48% | 21.74% | 15.13% | 12.62% | 10.91% | 6.27% | 3.62% | 0.22% | 100.00% |
| Female | 1.05% | 21.61% | 25.67% | 20.70% | 15.60% | 8.38% | 4.04% | 2.75% | 0.19% | 100.00% |
| Total | 1.86% | 26.59% | 22.34% | 15.98% | 13.07% | 10.53% | 5.93% | 3.49% | 0.22% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 11.30% | 58.67% | 17.53% | 5.96% | 2.70% | 2.08% | 1.37% | 0.39% | 0.00% | 100.00% |
| Female | 6.70% | 33.41% | 28.97% | 19.26% | 8.05% | 2.26% | 1.20% | 0.15% | 0.00% | 100.00% |
| Total | 11.14% | 57.81% | 17.92% | 6.42% | 2.88% | 2.08% | 1.36% | 0.38% | 0.00% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 2.06% | 14.28% | 19.18% | 16.06% | 12.12% | 14.76% | 12.28% | 9.26% | 0.00% | 100.00% |
| Female | 3.16% | 21.16% | 25.60% | 21.48% | 16.25% | 8.12% | 2.89% | 1.35% | 0.00% | 100.00% |
| Total | 2.21% | 15.22% | 20.06% | 16.80% | 12.69% | 13.85% | 10.99% | 8.17% | 0.00% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 0.83% | 11.77% | 20.43% | 18.28% | 14.09% | 14.41% | 11.61% | 8.59% | 0.00% | 100.00% |
| Female | 1.20% | 16.68% | 25.71% | 23.93% | 17.51% | 9.80% | 3.52% | 1.66% | 0.00% | 100.00% |
| Total | 0.90% | 12.67% | 21.40% | 19.32% | 14.72% | 13.56% | 10.13% | 7.32% | 0.00% | 100.00% |
| **DOD** | | | | | | | | | | |
| Male | 6.95% | 26.20% | 19.55% | 13.55% | 10.12% | 10.55% | 7.71% | 5.21% | 0.03% | 100.00% |
| Female | 9.47% | 27.94% | 22.51% | 17.37% | 13.07% | 6.57% | 2.76% | 1.41% | 0.06% | 100.00% |
| Total | 7.28% | 26.43% | 19.97% | 14.08% | 10.51% | 10.03% | 7.07% | 4.72% | 0.05% | 100.00% |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | | | |
| Male | 4.20% | 10.55% | 13.08% | 15.10% | 14.22% | 12.32% | 10.20% | 20.34% | 0.00% | 100.00% |
| Female | 4.48% | 11.19% | 12.87% | 14.53% | 13.86% | 13.06% | 10.50% | 19.50% | 0.00% | 100.00% |
| Total | 4.33% | 10.84% | 12.99% | 14.84% | 14.06% | 12.66% | 10.34% | 19.96% | 0.00% | 100.00% |

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-16. FY 1992 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

| | MILITARY | | | | | | | | PERCENT MARRIED | | | MARRIED |
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | | | | CIVILIAN* |
| AGE | Males | Females | Total | Males | Females | Total | Males | Females | Males | Females | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17 | 20 | 6 | 26 | 7,680 | 1,676 | 9,356 | 7,700 | 1,682 | 0.26% | 0.36% | 0.28% | 33,708 |
| 18 | 192 | 42 | 234 | 20,837 | 4,744 | 25,581 | 21,029 | 4,786 | 0.91% | 0.88% | 0.91% | 68,057 |
| 19 | 861 | 198 | 1,059 | 27,746 | 5,078 | 32,824 | 28,607 | 5,276 | 3.01% | 3.75% | 3.13% | 137,548 |
| 20 | 2,224 | 477 | 2,701 | 32,814 | 5,578 | 38,392 | 35,038 | 6,055 | 6.35% | 7.88% | 6.57% | 276,013 |
| 21 | 4,759 | 902 | 5,661 | 38,168 | 6,199 | 44,367 | 42,927 | 7,101 | 11.09% | 12.70% | 11.32% | 456,296 |
| 22 | 7,962 | 1,510 | 9,472 | 39,187 | 5,948 | 45,135 | 47,149 | 7,458 | 16.89% | 20.25% | 17.35% | 623,747 |
| 23 | 11,302 | 1,969 | 13,271 | 36,391 | 5,384 | 41,775 | 47,693 | 7,353 | 23.70% | 26.78% | 24.11% | 844,313 |
| 24 | 13,248 | 2,191 | 15,439 | 30,034 | 4,470 | 34,504 | 43,282 | 6,661 | 30.61% | 32.89% | 30.91% | 1,116,186 |
| 25 | 14,650 | 2,344 | 16,994 | 24,072 | 3,797 | 27,869 | 38,722 | 6,141 | 37.83% | 38.17% | 37.88% | 1,351,581 |
| 26 | 15,535 | 2,221 | 17,756 | 18,425 | 3,317 | 21,742 | 33,960 | 5,538 | 45.74% | 40.10% | 44.95% | 1,450,056 |
| 27 | 15,971 | 2,399 | 18,370 | 15,033 | 3,059 | 18,092 | 31,004 | 5,458 | 51.51% | 43.95% | 50.38% | 1,690,315 |
| 28 | 16,943 | 2,483 | 19,426 | 12,794 | 2,980 | 15,774 | 29,737 | 5,463 | 56.98% | 45.45% | 55.19% | 2,032,695 |
| 29 | 17,386 | 2,436 | 19,822 | 10,708 | 2,867 | 13,575 | 28,094 | 5,303 | 61.89% | 45.94% | 59.35% | 2,148,743 |
| 30 | 16,985 | 2,402 | 19,387 | 9,289 | 2,492 | 11,781 | 26,274 | 4,894 | 64.65% | 49.08% | 62.20% | 2,321,304 |
| 31 | 16,443 | 2,370 | 18,813 | 7,852 | 2,393 | 10,245 | 24,295 | 4,763 | 67.68% | 49.76% | 64.74% | 2,327,433 |
| 32 | 15,535 | 2,127 | 17,662 | 6,860 | 2,102 | 8,962 | 22,395 | 4,229 | 69.37% | 50.30% | 66.34% | 2,613,916 |
| 33 | 14,640 | 2,041 | 16,681 | 5,664 | 1,928 | 7,592 | 20,304 | 3,969 | 72.10% | 51.42% | 68.72% | 2,727,843 |
| 34 | 13,796 | 1,907 | 15,703 | 4,984 | 1,765 | 6,749 | 18,780 | 3,672 | 73.46% | 51.93% | 69.94% | 2,662,066 |
| 35 | 13,777 | 1,894 | 15,671 | 4,669 | 1,616 | 6,285 | 18,446 | 3,510 | 74.69% | 53.96% | 71.37% | 2,637,903 |
| 36 | 13,466 | 1,727 | 15,193 | 4,168 | 1,492 | 5,660 | 17,634 | 3,219 | 76.36% | 53.65% | 72.86% | 2,613,952 |
| 37 | 12,650 | 1,577 | 14,227 | 3,633 | 1,507 | 5,140 | 16,283 | 3,084 | 77.69% | 51.13% | 73.46% | 2,549,505 |
| 38 | 11,993 | 1,468 | 13,461 | 3,208 | 1,375 | 4,583 | 15,201 | 2,843 | 78.90% | 51.64% | 74.60% | 2,600,333 |
| 39 | 12,917 | 1,233 | 14,150 | 2,974 | 1,097 | 4,071 | 15,891 | 2,330 | 81.29% | 52.92% | 77.66% | 2,663,854 |
| 40 | 13,743 | 999 | 14,742 | 2,969 | 989 | 3,958 | 16,712 | 1,988 | 82.23% | 50.25% | 78.83% | 2,611,300 |
| 41 | 13,646 | 895 | 14,541 | 2,795 | 883 | 3,678 | 16,441 | 1,778 | 83.00% | 50.34% | 79.81% | 2,311,147 |
| 42 | 14,294 | 789 | 15,083 | 2,732 | 806 | 3,538 | 17,026 | 1,595 | 83.95% | 49.47% | 81.00% | 2,392,663 |
| 43 | 15,468 | 641 | 16,109 | 2,839 | 674 | 3,513 | 18,307 | 1,315 | 84.49% | 48.75% | 82.10% | 2,252,814 |
| 44 | 15,839 | 617 | 16,456 | 2,901 | 606 | 3,507 | 18,740 | 1,223 | 84.52% | 50.45% | 82.43% | 2,327,034 |
| 45+ | 92,172 | 2,321 | 94,493 | 14,446 | 2,841 | 17,287 | 106,618 | 5,162 | 86.45% | 44.96% | 84.53% | 28,825,746 |
| Unknown | 128 | 21 | 149 | 324 | 81 | 405 | 452 | 102 | 28.32% | 20.59% | 26.90% | 0 |
| TOTAL | 428,545 | 44,207 | 472,752 | 396,196 | 79,744 | 475,940 | 824,741 | 123,951 | 51.96% | 35.66% | 49.62% | 78,663,071 |

* Civilian labor force, 17 years and older.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

**Table D-16 (Continued). FY 1992 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group**

b. Percent

| AGE | MILITARY | | | | | | | | MARRIED |
|---|---|---|---|---|---|---|---|---|---|
| | MARRIED | | | UNMARRIED | | | TOTAL DoD | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | CIVILIANS* |
| 17 | 0.00% | 0.01% | 0.01% | 1.94% | 2.10% | 1.97% | 0.93% | 1.36% | 0.04% |
| 18 | 0.04% | 0.10% | 0.05% | 5.26% | 5.95% | 5.37% | 2.55% | 3.86% | 0.09% |
| 19 | 0.20% | 0.45% | 0.22% | 7.00% | 6.37% | 6.90% | 3.47% | 4.26% | 0.17% |
| 20 | 0.52% | 1.08% | 0.57% | 8.28% | 6.99% | 8.07% | 4.25% | 4.88% | 0.35% |
| 21 | 1.11% | 2.04% | 1.20% | 9.63% | 7.77% | 9.32% | 5.20% | 5.73% | 0.58% |
| 22 | 1.86% | 3.42% | 2.00% | 9.89% | 7.46% | 9.48% | 5.72% | 6.02% | 0.79% |
| 23 | 2.64% | 4.45% | 2.81% | 9.19% | 6.75% | 8.78% | 5.78% | 5.93% | 1.07% |
| 24 | 3.09% | 4.96% | 3.27% | 7.58% | 5.61% | 7.25% | 5.25% | 5.37% | 1.42% |
| 25 | 3.42% | 5.30% | 3.59% | 6.08% | 4.76% | 5.86% | 4.70% | 4.95% | 1.72% |
| 26 | 3.63% | 5.02% | 3.76% | 4.65% | 4.16% | 4.57% | 4.12% | 4.47% | 1.84% |
| 27 | 3.73% | 5.43% | 3.89% | 3.79% | 3.84% | 3.80% | 3.76% | 4.40% | 2.15% |
| 28 | 3.95% | 5.62% | 4.11% | 3.23% | 3.74% | 3.31% | 3.61% | 4.41% | 2.58% |
| 29 | 4.06% | 5.51% | 4.19% | 2.70% | 3.60% | 2.85% | 3.41% | 4.28% | 2.73% |
| 30 | 3.96% | 5.43% | 4.10% | 2.34% | 3.13% | 2.48% | 3.19% | 3.95% | 2.95% |
| 31 | 3.84% | 5.36% | 3.98% | 1.98% | 3.00% | 2.15% | 2.95% | 3.84% | 2.96% |
| 32 | 3.63% | 4.81% | 3.74% | 1.73% | 2.64% | 1.88% | 2.72% | 3.41% | 3.32% |
| 33 | 3.42% | 4.62% | 3.53% | 1.43% | 2.42% | 1.60% | 2.46% | 3.20% | 3.47% |
| 34 | 3.22% | 4.31% | 3.32% | 1.26% | 2.21% | 1.42% | 2.28% | 2.96% | 3.38% |
| 35 | 3.21% | 4.28% | 3.31% | 1.18% | 2.03% | 1.32% | 2.24% | 2.83% | 3.35% |
| 36 | 3.14% | 3.91% | 3.21% | 1.05% | 1.87% | 1.19% | 2.14% | 2.60% | 3.32% |
| 37 | 2.95% | 3.57% | 3.01% | 0.92% | 1.89% | 1.08% | 1.97% | 2.49% | 3.24% |
| 38 | 2.80% | 3.32% | 2.85% | 0.81% | 1.72% | 0.96% | 1.84% | 2.29% | 3.31% |
| 39 | 3.01% | 2.79% | 2.99% | 0.75% | 1.38% | 0.86% | 1.93% | 1.88% | 3.39% |
| 40 | 3.21% | 2.26% | 3.12% | 0.75% | 1.24% | 0.83% | 2.03% | 1.60% | 3.32% |
| 41 | 3.18% | 2.02% | 3.08% | 0.71% | 1.11% | 0.77% | 1.99% | 1.43% | 2.94% |
| 42 | 3.34% | 1.78% | 3.19% | 0.69% | 1.01% | 0.74% | 2.06% | 1.29% | 3.04% |
| 43 | 3.61% | 1.45% | 3.41% | 0.72% | 0.85% | 0.74% | 2.22% | 1.06% | 2.86% |
| 44 | 3.70% | 1.40% | 3.48% | 0.73% | 0.76% | 0.74% | 2.27% | 0.99% | 2.96% |
| 45+ | 21.51% | 5.25% | 19.99% | 3.65% | 3.56% | 3.63% | 12.93% | 4.16% | 36.64% |
| Unknown | 0.03% | 0.05% | 0.03% | 0.08% | 0.10% | 0.09% | 0.05% | 0.08% | 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

## Table D-17. FY 1992 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

| | RACE/ETHNICITY | | | | | | | | | |
| GENDER | WHITE | | BLACK | | HISPANIC | | OTHER | | TOTAL | |
| | # | % | # | % | # | % | # | % | # | % |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 263,003 | 74.98% | 55,052 | 15.69% | 23,027 | 6.56% | 9,687 | 2.76% | 350,769 | 100.00% |
| Female | 17,489 | 62.16% | 8,266 | 29.38% | 1,385 | 4.92% | 995 | 3.54% | 28,135 | 100.00% |
| Total | 280,492 | 74.03% | 63,318 | 16.71% | 24,412 | 6.44% | 10,682 | 2.82% | 378,904 | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 126,190 | 64.82% | 46,531 | 23.90% | 14,277 | 7.33% | 7,684 | 3.95% | 194,682 | 100.00% |
| Female | 24,469 | 48.50% | 21,168 | 41.96% | 2,862 | 5.67% | 1,954 | 3.87% | 50,453 | 100.00% |
| Total | 150,659 | 61.46% | 67,699 | 27.62% | 17,139 | 6.99% | 9,638 | 3.93% | 245,135 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 77,142 | 78.89% | 11,427 | 11.69% | 5,350 | 5.47% | 3,860 | 3.95% | 97,779 | 100.00% |
| Female | 12,623 | 71.88% | 3,383 | 19.26% | 948 | 5.40% | 608 | 3.46% | 17,562 | 100.00% |
| Total | 89,765 | 77.83% | 14,810 | 12.84% | 6,298 | 5.46% | 4,468 | 3.87% | 115,341 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 26,699 | 71.35% | 5,481 | 14.65% | 3,440 | 9.19% | 1,799 | 4.81% | 37,419 | 100.00% |
| Female | 873 | 65.69% | 310 | 23.33% | 93 | 7.00% | 53 | 3.99% | 1,329 | 100.00% |
| Total | 27,572 | 71.16% | 5,791 | 14.95% | 3,533 | 9.12% | 1,852 | 4.78% | 38,748 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 76,845 | 85.01% | 6,684 | 7.39% | 4,307 | 4.76% | 2,558 | 2.83% | 90,394 | 100.00% |
| Female | 11,168 | 77.75% | 2,234 | 15.55% | 576 | 4.01% | 386 | 2.69% | 14,364 | 100.00% |
| Total | 88,013 | 84.02% | 8,918 | 8.51% | 4,883 | 4.66% | 2,944 | 2.81% | 104,758 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 40,899 | 76.16% | 8,090 | 15.07% | 2,962 | 5.52% | 1,747 | 3.25% | 53,698 | 100.00% |
| Female | 8,029 | 66.31% | 3,179 | 26.26% | 501 | 4.14% | 399 | 3.30% | 12,108 | 100.00% |
| Total | 48,928 | 74.35% | 11,269 | 17.12% | 3,463 | 5.26% | 2,146 | 3.26% | 65,806 | 100.00% |
| **DOD** | | | | | | | | | | |
| Male | 610,778 | 74.06% | 133,265 | 16.16% | 53,363 | 6.47% | 27,335 | 3.31% | 824,741 | 100.00% |
| Female | 74,651 | 60.23% | 38,540 | 31.09% | 6,365 | 5.14% | 4,395 | 3.55% | 123,951 | 100.00% |
| Total | 685,429 | 72.25% | 171,805 | 18.11% | 59,728 | 6.30% | 31,730 | 3.34% | 948,692 | 100.00% |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | | | |
| Male | 35,655,909 | 75.93% | 4,906,020 | 10.45% | 4,819,666 | 10.26% | 1,570,598 | 3.36% | 46,961,193 | 100.00% |
| Female | 29,956,070 | 76.02% | 5,018,720 | 12.74% | 3,051,774 | 7.74% | 1,379,162 | 3.50% | 39,405,726 | 100.00% |
| Total | 65,611,979 | 75.97% | 9,924,740 | 11.49% | 7,871,440 | 9.11% | 2,958,760 | 3.43% | 86,366,919 | 100.00% |

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-18. FY 1992 Selected Reserve Enlisted Members by Ethnicity and Component

| ETHNICITY | COMPONENT | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | ARNG | | USAR | | USNR | | USMCR | | ANG | | USAFR | | TOTAL DoD |
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| MEXICAN | 7,119 | 1.88% | 5,012 | 2.04% | 2,528 | 2.19% | 2,262 | 5.84% | 2,092 | 2.00% | 2,121 | 3.22% | 21,134 | 2.23% |
| PUERTO RICAN | 10,963 | 2.89% | 7,567 | 3.09% | 1,176 | 1.02% | 472 | 1.22% | 1,723 | 1.64% | 484 | 0.74% | 22,385 | 2.36% |
| CUBAN | 188 | 0.05% | 185 | 0.08% | 122 | 0.11% | 58 | 0.15% | 38 | 0.04% | 74 | 0.11% | 665 | 0.07% |
| LATIN AMER. | 755 | 0.20% | 987 | 0.40% | 246 | 0.21% | 188 | 0.49% | 30 | 0.03% | 12 | 0.02% | 2,218 | 0.23% |
| OTHER HISP. | 5,387 | 1.42% | 3,388 | 1.38% | 2,226 | 1.93% | 553 | 1.43% | 1,000 | 0.95% | 772 | 1.17% | 13,326 | 1.40% |
| ALEUTIAN | 20 | 0.01% | 7 | 0.00% | 10 | 0.01% | 2 | 0.01% | 9 | 0.01% | 0 | 0.00% | 48 | 0.01% |
| ESKIMO | 1,110 | 0.29% | 8 | 0.00% | 14 | 0.01% | 3 | 0.01% | 7 | 0.01% | 4 | 0.01% | 1,146 | 0.12% |
| N. AMER. INDIAN | 1,753 | 0.46% | 767 | 0.31% | 801 | 0.69% | 132 | 0.34% | 842 | 0.80% | 415 | 0.63% | 4,710 | 0.50% |
| CHINESE | 210 | 0.06% | 409 | 0.17% | 148 | 0.13% | 163 | 0.42% | 155 | 0.15% | 96 | 0.15% | 1,181 | 0.12% |
| JAPANESE | 543 | 0.14% | 368 | 0.15% | 112 | 0.10% | 39 | 0.10% | 677 | 0.65% | 117 | 0.18% | 1,856 | 0.20% |
| KOREAN | 228 | 0.06% | 450 | 0.18% | 79 | 0.07% | 96 | 0.25% | 55 | 0.05% | 49 | 0.07% | 957 | 0.10% |
| INDIAN | 112 | 0.03% | 151 | 0.06% | 106 | 0.09% | 21 | 0.05% | 20 | 0.02% | 2 | 0.00% | 412 | 0.04% |
| FILIPINO | 1,611 | 0.43% | 1,590 | 0.65% | 1,509 | 1.31% | 399 | 1.03% | 624 | 0.60% | 758 | 1.15% | 6,491 | 0.68% |
| VIETNAMESE | 150 | 0.04% | 293 | 0.12% | 155 | 0.13% | 109 | 0.28% | 20 | 0.02% | 4 | 0.01% | 731 | 0.08% |
| OTHER ASIAN | 452 | 0.12% | 691 | 0.28% | 168 | 0.15% | 99 | 0.26% | 255 | 0.24% | 254 | 0.39% | 1,919 | 0.20% |
| MELANESIAN | 23 | 0.01% | 21 | 0.01% | 15 | 0.01% | 2 | 0.01% | 2 | 0.00% | 1 | 0.00% | 64 | 0.01% |
| MICRONESIAN | 46 | 0.01% | 280 | 0.11% | 12 | 0.01% | 5 | 0.01% | 4 | 0.00% | 2 | 0.00% | 349 | 0.04% |
| POLYNESIAN | 463 | 0.12% | 462 | 0.19% | 59 | 0.05% | 25 | 0.06% | 48 | 0.05% | 8 | 0.01% | 1,065 | 0.11% |
| GUAMANIAN | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 12 | 0.02% | 12 | 0.00% |
| OTHER PACIFIC | 577 | 0.15% | 205 | 0.08% | 40 | 0.03% | 16 | 0.04% | 120 | 0.11% | 13 | 0.02% | 971 | 0.10% |
| OTHER/NONE * | 347,194 | 91.63% | 191,726 | 78.21% | 3,531 | 3.06% | 626 | 1.62% | 5,703 | 5.44% | 3,429 | 5.21% | 552,209 | 58.21% |
| UNKNOWN | 0 | 0.00% | 30,568 | 12.47% | 102,284 | 88.68% | 33,478 | 86.40% | 91,334 | 87.19% | 57,179 | 86.89% | 314,843 | 33.19% |
| TOTALS | | 100.00% | 245,155 | 100.00% | | 100.00% | | 100.00% | | 100.00% | | 100.00% | | 100.00% |

* "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

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## Table D-19. FY 1992 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

| GENDER | EDUCATIONAL TIER | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | TOTAL | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| Male | 296,292 | 84.47% | 36,613 | 10.44% | 17,864 | 5.09% | 350,769 | 100.00% |
| Female | 26,166 | 93.00% | 1,583 | 5.63% | 386 | 1.37% | 28,135 | 100.00% |
| Total | 322,458 | 85.10% | 38,196 | 10.08% | 18,250 | 4.82% | 378,904 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| Male | 179,081 | 91.99% | 11,280 | 5.79% | 4,321 | 2.22% | 194,682 | 100.00% |
| Female | 49,164 | 97.45% | 1,012 | 2.01% | 277 | 0.55% | 50,453 | 100.00% |
| Total | 228,245 | 93.11% | 12,292 | 5.01% | 4,598 | 1.88% | 245,135 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| Male | 92,885 | 94.99% | 3,326 | 3.40% | 1,568 | 1.60% | 97,779 | 100.00% |
| Female | 17,022 | 96.93% | 489 | 2.78% | 51 | 0.29% | 17,562 | 100.00% |
| Total | 109,907 | 95.29% | 3,815 | 3.31% | 1,619 | 1.40% | 115,341 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| Male | 36,044 | 96.33% | 1,243 | 3.32% | 132 | 0.35% | 37,419 | 100.00% |
| Female | 1,254 | 94.36% | 74 | 5.57% | 1 | 0.08% | 1,329 | 100.00% |
| Total | 37,298 | 96.26% | 1,317 | 3.40% | 133 | 0.34% | 38,748 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| Male | 88,029 | 97.38% | 2,154 | 2.38% | 211 | 0.23% | 90,394 | 100.00% |
| Female | 13,991 | 97.40% | 358 | 2.49% | 15 | 0.10% | 14,364 | 100.00% |
| Total | 102,020 | 97.39% | 2,512 | 2.40% | 226 | 0.22% | 104,758 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| Male | 53,056 | 98.80% | 559 | 1.04% | 83 | 0.15% | 53,698 | 100.00% |
| Female | 11,996 | 99.07% | 104 | 0.86% | 8 | 0.07% | 12,108 | 100.00% |
| Total | 65,052 | 98.85% | 663 | 1.01% | 91 | 0.14% | 65,806 | 100.00% |
| **DOD** | | | | | | | | |
| Male | 745,387 | 90.38% | 55,175 | 6.69% | 24,179 | 2.93% | 824,741 | 100.00% |
| Female | 119,593 | 96.48% | 3,620 | 2.92% | 738 | 0.60% | 123,951 | 100.00% |
| Total | 864,980 | 91.18% | 58,795 | 6.20% | 24,917 | 2.63% | 948,692 | 100.00% |
| **18-44 YR OLD CIVILIAN LABOR FORCE** | | | | | | | | |
| Male | 40,939,067 | 87.18% | • | • | 6,022,126 | 12.82% | 46,961,193 | 100.00% |
| Female | 35,956,636 | 91.25% | • | • | 3,449,089 | 8.75% | 39,405,725 | 100.00% |
| Total | 76,895,703 | 89.03% | • | • | 9,471,215 | 10.97% | 86,366,918 | 100.00% |

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-20. FY 1992 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

| RACE/ETHNICITY | EDUCATIONAL TIER | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | TIER 1 | | TIER 2 | | TIER 3 | | | |
| | # | % | # | % | # | % | # | % |
| **ARMY NATIONAL GUARD** | | | | | | | | |
| White | 237,959 | 84.84% | 30,266 | 10.79% | 12,267 | 4.37% | 280,492 | 100.00% |
| Black | 54,946 | 86.78% | 4,567 | 7.21% | 3,805 | 6.01% | 63,318 | 100.00% |
| Hispanic | 20,331 | 83.28% | 2,640 | 10.81% | 1,441 | 5.90% | 24,412 | 100.00% |
| Other | 9,222 | 86.33% | 723 | 6.77% | 737 | 6.90% | 10,682 | 100.00% |
| **ARMY RESERVE** | | | | | | | | |
| White | 139,596 | 92.66% | 8,221 | 5.46% | 2,842 | 1.89% | 150,659 | 100.00% |
| Black | 63,685 | 94.07% | 2,766 | 4.09% | 1,248 | 1.84% | 67,699 | 100.00% |
| Hispanic | 15,903 | 92.79% | 910 | 5.31% | 326 | 1.90% | 17,139 | 100.00% |
| Other | 9,061 | 94.01% | 395 | 4.10% | 182 | 1.89% | 9,638 | 100.00% |
| **NAVAL RESERVE** | | | | | | | | |
| White | 85,250 | 94.97% | 3,154 | 3.51% | 1,361 | 1.52% | 89,765 | 100.00% |
| Black | 14,391 | 97.17% | 282 | 1.90% | 137 | 0.93% | 14,810 | 100.00% |
| Hispanic | 5,932 | 94.19% | 281 | 4.46% | 85 | 1.35% | 6,298 | 100.00% |
| Other | 4,334 | 97.00% | 98 | 2.19% | 36 | 0.81% | 4,468 | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | |
| White | 26,562 | 96.34% | 917 | 3.33% | 93 | 0.34% | 27,572 | 100.00% |
| Black | 5,558 | 95.98% | 215 | 3.71% | 18 | 0.31% | 5,791 | 100.00% |
| Hispanic | 3,390 | 95.95% | 130 | 3.68% | 13 | 0.37% | 3,533 | 100.00% |
| Other | 1,788 | 96.54% | 55 | 2.97% | 9 | 0.49% | 1,852 | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | |
| White | 85,672 | 97.34% | 2,146 | 2.44% | 195 | 0.22% | 88,013 | 100.00% |
| Black | 8,764 | 98.27% | 146 | 1.64% | 8 | 0.09% | 8,918 | 100.00% |
| Hispanic | 4,707 | 96.40% | 162 | 3.32% | 14 | 0.29% | 4,883 | 100.00% |
| Other | 2,877 | 97.72% | 58 | 1.97% | 9 | 0.31% | 2,944 | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | |
| White | 48,339 | 98.80% | 516 | 1.05% | 73 | 0.15% | 48,928 | 100.00% |
| Black | 11,212 | 99.49% | 51 | 0.45% | 6 | 0.05% | 11,269 | 100.00% |
| Hispanic | 3,376 | 97.49% | 77 | 2.22% | 10 | 0.29% | 3,463 | 100.00% |
| Other | 2,125 | 99.02% | 19 | 0.89% | 2 | 0.09% | 2,146 | 100.00% |
| **DOD** | | | | | | | | |
| White | 623,378 | 90.91% | 45,220 | 6.6% | 1,831 | 2.4% | 645,429 | 100.00% |
| Black | 138,556 | 92.29% | 7,687 | 5.1% | 5,122 | 3.0% | 173,6?? | 100.00% |
| Hispanic | 33,639 | 89.1% | 4,200 | 7.0% | 1,89? | 3.0% | 37,72? | 100.00% |
| Other | 29,407 | 92.61% | 1,348 | 1.2% | ??? | 3.0% | 31,3?? | 100.00% |

Rows may not add to totals due to rounding.

a. Number

### Table D-21. FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

| GENDER | OCCUPATIONAL AREA | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Communications | Medical | Other Technical | Administrators | Electrical | Craftsman | Supply | Non-Occupational* | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | | | | |
| Male | 105,564 | 7,808 | 26,183 | 13,950 | 8,647 | 41,492 | 54,700 | 13,564 | 40,850 | 38,011 | 350,769 |
| Female | 746 | 234 | 1,445 | 3,920 | 701 | 11,953 | 1,365 | 315 | 2,951 | 4,505 | 28,135 |
| Total | 106,310 | 8,042 | 27,628 | 17,870 | 9,348 | 53,445 | 56,065 | 13,879 | 43,801 | 42,516 | 378,904 |
| **ARMY RESERVE** | | | | | | | | | | | |
| Male | 41,053 | 3,329 | 13,609 | 15,840 | 5,584 | 36,177 | 23,040 | 9,761 | 25,440 | 20,849 | 194,682 |
| Female | 1,832 | 280 | 2,423 | 9,993 | 772 | 21,294 | 1,505 | 690 | 4,794 | 6,870 | 50,453 |
| Total | 42,885 | 3,609 | 16,032 | 25,833 | 6,356 | 57,471 | 24,545 | 10,451 | 30,234 | 27,719 | 245,135 |
| **NAVAL RESERVE** | | | | | | | | | | | |
| Male | 13,738 | 8,736 | 7,827 | 7,718 | 1,426 | 14,826 | 22,731 | 14,287 | 3,995 | 2,495 | 97,779 |
| Female | 1,294 | 666 | 1,398 | 3,962 | 254 | 7,511 | 1,101 | 323 | 703 | 350 | 17,562 |
| Total | 15,032 | 9,402 | 9,225 | 11,680 | 1,680 | 22,337 | 23,832 | 14,610 | 4,698 | 2,845 | 115,341 |
| **MARINE CORPS RESERVE** | | | | | | | | | | | |
| Male | 11,031 | 1,424 | 3,109 | 0 | 403 | 3,927 | 5,123 | 1,028 | 6,013 | 5,361 | 37,419 |
| Female | 0 | 25 | 95 | 0 | 22 | 766 | 85 | 32 | 189 | 115 | 1,329 |
| Total | 11,031 | 1,449 | 3,204 | 0 | 425 | 4,693 | 5,208 | 1,060 | 6,202 | 5,476 | 38,748 |
| **AIR NATIONAL GUARD** | | | | | | | | | | | |
| Male | 6,194 | 11,618 | 3,060 | 2,644 | 4,844 | 14,450 | 26,899 | 9,625 | 6,921 | 4,139 | 90,394 |
| Female | 330 | 576 | 639 | 1,612 | 469 | 7,740 | 901 | 353 | 1,040 | 704 | 14,364 |
| Total | 6,524 | 12,194 | 3,699 | 4,256 | 5,313 | 22,190 | 27,800 | 9,978 | 7,961 | 4,843 | 104,758 |
| **AIR FORCE RESERVE** | | | | | | | | | | | |
| Male | 5,868 | 3,884 | 1,062 | 3,685 | 1,959 | 11,369 | 15,953 | 5,133 | 3,525 | 1,260 | 53,698 |
| Female | 351 | 338 | 436 | 2,961 | 161 | 5,425 | 1,045 | 345 | 773 | 273 | 12,108 |
| Total | 6,219 | 4,222 | 1,498 | 6,646 | 2,120 | 16,794 | 16,998 | 5,478 | 4,298 | 1,533 | 65,806 |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 183,448 | 36,799 | 54,850 | 41,337 | 22,863 | 122,241 | 148,446 | 53,398 | 86,744 | 73,115 | |
| Female | 4,553 | 2,119 | 6,436 | 27,448 | 2,379 | 54,689 | 6,002 | 2,058 | 10,450 | 13,117 | |
| Total | 188,001 | 38,918 | 61,286 | 66,285 | 25,242 | 176,930 | 154,448 | 55,456 | 97,194 | | |

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

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Table D-21 (Continued). FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

| GENDER | OCCUPATIONAL AREA | | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Communications | Medical | Other Technical | Administrators | Electrical | Craftsman | Supply | Non-Occupational* | |
| **ARMY NATIONAL GUARD** | | | | | | | | | | | |
| Male | 30.10% | 2.23% | 7.46% | 3.98% | 2.47% | 11.83% | 15.59% | 3.87% | 11.65% | 10.84% | 100.00% |
| Female | 2.65% | 0.83% | 5.14% | 13.93% | 2.49% | 42.48% | 4.85% | 1.12% | 10.49% | 16.01% | 100.00% |
| Total | 28.06% | 2.12% | 7.29% | 4.72% | 2.47% | 14.11% | 14.80% | 3.66% | 11.56% | 11.22% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | | |
| Male | 21.09% | 1.71% | 6.99% | 8.14% | 2.87% | 18.58% | 11.83% | 5.01% | 13.07% | 10.71% | 100.00% |
| Female | 3.63% | 0.55% | 4.80% | 19.81% | 1.53% | 42.21% | 2.98% | 1.37% | 9.50% | 13.62% | 100.00% |
| Total | 17.49% | 1.47% | 6.54% | 10.54% | 2.59% | 23.44% | 10.01% | 4.26% | 12.33% | 11.31% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | | |
| Male | 14.05% | 8.93% | 8.00% | 7.89% | 1.46% | 15.16% | 23.25% | 14.61% | 4.09% | 2.55% | 100.00% |
| Female | 7.37% | 3.79% | 7.96% | 22.56% | 1.45% | 42.77% | 6.27% | 1.84% | 4.00% | 1.99% | 100.00% |
| Total | 13.03% | 8.15% | 8.00% | 10.13% | 1.46% | 19.37% | 20.66% | 12.67% | 4.07% | 2.47% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | | |
| Male | 29.48% | 3.81% | 8.31% | 0.00% | 1.08% | 10.49% | 13.69% | 2.75% | 16.07% | 14.33% | 100.00% |
| Female | 0.00% | 1.88% | 7.15% | 0.00% | 1.66% | 57.64% | 6.40% | 2.41% | 14.22% | 8.65% | 100.00% |
| Total | 28.47% | 3.74% | 8.27% | 0.00% | 1.10% | 12.11% | 13.44% | 2.74% | 16.01% | 14.13% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | | |
| Male | 6.85% | 12.85% | 3.39% | 2.92% | 5.36% | 15.99% | 29.76% | 10.65% | 7.66% | 4.58% | 100.00% |
| Female | 2.30% | 4.01% | 4.45% | 11.22% | 3.27% | 53.88% | 6.27% | 2.46% | 7.24% | 4.90% | 100.00% |
| Total | 6.23% | 11.64% | 3.53% | 4.06% | 5.07% | 21.18% | 26.54% | 9.52% | 7.60% | 4.62% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | | |
| Male | 10.93% | 7.23% | 1.98% | 6.86% | 3.65% | 21.17% | 29.71% | 9.56% | 6.56% | 2.35% | 100.00% |
| Female | 2.90% | 2.79% | 3.60% | 24.45% | 1.33% | 44.81% | 8.63% | 2.85% | 6.38% | 2.25% | 100.00% |
| Total | 9.45% | 6.42% | 2.28% | 10.10% | 3.22% | 25.52% | 25.83% | 8.32% | 6.53% | 2.33% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | | |
| Male | 22.24% | 4.46% | 6.65% | 3.22% | 2.77% | 18.82% | 18.00% | 6.67% | 10.52% | | 100.00% |
| Female | 3.67% | 1.71% | 5.19% | 18.11% | 1.92% | 44.12% | 4.84% | 1.64% | 8.43% | | 100.00% |
| Total | 19.83% | 4.10% | 6.46% | 5.99% | 2.66% | 19.65% | 16.28% | 5.85% | 10.25% | | 100.00% |

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

## Table D-22. FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

| RACE/ETHNICITY | Infantry | Electronics | Commu-nications | Medical | Other Technical | Admin-istrators | Electrical | Craftsman | Supply | Non-Occupational* | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | | |
| White | 80,044 | 6,377 | 20,872 | 12,734 | 7,446 | 37,672 | 43,105 | 10,584 | 29,855 | 31,803 | 280,492 |
| Black | 14,857 | 1,018 | 4,744 | 3,308 | 1,188 | 10,794 | 8,002 | 2,548 | 10,088 | 6,771 | 63,318 |
| Hispanic | 7,730 | 446 | 1,428 | 1,243 | 495 | 3,409 | 3,602 | 465 | 2,975 | 2,619 | 24,412 |
| Other | 3,679 | 201 | 584 | 585 | 219 | 1,570 | 1,356 | 282 | 883 | 1,323 | 10,682 |
| **ARMY RESERVE** | | | | | | | | | | | |
| White | 30,599 | 2,440 | 11,019 | 15,115 | 3,891 | 29,377 | 15,361 | 6,601 | 17,299 | 18,957 | 150,659 |
| Black | 8,908 | 779 | 3,327 | 7,803 | 1,809 | 21,574 | 5,802 | 2,204 | 9,776 | 5,717 | 67,699 |
| Hispanic | 1,747 | 246 | 1,130 | 1,829 | 481 | 3,888 | 2,397 | 1,136 | 2,380 | 1,905 | 17,139 |
| Other | 1,631 | 144 | 556 | 1,086 | 175 | 2,632 | 985 | 510 | 779 | 1,140 | 9,638 |
| **NAVAL RESERVE** | | | | | | | | | | | |
| White | 11,445 | 7,905 | 7,295 | 8,443 | 1,474 | 16,407 | 18,795 | 12,781 | 3,171 | 2,049 | 89,765 |
| Black | 2,046 | 809 | 1,331 | 1,776 | 109 | 3,823 | 2,616 | 838 | 1,015 | 447 | 14,810 |
| Hispanic | 1,004 | 421 | 372 | 856 | 47 | 1,191 | 1,273 | 609 | 284 | 241 | 6,298 |
| Other | 537 | 267 | 227 | 605 | 50 | 916 | 1,148 | 382 | 228 | 108 | 4,468 |
| **MARINE CORPS RESERVE** | | | | | | | | | | | |
| White | 8,310 | 1,092 | 2,218 | 0 | 345 | 2,952 | 3,837 | 815 | 4,050 | 3,953 | 27,572 |
| Black | 1,259 | 163 | 488 | 0 | 40 | 1,089 | 704 | 116 | 1,260 | 672 | 5,791 |
| Hispanic | 1,008 | 107 | 347 | 0 | 30 | 425 | 442 | 81 | 590 | 503 | 3,533 |
| Other | 454 | 87 | 151 | 0 | 10 | 227 | 225 | 48 | 302 | 348 | 1,852 |
| **AIR NATIONAL GUARD** | | | | | | | | | | | |
| White | 5,627 | 10,695 | 3,017 | 3,480 | 4,753 | 17,637 | 24,085 | 8,383 | 6,441 | 3,895 | 88,013 |
| Black | 439 | 559 | 302 | 450 | 290 | 2,877 | 1,744 | 853 | 932 | 472 | 8,918 |
| Hispanic | 338 | 457 | 191 | 218 | 207 | 1,041 | 1,275 | 474 | 385 | 297 | 4,883 |
| Other | 120 | 483 | 189 | 108 | 63 | 635 | 696 | 268 | 203 | 179 | 2,944 |
| **AIR FORCE RESERVE** | | | | | | | | | | | |
| White | 5,168 | 3,568 | 1,267 | 4,419 | 1,674 | 11,122 | 13,175 | 4,243 | 3,127 | 1,165 | 48,928 |
| Black | 646 | 385 | 150 | 1,583 | 300 | 3,996 | 2,303 | 787 | 867 | 252 | 11,269 |
| Hispanic | 292 | 149 | 59 | 393 | 98 | 898 | 1,015 | 299 | 207 | 53 | 3,463 |
| Other | 113 | 120 | 22 | 251 | 48 | 778 | 505 | 149 | 97 | 63 | 2,146 |
| **DOD** | | | | | | | | | | | |
| White | 141,193 | 32,077 | 45,641 | 44,191 | 19,533 | 115,167 | 118,358 | 43,407 | 63,043 | | |
| Black | 28,155 | 3,713 | 10,340 | 14,920 | 3,736 | 44,153 | 21,171 | 7,246 | 23,938 | | |
| Hispanic | 12,119 | 1,826 | 3,527 | 4,539 | 1,558 | 10,852 | 10,004 | 3,064 | 6,821 | | |
| Other | 6,534 | 1,302 | 1,729 | 2,643 | 563 | 6,731 | 4,913 | 1,639 | 2,492 | | |

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

Table D-22 (Continued). FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

b. Percent

| RACE/ETHNICITY | OCCUPATIONAL AREA | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Infantry | Electronics | Communications | Medical | Other Technical | Administrators | Electrical | Craftsman | Supply | Non-Occupational* | TOTAL |
| **ARMY NATIONAL GUARD** | | | | | | | | | | | |
| White | 28.54% | 2.27% | 7.44% | 4.54% | 2.65% | 13.43% | 15.37% | 3.77% | 10.64% | 11.34% | 100.00% |
| Black | 23.46% | 1.61% | 7.49% | 5.22% | 1.88% | 17.05% | 12.64% | 4.02% | 15.93% | 10.69% | 100.00% |
| Hispanic | 31.66% | 1.83% | 5.85% | 5.09% | 2.03% | 13.96% | 14.76% | 1.90% | 12.19% | 10.73% | 100.00% |
| Other | 34.44% | 1.88% | 5.47% | 5.48% | 2.05% | 14.70% | 12.69% | 2.64% | 8.27% | 12.39% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | | |
| White | 20.31% | 1.62% | 7.31% | 10.03% | 2.58% | 19.50% | 10.20% | 4.38% | 11.48% | 12.58% | 100.00% |
| Black | 13.16% | 1.15% | 4.91% | 11.53% | 2.67% | 31.87% | 8.57% | 3.26% | 14.44% | 8.44% | 100.00% |
| Hispanic | 10.19% | 1.44% | 6.59% | 10.67% | 2.81% | 22.69% | 13.99% | 6.63% | 13.89% | 11.12% | 100.00% |
| Other | 16.92% | 1.49% | 5.77% | 11.27% | 1.82% | 27.31% | 10.22% | 5.29% | 8.08% | 11.83% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | | |
| White | 12.75% | 8.81% | 8.13% | 9.41% | 1.64% | 18.28% | 20.94% | 14.24% | 3.53% | 2.28% | 100.00% |
| Black | 13.81% | 5.46% | 8.99% | 11.99% | 0.74% | 25.81% | 17.66% | 5.66% | 6.85% | 3.02% | 100.00% |
| Hispanic | 15.94% | 6.68% | 5.91% | 13.59% | 0.75% | 18.91% | 20.21% | 9.67% | 4.51% | 3.83% | 100.00% |
| Other | 12.02% | 5.98% | 5.08% | 13.54% | 1.12% | 20.50% | 25.69% | 8.55% | 5.10% | 2.42% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | | |
| White | 30.14% | 3.96% | 8.04% | 0.00% | 1.25% | 10.71% | 13.92% | 2.96% | 14.69% | 14.34% | 100.00% |
| Black | 21.74% | 2.81% | 8.43% | 0.00% | 0.69% | 18.81% | 12.16% | 2.00% | 21.76% | 11.60% | 100.00% |
| Hispanic | 28.53% | 3.03% | 9.82% | 0.00% | 0.85% | 12.03% | 12.51% | 2.29% | 16.70% | 14.24% | 100.00% |
| Other | 24.51% | 4.70% | 8.15% | 0.00% | 0.54% | 12.26% | 12.15% | 2.59% | 16.31% | 18.79% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | | |
| White | 6.39% | 12.15% | 3.43% | 3.95% | 5.40% | 20.04% | 27.37% | 9.52% | 7.32% | 4.43% | 100.00% |
| Black | 4.92% | 6.27% | 3.39% | 5.05% | 3.25% | 32.26% | 19.56% | 9.56% | 10.45% | 5.29% | 100.00% |
| Hispanic | 6.92% | 9.36% | 3.91% | 4.46% | 4.24% | 21.32% | 26.11% | 9.71% | 7.88% | 6.08% | 100.00% |
| Other | 4.08% | 16.41% | 6.42% | 3.67% | 2.14% | 21.57% | 23.64% | 9.10% | 6.90% | 6.08% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | | |
| White | 10.56% | 7.29% | 2.59% | 9.03% | 3.42% | 22.73% | 26.93% | 8.67% | 6.39% | 2.38% | 100.00% |
| Black | 5.73% | 3.42% | 1.33% | 14.05% | 2.66% | 35.46% | 20.44% | 6.98% | 7.69% | 2.24% | 100.00% |
| Hispanic | 8.43% | 4.30% | 1.70% | 11.35% | 2.83% | 25.93% | 29.31% | 8.63% | 5.98% | 1.53% | 100.00% |
| Other | 5.27% | 5.59% | 1.03% | 11.70% | 2.24% | 36.25% | 23.53% | 6.94% | 4.52% | 2.94% | 100.00% |
| **DOD** | | | | | | | | | | | |
| White | 20.60% | 4.65% | 6.67% | | 2.46% | | | 6.35% | 9.37% | | 100.00% |
| Black | 16.39% | 2.16% | 6.02% | | 2.17% | | | 4.23% | 13.97% | | 100.00% |
| Hispanic | 20.29% | 1.06% | 3.91% | | 2.27% | | | 3.13% | 11.42% | | 100.00% |
| Other | 20.59% | 4.10% | 5.43% | | 1.71% | | | 5.11% | 8.63% | | 100.00% |

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

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Table D-23. FY 1992 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group

**a. Number**

| COMPONENT | AGE GROUP | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
| ARMY NATIONAL GUARD | 13 | 1,200 | 1,237 | 617 | 213 | 130 | 54 | 27 | 15 | 3,506 |
| ARMY RESERVE | 0 | 904 | 1,508 | 1,138 | 1,086 | 923 | 659 | 312 | 360 | 6,890 |
| NAVAL RESERVE | 0 | 25 | 959 | 1,432 | 949 | 664 | 440 | 144 | 153 | 4,766 |
| MARINE CORPS RESERVE | 0 | 0 | 196 | 313 | 216 | 149 | 73 | 14 | 0 | 961 |
| AIR NATIONAL GUARD | 5 | 163 | 421 | 425 | 174 | 78 | 19 | 11 | 1 | 1,297 |
| AIR FORCE RESERVE | 0 | 42 | 334 | 531 | 318 | 153 | 86 | 33 | 3 | 1,500 |
| DOD | 18 | 2,334 | 4,655 | 4,456 | 2,956 | 2,097 | 1,331 | | | |
| CIVILIAN COLLEGE GRADUATES, 21-35 | 0 | 2,067,517 | 4,471,129 | 5,315,102 | 1,056,824 | 0 | 0 | 0 | 0 | 12,910,572 |

**b. Percent**

| COMPONENT | AGE GROUP | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | |
| ARMY NATIONAL GUARD | 0.37% | 34.23% | 35.28% | 17.60% | 6.08% | 3.71% | 1.54% | 0.77% | 0.43% | 100.00% |
| ARMY RESERVE | 0.00% | 13.12% | 21.89% | 16.52% | 15.76% | 13.40% | 9.56% | 4.53% | 5.22% | 100.00% |
| NAVAL RESERVE | 0.00% | 0.52% | 20.12% | 30.05% | 19.91% | 13.93% | 9.23% | 3.02% | 3.21% | 100.00% |
| MARINE CORPS RESERVE | 0.00% | 0.00% | 20.40% | 32.57% | 22.48% | 15.50% | 7.60% | 1.46% | 0.00% | 100.00% |
| AIR NATIONAL GUARD | 0.39% | 12.57% | 32.46% | 32.77% | 13.42% | 6.01% | 1.46% | 0.85% | 0.08% | 100.00% |
| AIR FORCE RESERVE | 0.00% | 2.80% | 22.27% | 35.40% | 21.20% | 10.20% | 5.73% | 2.20% | 0.20% | 100.00% |
| DOD | 0.10% | 12.34% | 22.60% | 23.55% | 13.65% | 11.05% | 7.03% | 2.54% | | |
| CIVILIAN COLLEGE GRADUATES, 21-35 | 0.00% | 16.01% | 34.63% | 41.17% | 8.19% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |

Rows may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, 1992.

# Table D-24. FY 1992 Selected Reserve Officers by Age and Component with Civilian Comparison Group

## a. Number

| COMPONENT | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 1 | 3,123 | 9,748 | 7,789 | 5,584 | 6,101 | 4,393 | 1,890 | 13 | 38,642 |
| ARMY RESERVE | 1 | 1,333 | 6,985 | 7,511 | 9,094 | 12,083 | 11,111 | 4,581 | 518 | 53,217 |
| NAVAL RESERVE | 0 | 25 | 1,857 | 6,151 | 8,063 | 5,932 | 3,285 | 1,263 | 33 | 26,609 |
| MARINE CORPS RESERVE | 0 | 1 | 263 | 889 | 936 | 542 | 302 | 56 | 0 | 2,989 |
| AIR NATIONAL GUARD | 0 | 168 | 1,538 | 2,781 | 2,995 | 3,131 | 2,452 | 1,259 | 1 | 14,325 |
| AIR FORCE RESERVE | 0 | 34 | 817 | 2,628 | 3,599 | 3,912 | 3,666 | 1,405 | 6 | 16,067 |
| DOD | 2 | 4,684 | 21,208 | 27,749 | 30,271 | 31,701 | 25,209 | 10,454 | 571 | 151,849 |
| CIVILIAN COLLEGE GRADUATES* | 0 | 1,741,156 | 4,051,655 | 4,796,722 | 4,775,062 | 4,901,811 | 3,943,411 | 5,884,168 | 0 | 30,093,984 |

## b. Percent

| COMPONENT | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50+ | Unknown | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 0.00% | 8.08% | 25.23% | 20.16% | 14.45% | 15.79% | 11.37% | 4.89% | 0.03% | 100.00% |
| ARMY RESERVE | 0.00% | 2.50% | 13.13% | 14.11% | 17.09% | 22.71% | 20.88% | 8.61% | 0.97% | 100.00% |
| NAVAL RESERVE | 0.00% | 0.09% | 6.98% | 23.12% | 30.30% | 22.29% | 12.35% | 4.75% | 0.12% | 100.00% |
| MARINE CORPS RESERVE | 0.00% | 0.03% | 8.80% | 29.74% | 31.31% | 18.13% | 10.10% | 1.87% | 0.00% | 100.00% |
| AIR NATIONAL GUARD | 0.00% | 1.17% | 10.74% | 19.41% | 20.91% | 21.86% | 17.12% | 8.79% | 0.01% | 100.00% |
| AIR FORCE RESERVE | 0.00% | 0.21% | 5.08% | 16.36% | 22.40% | 24.35% | 22.82% | 8.74% | 0.04% | 100.00% |
| DOD | 0.00% | 3.08% | 13.97% | 18.27% | 19.93% | 20.88% | 16.60% | 6.88% | 0.38% | 100.00% |
| CIVILIAN COLLEGE GRADUATES* | 0.00% | 5.79% | 13.46% | 15.94% | 15.87% | 16.29% | 13.10% | 19.55% | 0.00% | 100.00% |

* Includes college graduates, 21 or older, in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-25. FY 1992 Selected Reserve Officer Accessions and Officers by Gender and Service with Civilian Comparison Groups

| GENDER | COMPONENT | | | | | | TOTAL DoD | CIVILIAN COLLEGE GRADUATES* |
|---|---|---|---|---|---|---|---|---|
| | ARNG | USAR | USNR | USMCR | ANG | USAFR | | |

**a. FY 1992 Reserve Officer Accessions**

| GENDER | ARNG | USAR | USNR | USMCR | ANG | USAFR | TOTAL DoD | CIVILIAN COLLEGE GRADUATES* |
|---|---|---|---|---|---|---|---|---|
| **Male** | | | | | | | | |
| Number | 3,092 | 5,264 | 4,201 | 913 | 1,075 | 1,064 | 15,609 | 6,338,349 |
| Percent | 88.19% | 76.40% | 88.15% | 95.01% | 82.88% | 70.93% | 82.50% | 49.09% |
| **Female** | | | | | | | | |
| Number | 414 | 1,626 | 565 | 48 | 222 | 436 | 3,311 | 6,572,223 |
| Percent | 11.81% | 23.60% | 11.85% | 4.99% | 17.12% | 29.07% | 17.50% | 50.91% |
| **TOTAL** | | | | | | | | |
| Number | 3,... | 3,... | ... | ... | ... | ... | ... | |
| Percent | 100.00% | 100.00% | 100.00% | 100.00% | | | | |

**b. FY 1992 Reserve Component Officers**

| GENDER | ARNG | USAR | USNR | USMCR | ANG | USAFR | TOTAL DoD | CIVILIAN COLLEGE GRADUATES* |
|---|---|---|---|---|---|---|---|---|
| **Male** | | | | | | | | |
| Number | 35,191 | 41,450 | 22,680 | 2,840 | 12,741 | 12,654 | 127,556 | 17,185,122 |
| Percent | 91.07% | 77.89% | 85.23% | 95.02% | 88.94% | 78.76% | 84.00% | 57.10% |
| **Female** | | | | | | | | |
| Number | 3,451 | 11,767 | 3,929 | 149 | 1,584 | 3,413 | 24,293 | 12,908,862 |
| Percent | 8.93% | 22.11% | 14.77% | 4.98% | 11.06% | 21.24% | 16.00% | 42.90% |
| **TOTAL** | | | | | | | | |
| Number | 38,... | 53,217 | ... | ... | ... | ... | ... | |
| Percent | 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 active component officer corps includes college graduates in the civilian work force.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-26. FY 1992 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Service with Civilian Comparison Groups

| GENDER | COMPONENT | | | | | | TOTAL | CIVILIAN |
|---|---|---|---|---|---|---|---|---|
| | ARNG | USAR | USNR | USMCR | ANG | USAFR | DoD | COLLEGE GRADUATES[*] |

a. FY 1992 Reserve Officer Accessions

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Male** | | | | | | | | |
| Married | 44.73% | 58.51% | 69.46% | 45.13% | 64.56% | 73.59% | 59.39% | 52.39% |
| Unmarried | 55.27% | 41.49% | 30.54% | 54.87% | 35.44% | 26.41% | 40.61% | 47.61% |
| **Female** | | | | | | | | |
| Married | 37.44% | 43.79% | 44.42% | 31.25% | 43.24% | 55.96% | 44.49% | 57.43% |
| Unmarried | 62.56% | 56.21% | 55.58% | 68.75% | 56.76% | 44.04% | 55.51% | 42.57% |
| **TOTAL** | | | | | | | | |
| Married | 53.87% | 53.01% | 62.69% | 40.25% | 63.61% | 68.07% | 56.82% | — |
| Unmarried | 46.13% | 46.99% | 37.31% | 59.75% | 36.39% | 31.93% | 43.18% | — |

b. FY 1992 Reserve Component Officers

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Male** | | | | | | | | |
| Married | 70.69% | 74.76% | 79.24% | 78.45% | 81.55% | 82.51% | 75.96% | 72.73% |
| Unmarried | 29.31% | 25.24% | 20.76% | 21.55% | 18.45% | 17.49% | 24.04% | 27.27% |
| **Female** | | | | | | | | |
| Married | 47.78% | 50.93% | 51.11% | 63.76% | 57.26% | 61.32% | 52.46% | 62.28% |
| Unmarried | 52.22% | 49.07% | 48.89% | 36.24% | 42.74% | 38.68% | 47.54% | 37.72% |
| **TOTAL** | | | | | | | | |
| Married | 68.48% | 69.49% | 75.03% | 77.75% | 78.86% | 78.01% | 72.65% | — |
| Unmarried | 31.36% | 30.51% | 24.92% | 22.22% | 21.14% | 21.94% | 27.35% | — |

[*] 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table D-27. FY 1992 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups

| COMPONENT | RACE/ETHNICITY | | | | | | | | | TOTAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | WHITE | | BLACK | | HISPANIC | | OTHER | | | | |
| | # | % | # | % | # | % | # | % | | | # | % |

**a. FY 1992 Reserve Officer Accessions**

| COMPONENT | # (WHITE) | % | # (BLACK) | % | # (HISPANIC) | % | # (OTHER) | % | # (TOTAL) | % |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 2,985 | 85.14% | 278 | 7.93% | 147 | 4.19% | 96 | 2.74% | 3,506 | 100.00% |
| ARMY RESERVE | 5,364 | 77.85% | 760 | 11.03% | 185 | 2.69% | 581 | 8.43% | 6,890 | 100.00% |
| NAVAL RESERVE | 4,301 | 90.24% | 127 | 2.66% | 61 | 1.28% | 277 | 5.81% | 4,766 | 100.00% |
| MARINE CORPS RESERVE | 892 | 92.82% | 36 | 3.75% | 21 | 2.19% | 12 | 1.25% | 961 | 100.00% |
| AIR NATIONAL GUARD | 1,177 | 90.75% | 53 | 4.09% | 27 | 2.08% | 40 | 3.08% | 1,297 | 100.00% |
| AIR FORCE RESERVE | 1,356 | 90.40% | 85 | 5.67% | 31 | 2.07% | 28 | 1.87% | 1,500 | 100.00% |
| TOTAL DoD | | | | | | | | | | 100.00% |
| CIVILIAN COLLEGE GRADUATES* | 10,901,064 | 84.44% | 831,134 | 6.44% | 460,703 | 3.57% | 717,670 | 5.56% | 12,910,571 | 100.00% |

**b. FY 1992 Reserve Component Officers**

| COMPONENT | # (WHITE) | % | # (BLACK) | % | # (HISPANIC) | % | # (OTHER) | % | # (TOTAL) | % |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 33,576 | 86.89% | 2,773 | 7.18% | 1,485 | 3.84% | 808 | 2.09% | 38,642 | 100.00% |
| ARMY RESERVE | 43,433 | 81.61% | 5,971 | 11.22% | 1,377 | 2.59% | 2,436 | 4.58% | 53,217 | 100.00% |
| NAVAL RESERVE | 24,180 | 90.87% | 816 | 3.07% | 306 | 1.15% | 1,307 | 4.91% | 26,609 | 100.00% |
| MARINE CORPS RESERVE | 2,792 | 93.41% | 112 | 3.75% | 51 | 1.71% | 34 | 1.14% | 2,989 | 100.00% |
| AIR NATIONAL GUARD | 13,183 | 92.03% | 524 | 3.66% | 335 | 2.34% | 283 | 1.98% | 14,325 | 100.00% |
| AIR FORCE RESERVE | 14,754 | 91.83% | 690 | 4.29% | 294 | 1.83% | 329 | 2.05% | 16,067 | 100.00% |
| TOTAL DoD | | | | | | | | | | 100.00% |
| CIVILIAN COLLEGE GRADUATES** | 25,683,146 | 85.34% | 1,831,389 | 6.09% | 979,972 | 3.26% | 1,599,477 | 5.31% | 30,093,984 | 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.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-28. FY 1992 Selected Reserve Officer Accessions and Officers by Education and Component

| COMPONENT | EDUCATION | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | LESS THAN COLLEGE GRADUATE | | COLLEGE GRADUATE | | GREATER THAN COLLEGE GRADUATE | | UNKNOWN | | TOTAL | |
| | # | % | # | % | # | % | # | % | # | % |
| **a. FY 1992 Reserve Officer Accessions** | | | | | | | | | | |
| ARMY NATIONAL GUARD | 1,596 | 45.52% | 1,600 | 45.64% | 304 | 8.67% | 6 | 0.17% | 3,506 | 100.00% |
| ARMY RESERVE | 856 | 12.42% | 3,642 | 52.86% | 1,277 | 18.53% | 1,115 | 16.18% | 6,890 | 100.00% |
| NAVAL RESERVE | 35 | 0.73% | 1,751 | 36.74% | 933 | 19.58% | 2,047 | 42.95% | 4,766 | 100.00% |
| MARINE CORPS RESERVE | 22 | 2.29% | 714 | 74.30% | 224 | 23.31% | 1 | 0.10% | 961 | 100.00% |
| AIR NATIONAL GUARD | 261 | 20.12% | 796 | 61.37% | 232 | 17.89% | 8 | 0.62% | 1,297 | 100.00% |
| AIR FORCE RESERVE | 124 | 8.27% | 913 | 60.87% | 456 | 30.40% | 7 | 0.47% | 1,500 | 100.00% |
| TOTAL DoD | | | | | | | | | | |
| **b. FY 1992 Reserve Component Officers** | | | | | | | | | | |
| ARMY NATIONAL GUARD | 14,235 | 36.84% | 17,999 | 46.58% | 6,408 | 16.58% | 0 | 0.00% | 38,642 | 100.00% |
| ARMY RESERVE | 6,118 | 11.50% | 25,802 | 48.48% | 14,341 | 26.95% | 6,956 | 13.07% | 53,217 | 100.00% |
| NAVAL RESERVE | 21 | 0.08% | 15,514 | 58.30% | 8,786 | 33.02% | 2,288 | 8.60% | 26,609 | 100.00% |
| MARINE CORPS RESERVE | 48 | 1.61% | 2,151 | 71.96% | 789 | 26.40% | 1 | 0.03% | 2,989 | 100.00% |
| AIR NATIONAL GUARD | 1,315 | 9.18% | 8,802 | 61.45% | 4,116 | 28.73% | 92 | 0.64% | 14,325 | 100.00% |
| AIR FORCE RESERVE | 452 | 2.81% | 7,745 | 48.20% | 7,846 | 48.83% | 24 | 0.15% | 16,067 | 100.00% |
| TOTAL DoD | | | | | | | | | | |

Rows may not add to totals due to rounding.

# Table D-29. FY 1992 Selected Reserve Officer Accessions by Occupational Area and Component

## a. Number

| COMPONENT | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 8 | 962 | 74 | 214 | 65 | 281 | 115 | 143 | 1,644 | 3,506 |
| ARMY RESERVE | 10 | 1,790 | 361 | 659 | 363 | 1,345 | 661 | 743 | 958 | 6,890 |
| NAVAL RESERVE | 0 | 2,365 | 370 | 286 | 217 | 595 | 392 | 332 | 209 | 4,766 |
| MARINE CORPS RESERVE | 0 | 287 | 30 | 48 | 29 | 0 | 53 | 80 | 408 | 935 |
| AIR NATIONAL GUARD | 2 | 443 | 21 | 124 | 55 | 222 | 99 | 55 | 276 | 1,297 |
| AIR FORCE RESERVE | 1 | 499 | 64 | 84 | 97 | 466 | 84 | 59 | 146 | 1,500 |
| TOTAL DoD | | | | | | | | | | |

## b. Percent

| COMPONENT | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 0.23% | 27.44% | 2.11% | 6.10% | 1.85% | 8.01% | 3.28% | 4.08% | 46.89% | 100.00% |
| ARMY RESERVE | 0.15% | 25.98% | 5.24% | 9.56% | 5.27% | 19.52% | 9.59% | 10.78% | 13.90% | 100.00% |
| NAVAL RESERVE | 0.00% | 49.62% | 7.76% | 6.00% | 4.55% | 12.48% | 8.22% | 6.97% | 4.39% | 100.00% |
| MARINE CORPS RESERVE | 0.00% | 30.70% | 3.21% | 5.13% | 3.10% | 0.00% | 5.67% | 8.56% | 43.64% | 100.00% |
| AIR NATIONAL GUARD | 0.15% | 34.16% | 1.62% | 9.56% | 4.24% | 17.12% | 7.63% | 4.24% | 21.28% | 100.00% |
| AIR FORCE RESERVE | 0.07% | 33.27% | 4.27% | 5.60% | 6.47% | 31.07% | 5.60% | 3.93% | 9.73% | 100.00% |
| TOTAL DoD | | | | | | | | | | |

* Calculations do not include 26 Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.
** Non-occupational includes patients, students, those with unassigned duties, and unknown.
Rows may not add to totals due to rounding.

## Table D-30. FY 1992 Selected Reserve Officers by Occupational Area and Component

### a. Number/Component

| COMPONENT | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 204 | 18,188 | 779 | 3,338 | 1,183 | 3,719 | 2,663 | 3,473 | 5,095 | 38,642 |
| ARMY RESERVE | 112 | 12,816 | 2,337 | 4,629 | 3,407 | 16,506 | 5,445 | 5,721 | 2,244 | 53,217 |
| NAVAL RESERVE | 46 | 10,815 | 2,747 | 2,313 | 924 | 4,900 | 2,542 | 1,954 | 368 | 26,609 |
| MARINE CORPS RESERVE | 10 | 1,653 | 118 | 185 | 136 | 0 | 209 | 352 | 155 | 2,818 |
| AIR NATIONAL GUARD | 125 | 6,055 | 322 | 2,058 | 563 | 1,946 | 1,921 | 885 | 450 | 14,325 |
| AIR FORCE RESERVE | 75 | 4,575 | 1,223 | 1,975 | 1,581 | 3,980 | 1,206 | 1,378 | 74 | 16,067 |
| TOTAL DoD | | | | | | | | | | |

### b. Percent

| COMPONENT | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| ARMY NATIONAL GUARD | 0.53% | 47.07% | 2.02% | 8.64% | 3.06% | 9.62% | 6.89% | 8.99% | 13.19% | 100.00% |
| ARMY RESERVE | 0.21% | 24.08% | 4.39% | 8.70% | 6.40% | 31.02% | 10.23% | 10.75% | 4.22% | 100.00% |
| NAVAL RESERVE | 0.17% | 40.64% | 10.32% | 8.69% | 3.47% | 18.41% | 9.55% | 7.34% | 1.38% | 100.00% |
| MARINE CORPS RESERVE | 0.35% | 58.66% | 4.19% | 6.56% | 4.83% | 0.00% | 7.42% | 12.49% | 5.50% | 100.00% |
| AIR NATIONAL GUARD | 0.87% | 42.27% | 2.25% | 14.37% | 3.93% | 13.58% | 13.41% | 6.18% | 3.14% | 100.00% |
| AIR FORCE RESERVE | 0.47% | 28.47% | 7.61% | 12.29% | 9.84% | 24.77% | 7.51% | 8.58% | 0.46% | 100.00% |
| TOTAL DoD | | | | | | | | | | |

* Calculations do not include 171 Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

a. Number

# Table D-31. FY 1992 Selected Reserve Officers by Occupational Area, Component, and Gender

| GENDER | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 204 | 18,048 | 705 | 2,970 | 1,156 | 2,552 | 2,125 | 2,940 | 4,491 | 35,191 |
| Female | 0 | 140 | 74 | 368 | 27 | 1,167 | 538 | 533 | 604 | 3,451 |
| Total | 204 | 18,188 | 779 | 3,338 | 1,183 | 3,719 | 2,663 | 3,473 | 5,095 | 38,642 |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 110 | 12,666 | 1,996 | 4,095 | 3,202 | 8,888 | 4,030 | 4,755 | 1,708 | 41,450 |
| Female | 2 | 150 | 341 | 534 | 205 | 7,618 | 1,415 | 966 | 536 | 11,767 |
| Total | 112 | 12,816 | 2,337 | 4,629 | 3,407 | 16,506 | 5,445 | 5,721 | 2,244 | 53,217 |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 45 | 10,702 | 2,430 | 2,227 | 850 | 2,742 | 1,555 | 1,784 | 345 | 22,680 |
| Female | 1 | 113 | 317 | 86 | 74 | 2,158 | 987 | 170 | 23 | 3,929 |
| Total | 46 | 10,815 | 2,747 | 2,313 | 924 | 4,900 | 2,542 | 1,954 | 368 | 26,609 |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 10 | 1,644 | 102 | 172 | 131 | 0 | 145 | 318 | 149 | 2,671 |
| Female | 0 | 9 | 16 | 13 | 5 | 0 | 64 | 34 | 6 | 147 |
| Total | 10 | 1,653 | 118 | 185 | 136 | 0 | 209 | 352 | 155 | 2,818 |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 124 | 5,935 | 268 | 1,918 | 531 | 1,211 | 1,545 | 780 | 429 | 12,741 |
| Female | 1 | 120 | 54 | 140 | 32 | 735 | 376 | 105 | 21 | 1,584 |
| Total | 125 | 6,055 | 322 | 2,058 | 563 | 1,946 | 1,921 | 885 | 450 | 14,325 |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 73 | 4,423 | 996 | 1,787 | 1,460 | 1,782 | 909 | 1,153 | 71 | 12,654 |
| Female | 2 | 152 | 227 | 188 | 121 | 2,198 | 297 | 225 | 3 | 3,413 |
| Total | 75 | 4,575 | 1,223 | 1,975 | 1,581 | 3,980 | 1,206 | 1,378 | 74 | 16,067 |
| **TOTAL DoD** | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Total | | | | | | | | | | |

\* Calculations do not include 169 male and 2 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

b. Percent

# Table D-31 (Continued). FY 1992 Selected Reserve Officers by Occupational Area, Component, and Gender

| GENDER | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| Male | 0.58% | 51.29% | 2.00% | 8.44% | 3.28% | 7.25% | 6.04% | 8.35% | 12.76% | 100.00% |
| Female | 0.00% | 4.06% | 2.14% | 10.66% | 0.78% | 33.82% | 15.59% | 15.44% | 17.50% | 100.00% |
| Total | 0.53% | 47.07% | 2.02% | 8.64% | 3.06% | 9.62% | 6.89% | 8.99% | 13.19% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| Male | 0.27% | 30.56% | 4.82% | 9.88% | 7.72% | 21.44% | 9.72% | 11.47% | 4.12% | 100.00% |
| Female | 0.02% | 1.27% | 2.90% | 4.54% | 1.74% | 64.74% | 12.03% | 8.21% | 4.56% | 100.00% |
| Total | 0.21% | 24.08% | 4.39% | 8.70% | 6.40% | 31.02% | 10.23% | 10.75% | 4.22% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| Male | 0.20% | 47.19% | 10.71% | 9.82% | 3.75% | 12.09% | 6.86% | 7.87% | 1.52% | 100.00% |
| Female | 0.03% | 2.88% | 8.07% | 2.19% | 1.88% | 54.92% | 25.12% | 4.33% | 0.59% | 100.00% |
| Total | 0.17% | 40.64% | 10.32% | 8.69% | 3.47% | 18.41% | 9.55% | 7.34% | 1.38% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| Male | 0.37% | 61.55% | 3.82% | 6.44% | 4.90% | 0.00% | 5.43% | 11.91% | 5.58% | 100.00% |
| Female | 0.00% | 6.12% | 10.88% | 8.84% | 3.40% | 0.00% | 43.54% | 23.13% | 4.08% | 100.00% |
| Total | 0.35% | 58.66% | 4.19% | 6.56% | 4.83% | 0.00% | 7.42% | 12.49% | 5.50% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| Male | 0.97% | 46.58% | 2.10% | 15.05% | 4.17% | 9.50% | 12.13% | 6.12% | 3.37% | 100.00% |
| Female | 0.06% | 7.58% | 3.41% | 8.84% | 2.02% | 46.40% | 23.74% | 6.63% | 1.33% | 100.00% |
| Total | 0.87% | 42.27% | 2.25% | 14.37% | 3.93% | 13.58% | 13.41% | 6.18% | 3.14% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| Male | 0.58% | 34.95% | 7.87% | 14.12% | 11.54% | 14.08% | 7.18% | 9.11% | 0.56% | 100.00% |
| Female | 0.06% | 4.45% | 6.65% | 5.51% | 3.55% | 64.40% | 8.70% | 6.59% | 0.09% | 100.00% |
| Total | 0.47% | 28.47% | 7.61% | 12.29% | 9.84% | 24.77% | 7.51% | 8.58% | 0.46% | 100.00% |
| **TOTAL DoD** | | | | | | | | | | |
| Male | (illegible) | | | | | | | | | 100.00% |
| Female | (illegible) | | | | | | | | | 100.00% |
| Total | (illegible) | | | | | | | | | 100.00% |

* Calculations do not include 169 male and 2 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

# Table D-32. FY 1992 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

a. Number

| RACE/ETHNICITY | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Admin- istration | Supply, Procurement, and Allied | Non- Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| White | 172 | 16,318 | 720 | 2,832 | 1,088 | 3,132 | 2,126 | 2,866 | 4,322 | 33,576 |
| Black | 4 | 836 | 25 | 326 | 53 | 339 | 334 | 408 | 448 | 2,773 |
| Hispanic | 27 | 676 | 19 | 129 | 26 | 167 | 134 | 129 | 178 | 1,485 |
| Other | 1 | 358 | 15 | 51 | 16 | 81 | 69 | 70 | 147 | 808 |
| **ARMY RESERVE** | | | | | | | | | | |
| White | 104 | 11,180 | 2,132 | 3,701 | 3,120 | 12,923 | 4,255 | 4,441 | 1,577 | 43,433 |
| Black | 3 | 953 | 85 | 583 | 177 | 2,128 | 846 | 895 | 301 | 5,971 |
| Hispanic | 3 | 284 | 36 | 148 | 35 | 464 | 139 | 203 | 65 | 1,377 |
| Other | 2 | 399 | 84 | 197 | 75 | 991 | 205 | 182 | 301 | 2,436 |
| **NAVAL RESERVE** | | | | | | | | | | |
| White | 45 | 10,040 | 2,537 | 2,097 | 806 | 4,317 | 2,235 | 1,784 | 319 | 24,180 |
| Black | 0 | 231 | 64 | 52 | 61 | 190 | 141 | 62 | 15 | 816 |
| Hispanic | 0 | 108 | 19 | 37 | 12 | 65 | 40 | 20 | 5 | 306 |
| Other | 1 | 436 | 127 | 127 | 45 | 328 | 126 | 88 | 29 | 1,307 |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| White | 10 | 1,556 | 110 | 161 | 130 | 0 | 196 | 316 | 144 | 2,623 |
| Black | 0 | 46 | 5 | 14 | 3 | 0 | 9 | 28 | 7 | 112 |
| Hispanic | 0 | 31 | 2 | 7 | 2 | 0 | 3 | 2 | 3 | 50 |
| Other | 0 | 20 | 1 | 3 | 1 | 0 | 1 | 6 | 1 | 33 |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| White | 117 | 5,808 | 299 | 1,871 | 515 | 1,742 | 1,644 | 772 | 415 | 13,183 |
| Black | 5 | 79 | 11 | 68 | 25 | 97 | 161 | 63 | 15 | 524 |
| Hispanic | 1 | 95 | 11 | 54 | 8 | 49 | 79 | 28 | 10 | 335 |
| Other | 2 | 73 | 1 | 65 | 15 | 58 | 37 | 22 | 10 | 283 |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| White | 74 | 4,409 | 1,138 | 1,814 | 1,463 | 3,450 | 1,089 | 1,247 | 70 | 14,754 |
| Black | 0 | 68 | 39 | 65 | 69 | 287 | 74 | 86 | 2 | 690 |
| Hispanic | 1 | 60 | 19 | 45 | 24 | 94 | 22 | 28 | 1 | 294 |
| Other | 0 | 38 | 27 | 51 | 25 | 149 | 21 | 17 | 1 | 329 |

* Calculations do not include 169 white, 1 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

# Table D-32 (Continued). FY 1992 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent

| RACE/ETHNICITY | General Officers* | Tactical Operations | Intelligence | Engineering and Maintenance | Scientists and Professionals | Health Care | Administration | Supply, Procurement, and Allied | Non-Occupational** | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **ARMY NATIONAL GUARD** | | | | | | | | | | |
| White | 0.51% | 48.60% | 2.14% | 8.43% | 3.24% | 9.33% | 6.33% | 8.54% | 12.87% | 100.00% |
| Black | 0.14% | 30.15% | 0.90% | 11.76% | 1.91% | 12.23% | 12.04% | 14.71% | 16.16% | 100.00% |
| Hispanic | 1.82% | 45.52% | 1.28% | 8.69% | 1.75% | 11.25% | 9.02% | 8.69% | 11.99% | 100.00% |
| Other | 0.12% | 44.31% | 1.86% | 6.31% | 1.98% | 10.02% | 8.54% | 8.66% | 18.19% | 100.00% |
| **ARMY RESERVE** | | | | | | | | | | |
| White | 0.24% | 25.74% | 4.91% | 8.52% | 7.18% | 29.75% | 9.80% | 10.22% | 3.63% | 100.00% |
| Black | 0.05% | 15.96% | 1.42% | 9.76% | 2.96% | 35.64% | 14.17% | 14.99% | 5.04% | 100.00% |
| Hispanic | 0.22% | 20.62% | 2.61% | 10.75% | 2.54% | 33.70% | 10.09% | 14.74% | 4.72% | 100.00% |
| Other | 0.08% | 16.38% | 3.45% | 8.09% | 3.08% | 40.68% | 8.42% | 7.47% | 12.96% | 100.00% |
| **NAVAL RESERVE** | | | | | | | | | | |
| White | 0.19% | 41.52% | 10.49% | 8.67% | 3.33% | 17.85% | 9.24% | 7.38% | 1.32% | 100.00% |
| Black | 0.00% | 28.31% | 7.84% | 6.37% | 7.48% | 23.28% | 17.28% | 7.60% | 1.84% | 100.00% |
| Hispanic | 0.00% | 35.29% | 6.21% | 12.09% | 3.92% | 21.24% | 13.07% | 6.54% | 1.63% | 100.00% |
| Other | 0.08% | 33.36% | 9.72% | 9.72% | 3.44% | 25.10% | 9.64% | 6.73% | 2.22% | 100.00% |
| **MARINE CORPS RESERVE** | | | | | | | | | | |
| White | 0.38% | 59.32% | 4.19% | 6.14% | 4.96% | 0.00% | 7.47% | 12.05% | 5.49% | 100.00% |
| Black | 0.00% | 41.07% | 4.46% | 12.50% | 2.68% | 0.00% | 8.04% | 25.00% | 6.25% | 100.00% |
| Hispanic | 0.00% | 62.00% | 4.00% | 14.00% | 4.00% | 0.00% | 6.00% | 4.00% | 6.00% | 100.00% |
| Other | 0.00% | 60.61% | 3.03% | 9.09% | 3.03% | 0.00% | 3.03% | 18.18% | 3.03% | 100.00% |
| **AIR NATIONAL GUARD** | | | | | | | | | | |
| White | 0.89% | 44.06% | 2.27% | 14.19% | 3.91% | 13.21% | 12.47% | 5.86% | 3.15% | 100.00% |
| Black | 0.95% | 15.08% | 2.10% | 12.98% | 4.77% | 18.51% | 30.73% | 12.02% | 2.86% | 100.00% |
| Hispanic | 0.30% | 28.36% | 3.28% | 16.12% | 2.39% | 14.63% | 23.58% | 8.36% | 2.99% | 100.00% |
| Other | 0.71% | 25.80% | 0.35% | 22.97% | 5.30% | 20.49% | 13.07% | 7.77% | 3.53% | 100.00% |
| **AIR FORCE RESERVE** | | | | | | | | | | |
| White | 0.50% | 29.88% | 7.71% | 12.29% | 9.92% | 23.38% | 7.38% | 8.45% | 0.47% | 100.00% |
| Black | 0.00% | 9.86% | 5.65% | 9.42% | 10.00% | 41.59% | 10.72% | 12.46% | 0.29% | 100.00% |
| Hispanic | 0.34% | 20.41% | 6.46% | 15.31% | 8.16% | 31.97% | 7.48% | 9.52% | 0.34% | 100.00% |
| Other | 0.00% | 11.55% | 8.21% | 15.50% | 7.60% | 45.29% | 6.38% | 5.17% | 0.30% | 100.00% |
| **DOD** | | | | | | | | | | |
| White | | | | | | | | | | |
| Black | | | | | | | | | | |
| Hispanic | | | | | | | | | | |
| Other | | | | | | | | | | |

*(DOD section values obscured by shading — not legible.)*

\* Calculations do not include 169 white, 1 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

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

Rows may not add to totals due to rounding.

# Table D-33. FY 1992 Selected Reserve Officers by Source of Commission and Component

**a. Number**

| COMPONENT | | | | SOURCE OF COMMISSION | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Academy | ROTC Scholarship | ROTC Non-Scholarship | OCS/OTS/ PLC | ANG AMS/ ARNG OCS/ | Direct Appointment | Other | Unknown | TOTAL |
| ARMY NATIONAL GUARD | 226 | 1,338 | 11,841 | 3,742 | 14,874 | 5,770 | 194 | 657 | 38,642 |
| ARMY RESERVE | 1,357 | 4,804 | 18,857 | 4,193 | 2,550 | 19,188 | 554 | 1,714 | 53,217 |
| NAVAL RESERVE | 2,697 | 3,113 | 859 | 7,261 | 0 | 10,049 | 1,105 | 1,508 | 26,592 |
| MARINE CORPS RESERVE | 87 | 0 | 195 | 2,707 | 0 | 0 | 0 | 0 | 2,989 |
| AIR NATIONAL GUARD | 707 | 858 | 1,033 | 2,217 | 4,323 | 4,257 | 130 | 0 | 14,325 |
| AIR FORCE RESERVE | 1,013 | 1,601 | 3,463 | 4,034 | 154 | 5,738 | 64 | 0 | 16,067 |
| DOD | | | | | | | | | |

**b. Percent**

| COMPONENT | | | | SOURCE OF COMMISSION | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Academy | ROTC Scholarship | ROTC Non-Scholarship | OCS/OTS/ PLC | ANG AMS/ ARNG OCS/ | Direct Appointment | Other | Unknown | TOTAL |
| ARMY NATIONAL GUARD | 0.58% | 3.46% | 30.64% | 9.68% | 38.49% | 14.93% | 0.50% | 1.70% | 100.00% |
| ARMY RESERVE | 2.55% | 9.03% | 35.43% | 7.88% | 4.79% | 36.06% | 1.04% | 3.22% | 100.00% |
| NAVAL RESERVE | 10.14% | 11.71% | 3.23% | 27.31% | 0.00% | 37.79% | 4.16% | 5.67% | 100.00% |
| MARINE CORPS RESERVE | 2.91% | 0.00% | 6.52% | 90.57% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| AIR NATIONAL GUARD | 4.94% | 5.99% | 12.80% | 15.48% | 30.18% | 29.72% | 0.91% | 0.00% | 100.00% |
| AIR FORCE RESERVE | 6.30% | 9.96% | 21.55% | 25.11% | 0.96% | 35.71% | 0.40% | 0.00% | 100.00% |
| DOD | | | | | | | | | |

Rows may not add to totals due to rounding.

Appendix E - Figures:  Selected Reserve Contributions
to the Total Force

| Unit Type | Combined Percent of Total Army |
|---|---|
| Training Divisions | 100% |
| Heavy Helicopter Units | 100% |
| Civil Affairs Unit | 97% |
| Petroleum Support Battalions | 93% |
| Medical Brigades | 86% |
| Chemical Battalions | 85% |
| Psychological Operation Units | 72% |
| Engineer Battalions (Combat Heavy) | 70% |
| Ordinance Battalions | 67% |
| Petroleum Groups | 67% |
| Engineer Battalions (Combat) | 64% |
| Field Artillery Battalions | 63% |
| Assault Battalions | 61% |
| Military Police Battalions | 55% |
| Medium Helicopter Battalions | 55% |
| Military Police Brigades | 55% |
| Armor Divisions | 50% |
| Attack Helicopter Battalions | 45% |
| Special Forces Groups | 44% |
| Aviation Brigades | 41% |
| Signal Battalions | 40% |
| Military Intelligence Battalions | 39% |
| Mechanized Divisions | 29% |
| Light Infantry Divisions | 20% |

Sources: *Reserve Component Programs: FY 92*, The Reserve Forces Policy Board (Washington DC, January 1993). P. 13.

**Figure E-1. Examples of Army National Guard and Army Reserve Contributions to the Total Army**

| Unit Type | Combined Percent of Total Army |
|---|---|
| Logistic Aircraft Squadrons (U.S. Based) | 100% |
| Mobile Inshore Undersea Warfare Units | 100% |
| Strike Rescue/Special Warfare Support Helicopter Squadrons | 100% |
| Naval Control of Shipping (Military Personnel) | 99% |
| Cargo Handling Battalions | 93% |
| Mobile Construction Battalions | 68% |
| Intelligence Program (Personnel) | 60% |
| Mobile Diving & Salvage Units | 60% |
| Special Boat Units | 57% |
| Ocean Minesweepers | 55% |
| Mobile Mine Assembly Groups (MOMAG) | 48% |
| Fleet Hospitals | 47% |
| Airborne Mine Countermeasures | 40% |
| Frigates (FFG-7s/FF-1052s) | 40% |
| Maritime Air Patrol Squadrons | 39% |
| LAMPS MK-I Anti-Submarine Warfare Squadrons | 33% |
| Explosive Ordnance Disposal Units | 32% |
| Naval Special Warfare Units | 28% |
| Carrier Air Wings | 14% |
| Amphibious Warfare Ships | 5% |

Note: Percentages determined by counting like-type units or personnel.
Sources: *Reserve Component Programs: FY 92*, The Reserve Forces Policy Board (Washington DC, January 1993). P. 15.

**Figure E-2. Examples of Naval Reserve Contributions to the Total Navy**

| Unit Type | Combined Percent of Total Army |
|---|---|
| **Unit Types [1]** | |
| Civil Affairs group | 100% |
| Air-Naval Gunfire Liaison Companies | 50% |
| Tank Battalions | 50% |
| Force Reconnaissance Companies | 40% |
| Light Armored Infantry (LAI) Battalions | 33% |
| Infantry Regiments | 25% |
| Artillery Regiments | 25% |
| **Aircraft Types [2]** | |
| Marine Aircraft Wing | 25% |
| Marine Aerial Refueler Transport Squadron | 33% |
| Marine Wing Headquarters Squadron | 25% |
| Marine Aircraft Group | 25% |
| Adversary Squadron | 100% |
| Marine Aviation Logistics Squadron | 25% |
| Marine Light Attack Helicopter Squadron | 22% |
| Marine Fighter/Attack Squadron | 21% |
| Marine Attack Squadron | 17% |
| Marine Medium Helicopter Squadron | 11% |
| Marine Heavy Helicopter Squadron | 9% |
| Marine Air Control Group | 25% |
| Marine Wing Communications Squadron | 40% |
| Firing Battery | 33% |
| Marine Air Support Squadron | 25% |
| Low Altitude Air Defense (LAAD) Battalion | 25% |
| Light Antiaircraft Missile (LAAM) Battalion | 25% |
| Firing Battery | 25% |
| Marine Air Control Squadron | 14% |

Notes:
1. Percentages determined by counting like-type units.
2. Percentages determined by counting primary authorized aircraft.

Sources: *Reserve Component Programs: FY 92*, The Reserve Forces Policy Board (Washington DC, January 1993). P. 16.

**Figure E-3. Examples of Marine Corps Reserve Contributions to the Total Marine Corps**

Appendix F - Tables:  Data for Text Figures

## Table F-1. Number of 18-Year-Old Males and Male Military Accession Requirements, 1950-2010

| CALENDAR YEAR | 18-YEAR-OLD MALES | MALE ACCESSION REQUIREMENTS | CALENDAR YEAR | 18-YEAR-OLD MALES | MALE ACCESSION REQUIREMENTS |
|---|---|---|---|---|---|
| 1950 | 1090 | | 1981 | 2128 | 286 |
| 1951 | 1049 | | 1982 | 2107 | 271 |
| 1952 | 1037 | 612 | 1983 | 2022 | 269 |
| 1953 | 1089 | 761 | 1984 | 1922 | 274 |
| 1954 | 1075 | 576 | 1985 | 1877 | 263 |
| 1955 | 1074 | 623 | 1986 | 1849 | 276 |
| 1956 | 1132 | 482 | 1987 | 1892 | 263 |
| 1957 | 1148 | 457 | 1988 | 1947 | 238 |
| 1958 | 1164 | 367 | 1989 | 1994 | 239 |
| 1959 | 1228 | 392 | 1990 | 1849 | 194 |
| 1960 | 1323 | 389 | 1991 | 1740 | 176 |
| 1961 | 1507 | 395 | 1992 | 1696 | 171 |
| 1962 | 1424 | 519 | 1993 | 1740 | 179 |
| 1963 | 1409 | 370 | 1994 | 1716 | 159 |
| 1964 | 1398 | 478 | 1995 | 1796 | 169 |
| 1965 | 1929 | 404 | 1996 | 1812 | 170 |
| 1966 | 1792 | 894 | 1997 | 1869 | 194 |
| 1967 | 1794 | 760 | 1998 | 1965 | 188 |
| 1968 | 1791 | 832 | 1999 | 1965 | 188 |
| 1969 | 1858 | 809 | 2000 | 2011 | 188 |
| 1970 | 1914 | 619 | 2001 | 2016 | |
| 1971 | 1962 | 531 | 2002 | 1982 | |
| 1972 | 2010 | 405 | 2003 | 2046 | |
| 1973 | 2052 | 435 | 2004 | 2060 | |
| 1974 | 2078 | 314 | 2005 | 2071 | |
| 1975 | 2159 | 382 | 2006 | 2103 | |
| 1976 | 2164 | 367 | 2007 | 2156 | |
| 1977 | 2159 | 368 | 2008 | 2249 | |
| 1978 | 2157 | 318 | 2008 | 2252 | |
| 1979 | 2196 | 274 | 2010 | 2220 | |
| 1980 | 2156 | 310 | | | |

Sources: America's Volunteers: A Report on the All-Volunteer Forces, (Washington, DC: DoD, Dec 1978); Patterson, D.A., & Haskins, J.A., The Air Force, Conscription, and the All-Volunteer Force, (Montgomery, AL: Air University Press, Dec 1987); Military Service Annual 1391 Reports; OASD (P&R)(MM&PP)(AP). Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1995).

Table F-2. Percent NPS Active Component Enlisted Accessions with High School Diplomas by Service, FY 1973-1992

| FISCAL YEAR | SERVICE | | | | |
|---|---|---|---|---|---|
| | ARMY | NAVY | MARINE CORPS | AIR FORCE | DoD |
| 1973 | 58.18% | 70.83% | 44.60% | 84.95% | 65.63% |
| 1974 | 49.55% | 68.72% | 46.30% | 85.86% | 60.46% |
| 1975 | 57.44% | 73.74% | 46.92% | 86.66% | 65.16% |
| 1976 | 58.00% | 78.14% | 63.16% | 90.83% | 69.33% |
| 1977 | 60.76% | 74.69% | 71.79% | 92.49% | 71.52% |
| 1978 | 73.06% | 72.83% | 70.32% | 85.78% | 75.45% |
| 1979 | 64.26% | 74.46% | 72.65% | 83.89% | 72.05% |
| 1980 | 52.03% | 73.57% | 69.62% | 83.57% | 65.62% |
| 1981 | 75.91% | 75.87% | 73.57% | 88.97% | 78.62% |
| 1982 | 81.03% | 77.86% | 77.53% | 94.33% | 82.69% |
| 1983 | 84.03% | 90.61% | 85.24% | 98.18% | 88.59% |
| 1984 | 86.29% | 92.35% | 89.41% | 98.73% | 90.63% |
| 1985 | 86.17% | 88.48% | 90.35% | 98.91% | 90.03% |
| 1986 | 90.43% | 85.22% | 90.22% | 98.91% | 90.67% |
| 1987 | 91.24% | 90.70% | 90.35% | 99.07% | 92.42% |
| 1988 | 92.82% | 91.20% | 95.47% | 99.06% | 93.56% |
| 1989 | 88.63% | 86.86% | 94.59% | 99.03% | 90.38% |
| 1990 | 94.22% | 89.65% | 93.30% | 99.08% | 93.42% |
| 1991 | 96.38% | 93.93% | 95.83% | 98.89% | 95.85% |
| 1992 | 98.66% | 96.19% | 97.43% | 98.60% | 97.74% |

Table F-3. Percent DoD NPS Active Component Enlisted Accessions AFQT Category IIIA and Above, FY 1973-1992

| FISCAL YEAR | CAT IIIA AND ABOVE |
|---|---|
| 1973 | 57.8% |
| 1974 | 57.5% |
| 1975 | 62.1% |
| 1976 | 65.0% |
| 1977 | 33.7% * |
| 1978 | 42.0% * |
| 1979 | 37.9% * |
| 1980 | 48.7% * |
| 1981 | 47.3% * |
| 1982 | 52.0% |
| 1983 | 57.5% |
| 1984 | 58.2% |
| 1985 | 60.2% |
| 1986 | 62.4% |
| 1987 | 67.0% |
| 1988 | 66.5% |
| 1989 | 66.4% |
| 1990 | 68.0% |
| 1991 | 72.1% |
| 1992 | 74.9% |

* Asvab Misnorming

Table F-4. NPS Active Component Enlisted Accessions by AFQT Category, FY 1981-1992

| FISCAL YEAR | AFQT CATEGORY* | | | | | | | | | | | TOTAL* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | | II | | IIIA | | IIIB | | IV | | | | |
| | # | % | # | % | # | % | # | % | # | % | | # | % |
| 1981 | 13,259 | 4.40% | 76,700 | 25.48% | 52,786 | 17.53% | 93,853 | 31.17% | 64,469 | 21.41% | | 301,067 | 100.00% |
| 1982 | 14,925 | 4.96% | 85,124 | 28.29% | 56,897 | 18.91% | 97,858 | 32.52% | 46,131 | 15.33% | | 300,935 | 100.00% |
| 1983 | 17,320 | 5.79% | 93,194 | 31.16% | 61,866 | 20.69% | 94,367 | 31.56% | 32,308 | 10.80% | | 299,055 | 100.00% |
| 1984 | 17,373 | 5.79% | 93,455 | 31.14% | 64,113 | 21.36% | 96,488 | 32.15% | 28,698 | 9.56% | | 300,127 | 100.00% |
| 1985 | 13,748 | 4.63% | 96,461 | 32.48% | 69,106 | 23.27% | 95,114 | 32.02% | 22,588 | 7.60% | | 297,017 | 100.00% |
| 1986 | 11,788 | 3.78% | 104,894 | 33.62% | 78,465 | 25.15% | 101,652 | 32.58% | 15,240 | 4.88% | | 312,039 | 100.00% |
| 1987 | 13,726 | 4.65% | 106,445 | 36.09% | 77,686 | 26.34% | 83,239 | 28.22% | 13,887 | 4.71% | | 294,983 | 100.00% |
| 1988 | 12,007 | 4.45% | 97,046 | 35.96% | 71,242 | 26.40% | 76,249 | 28.25% | 13,361 | 4.95% | | 269,905 | 100.00% |
| 1989 | 10,827 | 3.93% | 94,554 | 34.30% | 73,504 | 26.67% | 78,967 | 28.65% | 17,802 | 6.46% | | 275,654 | 100.00% |
| 1990 | 9,293 | 4.18% | 79,711 | 35.86% | 63,079 | 28.38% | 63,357 | 28.50% | 6,830 | 3.07% | | 222,270 | 100.00% |
| 1991 | 9,527 | 4.68% | 79,694 | 39.13% | 58,873 | 28.90% | 54,521 | 26.77% | 1,075 | 0.53% | | 203,690 | 100.00% |
| 1992 | 9,419 | 4.69% | 80,609 | 40.15% | 60,887 | 30.33% | 49,460 | 24.64% | 374 | 0.19% | | 200,749 | 100.00% |

Rows may not add to totals due to rounding.
* Numbers exclude unknowns.

**Table F-5. Ratio of NPS Active Component Enlisted Accessions to Applicants, FY 1981-1992**

| FISCAL YEAR | ACCESSIONS | APPLICANTS | RATIO |
|---|---|---|---|
| 1981 | 301,547 | 801,320 | 0.376 |
| 1982 | 301,387 | 751,915 | 0.401 |
| 1983 | 299,770 | 674,878 | 0.444 |
| 1984 | 300,762 | 566,030 | 0.531 |
| 1985 | 297,658 | 575,122 | 0.518 |
| 1986 | 312,754 | 568,284 | 0.550 |
| 1987 | 295,511 | 537,971 | 0.549 |
| 1988 | 271,244 | 446,455 | 0.608 |
| 1989 | 277,820 | 488,342 | 0.569 |
| 1990 | 223,725 | 424,672 | 0.527 |
| 1991 | 205,501 | 379,236 | 0.542 |
| 1992 | 201,622 | 341,040 | 0.591 |

Table F-6. Female NPS Active Component Enlisted Accessions by Service, FY 1964, 1970-1992

| FISCAL YEAR* | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | TOTAL DoD | |
|---|---|---|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # | % | # | % |
| 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 | 3.9% |
| 1971 | 5,193 | 3.0% | 2,433 | 3.0% | 1,097 | 2.0% | 4,189 | 4.0% | 12,912 | 3.1% |
| 1972 | 5,667 | 1.2% | 1,550 | 2.5% | 1,194 | 1.3% | 4,584 | 5.4% | 12,995 | 1.8% |
| 1973 | 8,336 | 4.9% | 4,949 | 5.3% | 691 | 1.4% | 6,339 | 6.8% | 20,315 | 5.0% |
| 1974 | 15,083 | 8.4% | 6,711 | 7.5% | 850 | 1.9% | 8,174 | 11.1% | 30,818 | 7.9% |
| 1975 | 18,540 | 10.3% | 6,781 | 6.9% | 1,325 | 2.3% | 9,752 | 13.2% | 36,398 | 8.9% |
| 1976 | 15,792 | 8.8% | 5,128 | 5.6% | 1,261 | 2.5% | 8,613 | 12.0% | 30,794 | 7.8% |
| 1977 | 18,921 | 8.7% | 5,921 | 4.6% | 1,783 | 3.1% | 12,276 | 13.4% | 38,901 | 7.9% |
| 1978 | 17,315 | 14.2% | 5,627 | 7.2% | 2,192 | 5.8% | 12,409 | 18.5% | 37,543 | 12.3% |
| 1979 | 17,196 | 13.4% | 8,705 | 11.3% | 2,137 | 5.5% | 13,307 | 20.0% | 41,345 | 13.3% |
| 1980 | 22,386 | 14.1% | 10,697 | 12.1% | 2,250 | 5.4% | 13,474 | 18.9% | 48,807 | 13.5% |
| 1981 | 17,064 | 15.6% | 8,987 | 10.5% | 2,143 | 5.5% | 9,719 | 13.8% | 37,913 | 12.5% |
| 1982 | 15,183 | 12.6% | 8,238 | 10.3% | 2,226 | 5.9% | 8,520 | 12.7% | 34,167 | 11.2% |
| 1983 | 16,576 | 12.5% | 8,245 | 11.2% | 1,987 | 5.4% | 8,759 | 14.5% | 35,567 | 11.7% |
| 1984 | 16,900 | 13.0% | 7,715 | 10.0% | 2,121 | 5.4% | 8,649 | 14.6% | 35,385 | 11.6% |
| 1985 | 15,401 | 12.9% | 9,733 | 11.7% | 2,174 | 6.4% | 10,943 | 16.9% | 38,251 | 12.7% |
| 1986 | 15,332 | 12.1% | 8,802 | 10.0% | 2,147 | 6.2% | 11,778 | 18.4% | 38,059 | 12.1% |
| 1987 | 16,262 | 13.5% | 7,705 | 8.8% | 1,790 | 5.3% | 10,149 | 18.6% | 35,906 | 12.1% |
| 1988 | 14,265 | 13.5% | 9,799 | 10.9% | 2,101 | 6.0% | 8,011 | 19.7% | 34,176 | 12.6% |
| 1989 | 16,048 | 14.3% | 10,790 | 12.0% | 2,092 | 6.4% | 9,157 | 21.2% | 38,087 | 13.7% |
| 1990 | 12,603 | 14.9% | 7,951 | 11.3% | 1,747 | 5.3% | 7,298 | 20.4% | 29,599 | 13.2% |
| 1991 | 11,266 | 14.5% | 6,394 | 9.3% | 1,606 | 5.4% | 6,452 | 21.7% | 25,718 | 12.5% |
| 1992 | 12,452 | 16.3% | 8,190 | 14.0% | 1,595 | 5.0% | 7,538 | 21.7% | 29,775 | 14.8% |

* 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 F-7. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FY 1973-1992

| FISCAL YEAR | SERVICE | | | | DoD | 18-24 YR OLD CIVILIANS |
|---|---|---|---|---|---|---|
| | ARMY | NAVY | MARINE CORPS | AIR FORCE | | |
| 1973 | 20.67% | 10.97% | 21.46% | 14.46% | 17.09% | 12.6% |
| 1974 | 27.36% | 11.09% | 21.52% | 16.58% | 20.87% | 12.9% |
| 1975 | 21.17% | 10.30% | 20.14% | 14.31% | 17.18% | 13.1% |
| 1976 | 24.32% | 8.74% | 16.26% | 10.71% | 17.17% | 13.3% |
| 1977 | 29.38% | 11.20% | 20.19% | 11.25% | 20.22% | 13.6% |
| 1978 | 34.25% | 12.74% | 24.05% | 13.60% | 22.95% | 13.7% |
| 1979 | 36.73% | 15.63% | 27.66% | 15.90% | 25.90% | 13.8% |
| 1980 | 29.62% | 13.68% | 23.10% | 15.02% | 22.06% | 14.0% |
| 1981 | 27.74% | 12.79% | 17.78% | 14.22% | 19.12% | 14.1% |
| 1982 | 24.50% | 13.70% | 17.46% | 15.59% | 18.83% | 14.2% |
| 1983 | 21.89% | 14.27% | 16.97% | 14.47% | 17.97% | 14.5% |
| 1984 | 22.57% | 14.83% | 17.52% | 13.80% | 18.26% | 14.5% |
| 1985 | 22.42% | 15.33% | 18.80% | 15.58% | 18.58% | 14.7% |
| 1986 | 22.39% | 17.25% | 17.20% | 16.15% | 19.10% | 14.7% |
| 1987 | 23.45% | 18.96% | 18.05% | 14.28% | 19.82% | 14.6% |
| 1988 | 25.09% | 20.03% | 18.36% | 13.46% | 20.80% | 14.6% |
| 1989 | 26.31% | 21.38% | 17.87% | 12.67% | 21.60% | 14.0% |
| 1990 | 25.22% | 20.66% | 17.59% | 12.68% | 20.66% | 14.0% |
| 1991 | 20.01% | 16.00% | 14.15% | 10.75% | 16.49% | 14.3% |
| 1992 | 20.44% | 16.82% | 12.96% | 11.11% | 16.60% | 14.3% |

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

# Table F-8. NPS Active Component Enlisted Accessions by Marital Status and Service, FY 1976-1992

| FISCAL YEAR | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | DoD | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Married | Unmarried | Married | Unmarried | Married | Unmarried | Married | Unmarried | Married | Unmarried |
| 1976 | 10.15% | 89.85% | 4.32% | 95.68% | 3.50% | 96.50% | 11.88% | 88.12% | 8.24% | 91.76% |
| 1977 | 10.76% | 89.24% | 4.25% | 95.75% | 3.58% | 96.42% | 11.40% | 88.60% | 8.34% | 91.66% |
| 1978 | 9.60% | 90.40% | 3.45% | 96.55% | 3.09% | 96.91% | 11.13% | 88.87% | 7.55% | 92.45% |
| 1979 | 9.99% | 90.01% | 3.74% | 96.26% | 2.88% | 97.12% | 11.48% | 88.52% | 7.87% | 92.13% |
| 1980 | 10.80% | 89.20% | 4.23% | 95.77% | 3.38% | 96.62% | 11.24% | 88.76% | 8.41% | 91.59% |
| 1981 | 10.38% | 89.62% | 5.05% | 94.95% | 3.40% | 96.60% | 10.02% | 89.98% | 7.90% | 92.10% |
| 1982 | 12.37% | 87.63% | 6.69% | 93.31% | 4.09% | 95.91% | 11.02% | 88.98% | 9.55% | 90.45% |
| 1983 | 12.88% | 87.12% | 6.92% | 93.08% | 4.49% | 95.51% | 13.47% | 86.53% | 10.53% | 89.47% |
| 1984 | 11.33% | 88.67% | 6.82% | 93.18% | 4.25% | 95.75% | 13.15% | 86.85% | 9.63% | 90.37% |
| 1985 | 11.57% | 88.43% | 6.20% | 93.80% | 4.23% | 95.77% | 12.01% | 87.99% | 9.35% | 90.65% |
| 1986 | 13.05% | 86.95% | 6.52% | 93.48% | 4.31% | 95.69% | 12.18% | 87.82% | 10.07% | 89.93% |
| 1987 | 12.96% | 87.04% | 6.47% | 93.53% | 4.12% | 95.88% | 12.04% | 87.96% | 9.87% | 90.13% |
| 1988 | 11.71% | 88.29% | 5.58% | 94.42% | 3.56% | 96.44% | 11.10% | 88.90% | 8.54% | 91.46% |
| 1989 | 11.90% | 88.10% | 5.74% | 94.26% | 3.29% | 96.71% | 10.95% | 89.05% | 8.75% | 91.25% |
| 1990 | 12.23% | 87.77% | 5.84% | 94.16% | 3.78% | 96.22% | 10.46% | 89.54% | 8.70% | 91.30% |
| 1991 | 14.84% | 85.16% | 6.48% | 93.52% | 5.17% | 94.83% | 11.68% | 88.32% | 10.20% | 89.80% |
| 1992 | 14.40% | 85.60% | 5.46% | 94.54% | 3.38% | 96.62% | 12.25% | 87.75% | 9.70% | 90.30% |

Table F-9.  Percent NPS Active Component Enlisted Accessions by Geographical Region, FY 1973-1992

| FISCAL YEAR | SOUTH | NORTHEAST | NORTH CENTRAL | WEST | OTHER |
|---|---|---|---|---|---|
| 1973 | 35.3% | 18.1% | 27.2% | 18.7% | 0.7% |
| 1974 | 37.1% | 17.3% | 25.2% | 19.3% | 1.1% |
| 1975 | 33.8% | 20.0% | 26.5% | 18.8% | 0.9% |
| 1976 | 31.4% | 20.9% | 27.9% | 18.9% | 0.9% |
| 1977 | 32.1% | 22.2% | 26.7% | 17.9% | 1.1% |
| 1978 | 35.4% | 21.6% | 24.8% | 16.7% | 1.5% |
| 1979 | 36.5% | 20.8% | 24.2% | 16.7% | 1.8% |
| 1980 | 33.9% | 20.7% | 26.1% | 17.8% | 1.5% |
| 1981 | 33.6% | 20.6% | 27.2% | 17.2% | 1.4% |
| 1982 | 33.0% | 20.8% | 28.2% | 16.7% | 1.3% |
| 1983 | 33.3% | 19.9% | 28.4% | 17.3% | 1.1% |
| 1984 | 34.3% | 18.0% | 28.8% | 17.5% | 1.4% |
| 1985 | 33.9% | 19.6% | 27.7% | 17.6% | 1.2% |
| 1986 | 35.2% | 17.9% | 27.0% | 18.9% | 1.0% |
| 1987 | 36.5% | 16.5% | 26.9% | 19.1% | 1.0% |
| 1988 | 38.1% | 15.3% | 26.5% | 19.1% | 1.0% |
| 1989 | 39.6% | 13.9% | 25.5% | 19.3% | 1.6% |
| 1990 | 40.8% | 14.7% | 25.0% | 18.6% | 1.0% |
| 1991 | 40.5% | 15.1% | 24.7% | 18.9% | 0.9% |
| 1992 | 41.6% | 15.0% | 23.9% | 18.8% | 0.7% |

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Table F-10. Active Component Enlisted Strength, FY 1964, 1973-1992 (in Thousands)

| FISCAL YEAR | SERVICE | | | | |
|---|---|---|---|---|---|
| | ARMY | NAVY | MARINE CORPS | AIR FORCE | DoD |
| 1964 | 860.5 | 585.4 | 172.9 | 720.6 | 2329.4 |
| 1973 | 682.0 | 490.0 | 176.8 | 571.8 | 1921.0 |
| 1974 | 674.5 | 475.5 | 170.1 | 529.1 | 1849.0 |
| 1975 | 678.3 | 466.1 | 177.4 | 503.2 | 1825.0 |
| 1976 | 677.7 | 457.7 | 173.5 | 481.2 | 1790.1 |
| 1977 | 680.1 | 462.2 | 173.1 | 469.9 | 1785.2 |
| 1978 | 669.6 | 463.2 | 172.4 | 469.9 | 1775.0 |
| 1979 | 657.2 | 457.1 | 167.0 | 458.9 | 1740.3 |
| 1980 | 673.9 | 459.6 | 170.3 | 455.9 | 1759.7 |
| 1981 | 675.1 | 470.2 | 172.3 | 466.5 | 1784.0 |
| 1982 | 672.7 | 481.2 | 173.4 | 476.5 | 1803.8 |
| 1983 | 669.4 | 484.6 | 174.1 | 483.0 | 1811.1 |
| 1984 | 667.7 | 491.3 | 175.9 | 486.4 | 1821.3 |
| 1985 | 666.6 | 495.4 | 177.9 | 488.6 | 1828.5 |
| 1986 | 666.7 | 504.4 | 178.6 | 494.7 | 1844.3 |
| 1987 | 668.4 | 510.2 | 179.5 | 495.2 | 1853.3 |
| 1988 | 660.4 | 515.6 | 177.3 | 466.9 | 1820.1 |
| 1989 | 658.3 | 515.9 | 176.9 | 462.8 | 1813.9 |
| 1990 | 623.5 | 501.5 | 176.5 | 430.8 | 1732.4 |
| 1991 | 602.6 | 494.5 | 174.1 | 409.4 | 1680.5 |
| 1992 | 511.3 | 467.5 | 165.2 | 375.7 | 1519.8 |

Table F-11. Mean Age and Months of Service of Active Component Enlisted Members, FY 1973-1992

| FISCAL YEAR | MEAN AGE | MEAN MONTHS OF SERVICE |
|---|---|---|
| 1973 | 25.02 | 69.82 |
| 1974 | 24.97 | 69.59 |
| 1975 | 24.92 | 68.17 |
| 1976 | 24.93 | 67.60 |
| 1977 | 24.93 | 66.52 |
| 1978 | 25.01 | 67.26 |
| 1979 | 25.07 | 67.74 |
| 1980 | 25.01 | 66.51 |
| 1981 | 25.14 | 67.07 |
| 1982 | 25.37 | 68.63 |
| 1983 | 25.56 | 69.99 |
| 1984 | 25.69 | 71.09 |
| 1985 | 25.81 | 72.29 |
| 1986 | 25.92 | 73.12 |
| 1987 | 26.09 | 74.76 |
| 1988 | 26.26 | 76.73 |
| 1989 | 26.36 | 78.01 |
| 1990 | 26.66 | 81.77 |
| 1991 | 26.95 | 84.80 |
| 1992 | 27.08 | 86.35 |

## Table F-12. Female Active Component Enlisted Members by Service, FY 1964, 1970-1992

| FISCAL YEAR | SERVICE | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | ARMY | | NAVY | | MARINE CORPS | | AIR FORCE | | TOTAL DoD | |
| | # | % | # | % | # | % | # | % | # | % |
| 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 | 3.9% |
| 1971 | 5,193 | 3.0% | 2,433 | 3.0% | 1,097 | 2.0% | 4,189 | 4.0% | 12,912 | 3.1% |
| 1972 | 5,667 | 1.2% | 1,550 | 2.5% | 1,194 | 1.3% | 4,584 | 5.4% | 12,995 | 1.8% |
| 1973 | 16,448 | 2.4% | 8,835 | 1.8% | 1,973 | 1.1% | 15,022 | 2.6% | 42,278 | 2.2% |
| 1974 | 26,320 | 3.9% | 13,143 | 2.8% | 2,402 | 1.4% | 19,463 | 3.7% | 61,328 | 3.3% |
| 1975 | 37,703 | 5.6% | 17,357 | 3.7% | 2,841 | 1.6% | 25,232 | 5.0% | 83,133 | 4.6% |
| 1976 | 43,806 | 6.5% | 19,194 | 4.2% | 3,065 | 1.8% | 29,235 | 6.1% | 95,300 | 5.3% |
| 1977 | 46,093 | 6.8% | 19,210 | 4.2% | 3,509 | 2.0% | 34,609 | 7.4% | 103,421 | 5.8% |
| 1978 | 50,288 | 7.5% | 20,937 | 4.5% | 4,652 | 2.7% | 40,710 | 8.7% | 116,587 | 6.6% |
| 1979 | 54,815 | 8.3% | 24,751 | 5.4% | 5,501 | 3.3% | 45,954 | 10.0% | 131,021 | 7.5% |
| 1980 | 61,349 | 9.1% | 29,806 | 6.5% | 6,219 | 3.7% | 51,397 | 11.3% | 148,771 | 8.5% |
| 1981 | 64,877 | 9.6% | 34,348 | 7.3% | 7,090 | 4.1% | 53,902 | 11.5% | 160,217 | 9.0% |
| 1982 | 64,261 | 9.6% | 37,024 | 7.7% | 7,874 | 4.5% | 54,064 | 11.3% | 163,223 | 9.0% |
| 1983 | 66,056 | 9.9% | 39,873 | 8.3% | 8,286 | 4.7% | 54,864 | 11.4% | 169,079 | 9.3% |
| 1984 | 66,664 | 10.0% | 41,579 | 8.5% | 8,577 | 4.9% | 55,339 | 11.4% | 172,159 | 9.5% |
| 1985 | 67,930 | 10.2% | 44,492 | 9.0% | 9,041 | 5.1% | 57,586 | 11.8% | 179,049 | 9.8% |
| 1986 | 69,200 | 10.4% | 45,602 | 9.0% | 9,246 | 5.2% | 60,694 | 12.3% | 184,742 | 10.0% |
| 1987 | 71,136 | 10.6% | 45,938 | 9.0% | 9,140 | 5.1% | 62,666 | 12.7% | 188,880 | 10.2% |
| 1988 | 71,519 | 10.8% | 47,539 | 9.2% | 8,959 | 5.1% | 60,981 | 13.1% | 188,998 | 10.4% |
| 1989 | 73,780 | 11.2% | 49,602 | 9.6% | 8,975 | 5.1% | 63,175 | 13.7% | 195,532 | 10.8% |
| 1990 | 70,741 | 11.4% | 49,275 | 9.8% | 8,647 | 4.9% | 60,250 | 14.0% | 188,913 | 10.9% |
| 1991 | 67,229 | 11.2% | 48,172 | 9.7% | 8,278 | 4.8% | 58,540 | 14.3% | 182,219 | 10.8% |
| 1992 | 61,211 | 12.0% | 47,688 | 10.2% | 7,704 | 4.7% | 55,598 | 14.8% | 172,201 | 11.3% |

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

Table F-13. Black Active Component Enlisted Members by Service, FY 1973-1992

| FISCAL YEAR | SERVICE | | | | |
|---|---|---|---|---|---|
| | ARMY | NAVY | MARINE CORPS | AIR FORCE | DoD |
| 1973 | 18.41% | 7.67% | 16.92% | 13.40% | 14.04% |
| 1974 | 21.27% | 8.41% | 18.08% | 14.22% | 15.65% |
| 1975 | 22.19% | 7.86% | 18.11% | 14.54% | 16.03% |
| 1976 | 23.55% | 7.86% | 16.92% | 14.63% | 16.50% |
| 1977 | 26.36% | 8.61% | 17.44% | 14.59% | 17.79% |
| 1978 | 29.09% | 9.34% | 18.91% | 14.82% | 19.17% |
| 1979 | 32.09% | 10.60% | 21.38% | 15.74% | 21.11% |
| 1980 | 32.87% | 11.49% | 22.41% | 16.33% | 21.99% |
| 1981 | 33.17% | 12.00% | 22.00% | 16.65% | 22.20% |
| 1982 | 32.73% | 12.47% | 21.40% | 17.05% | 22.10% |
| 1983 | 31.43% | 12.84% | 20.47% | 17.00% | 21.56% |
| 1984 | 30.51% | 13.13% | 19.93% | 16.95% | 21.18% |
| 1985 | 29.87% | 13.52% | 20.30% | 17.14% | 21.11% |
| 1986 | 29.67% | 14.22% | 20.55% | 17.29% | 21.24% |
| 1987 | 29.96% | 15.09% | 20.73% | 17.32% | 21.59% |
| 1988 | 30.45% | 15.90% | 20.88% | 17.57% | 22.10% |
| 1989 | 31.27% | 16.97% | 20.76% | 17.38% | 22.64% |
| 1990 | 32.12% | 17.73% | 20.66% | 17.65% | 23.19% |
| 1991 | 31.79% | 17.76% | 19.99% | 17.36% | 22.92% |
| 1992 | 31.53% | 17.85% | 18.95% | 17.14% | 22.40% |

Table F-14. Marital Status and Number of Dependents of Active Component Enlisted Members, FY 1973-1992

| FISCAL YEAR | PERCENT MARRIED* | MEAN NUMBER OF DEPENDENTS |
|---|---|---|
| 1973 | 40.1% | 2.48 |
| 1974 | 42.7% | 2.45 |
| 1975 | 45.2% | 2.41 |
| 1976 | 48.3% | 2.40 |
| 1977 | 49.7% | 2.37 |
| 1978 | 49.0% | 2.37 |
| 1979 | 48.1% | 2.38 |
| 1980 | 46.6% | 2.36 |
| 1981 | 46.9% | 2.32 |
| 1982 | 48.6% | 2.30 |
| 1983 | 50.2% | 2.28 |
| 1984 | 51.1% | 2.28 |
| 1985 | 51.2% | 2.28 |
| 1986 | 51.6% | 2.29 |
| 1987 | 52.3% | 2.30 |
| 1988 | 53.0% | 2.28 |
| 1989 | 53.2% | 2.28 |
| 1990 | 54.5% | 2.30 |
| 1991 | 55.1% | 2.32 |
| 1992 | 54.9% | 2.33 |

* Affected by large number of unknowns in FY 1973-1975. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Table F-15.  FY 1992 Married Active Component Enlisted Members by Age and Gender (Percentage)

| AGE | MALES | FEMALES | DoD TOTAL |
|---|---|---|---|
| 17 | 1.31% | 1.37% | 1.32% |
| 18 | 3.03% | 3.80% | 3.13% |
| 19 | 8.96% | 12.39% | 9.36% |
| 20 | 16.51% | 23.54% | 17.30% |
| 21 | 25.57% | 33.10% | 26.43% |
| 22 | 35.17% | 39.29% | 35.66% |
| 23 | 45.57% | 45.43% | 45.55% |
| 24 | 55.18% | 51.02% | 54.67% |
| 25 | 62.17% | 53.54% | 61.09% |
| 26 | 67.35% | 54.71% | 65.83% |
| 27 | 71.58% | 56.96% | 69.80% |
| 28 | 74.33% | 58.05% | 72.44% |
| 29 | 77.64% | 59.32% | 75.45% |
| 30 | 79.53% | 60.37% | 77.26% |
| 31 | 81.28% | 61.17% | 78.94% |
| 32 | 82.32% | 62.05% | 79.97% |
| 33 | 83.26% | 63.06% | 81.02% |
| 34 | 84.02% | 63.62% | 81.81% |
| 35 | 84.49% | 61.34% | 82.06% |
| 36 | 85.49% | 61.56% | 83.09% |
| 37 | 85.91% | 61.86% | 83.57% |
| 38 | 86.31% | 61.06% | 83.91% |
| 39 | 86.88% | 62.08% | 84.64% |
| 40 | 87.43% | 58.67% | 85.09% |
| 41 | 87.39% | 60.97% | 85.27% |
| 42 | 87.95% | 58.83% | 85.74% |
| 43 | 88.39% | 56.36% | 86.22% |
| 44 | 88.42% | 53.64% | 86.19% |
| 45+ | 88.94% | 50.60% | 86.60% |

Table F-16. Active Component Officer Strength, FY 1964, 1973-1992 (in Thousands)

| FISCAL YEAR | SERVICE | | | | |
|---|---|---|---|---|---|
| | ARMY | NAVY | MARINE CORPS | AIR FORCE | DoD |
| 1964 | 110.9 | 76.4 | 16.8 | 133.4 | 337.5 |
| 1973 | 116.2 | 70.6 | 19.3 | 115.0 | 321.1 |
| 1974 | 106.0 | 67.2 | 18.7 | 110.5 | 302.5 |
| 1975 | 103.0 | 65.7 | 18.6 | 105.2 | 292.4 |
| 1976 | 98.6 | 63.7 | 18.9 | 99.8 | 281.0 |
| 1977 | 97.7 | 63.3 | 18.7 | 96.3 | 276.0 |
| 1978 | 97.8 | 62.6 | 18.4 | 95.5 | 274.3 |
| 1979 | 97.4 | 62.4 | 18.2 | 96.1 | 274.1 |
| 1980 | 98.7 | 62.1 | 18.2 | 97.0 | 277.6 |
| 1981 | 101.9 | 65.5 | 18.4 | 99.4 | 285.0 |
| 1982 | 103.1 | 67.3 | 19.0 | 101.9 | 291.2 |
| 1983 | 105.7 | 68.5 | 20.0 | 104.6 | 298.7 |
| 1984 | 107.9 | 68.9 | 20.4 | 106.2 | 303.3 |
| 1985 | 109.7 | 70.7 | 20.2 | 108.4 | 308.9 |
| 1986 | 109.8 | 72.1 | 20.2 | 109.0 | 311.1 |
| 1987 | 108.0 | 72.0 | 20.0 | 107.3 | 307.4 |
| 1988 | 107.0 | 72.4 | 20.1 | 105.1 | 304.6 |
| 1989 | 91.9 | 69.5 | 18.5 | 103.7 | 283.5 |
| 1990 | 89.7 | 69.4 | 18.1 | 100.0 | 277.3 |
| 1991 | 88.7 | 68.0 | 17.2 | 96.6 | 270.5 |
| 1992 | 81.3 | 66.3 | 17.3 | 90.4 | 255.2 |