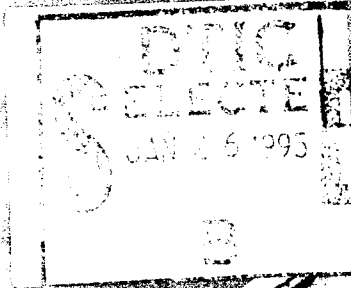
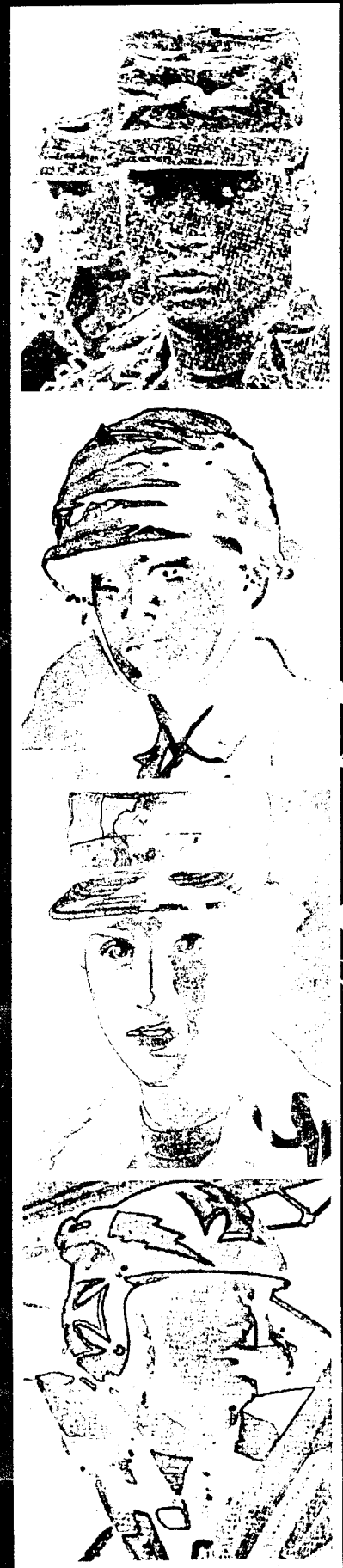


Population Representation in the Military Services

Fiscal Year 1993



DISTRIBUTION STATEMENT A
Approved for public release;
Distribution Unlimited



Office of the Assistant Secretary of Defense (Force Management Policy)

November 1994



FORCE MANAGEMENT
POLICY

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000



(Military Personnel Policy)

DTIC/OCC
Cameron Station
Alexandria, Virginia 22304

DTIC:

Enclosed is FY 1993's Population Representation in the Military Services (POPREP) report to Congress which we would like added to the DTIC system. If you have any questions, please call me at (703) 697-9271.

Sincerely,

DANA H. LINDSLEY
Captain, USAF
Assistant Director
Accession Policy

Enclosure:
As Stated



POPULATION REPRESENTATION IN THE MILITARY SERVICES

Fiscal Year 1993

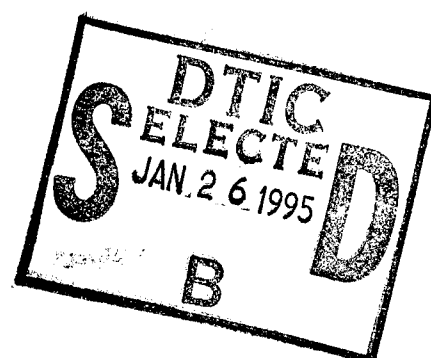
November 1994

Office of the Assistant Secretary of Defense
(Force Management Policy)

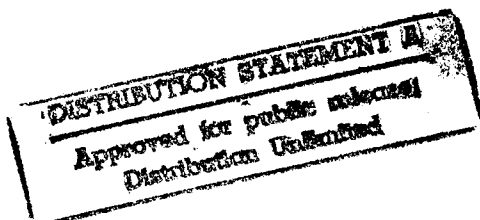
Cleared for Unlimited Distribution

Population Representation in the Military Services

Fiscal Year 1993



November 1994



THIS QUALITY INSPECTED

19950123 064

EXECUTIVE SUMMARY

This is the 20th annual Department of Defense report on social representation in the U.S. Military Services. The ensuing eight chapters and technical appendices provide data and commentary on demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. This report covering fiscal year (FY) 1993 is particularly salient because July 1, 1993 marked the 20th anniversary of the all-volunteer force, which was initiated amidst disquieting concerns regarding the quality and representativeness of military personnel.

The FY 1993 end-strength of the Active Component was 1.67 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled 1.04 million. Though the force is much smaller than in the early volunteer force years, and even reduced in comparison to the size in the late 1980s, downsizing of the military is not yet complete. To sustain even this reduced strength, in FY 1993 just over 203,000 new non-prior service (NPS) recruits were enlisted and almost 15,000 newly commissioned officers reported for active duty. Furthermore, over 60,000 without and 108,000 with prior service experience were enlisted in the Selected Reserves. Some 19,000 officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 1993 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. Just over 90 percent of FY 1993 new recruits were 18 through 24 years of age, in comparison to 33 percent of civilians within the military-age range of 17-35. Nearly half (45 percent) of the active duty enlisted force were 17-24 years old, in contrast to about 15 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively) but they too were younger than their civilian equivalents. For example, whereas 55 percent of active duty officers were younger than 35, only 34 percent of civilian college graduates could be so counted.

The data for enlisted personnel within the Selected Reserves similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Component members, 61 percent of NPS accessions were between the ages of 17 and 19, whereas a scant 13 percent of 17-35 year-old civilians fell within this age subgroup. Of course, prior service Reserve Component enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 70 percent versus 27 percent were under 30 years of age). Officers in the Selected Reserved proved the exception to this trend, with an age distribution more comparable to that of civilian college graduates 21 years of age and older and in the workforce.

Race/Ethnicity. As has been the case throughout the history of the all-volunteer force, in FY 1993 Blacks were amply represented in the military overall. Within the enlisted force, Blacks were overrepresented among NPS active duty accessions (17 percent) relative to the 18-23 year-old civilian population (14 percent). Hispanics, on the other hand, continued to be

underrepresented, with 8 percent among NPS accessions compared with 12 percent for comparable civilians. Other racial and ethnic minorities comprised 3 percent of accessions; only 1 percent less than the population proportion. Not only does active duty attract an overrepresentation of Blacks, but retention rates boosted their representation among Active Component enlisted members to 22 percent in contrast to the 12 percent of Blacks among 18-44 year-old civilians. With 6 percent of active duty enlisted members counted as Hispanic, this ethnic minority maintained its low proportion relative to the 9 percent civilian count.

Minorities were not as populous among Active Component officers. About 7 percent of newly commissioned officers were Black, 3 percent were Hispanic, and 5 percent were "Other" minorities. Among new and "seasoned" active duty officers combined the percentages were 7, 2, and 3, for the Black, Hispanic, and "Other" subgroups, respectively. Although Blacks comprised a much smaller proportion of officers than of enlistees, when viewed from the vantage point of the 21-35 year-old college graduate civilian population (which is 7 percent Black, 4 percent Hispanic, and 6 percent "Other"), minorities appear to be proportionately represented among the officer corps.

Racial/ethnic findings for the Reserve Component were similar. Blacks were over-represented, Hispanics were underrepresented, and others were more or less proportionally represented among NPS and particularly among prior service Selected Reserve accessions. As with the Active Component, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel, but the percentages were not out of line with appropriate civilian college graduate minority percentages.

Gender. No matter which Component and regardless of officer/enlisted status, FY 1993 data showed that women continued to be greatly underrepresented in the military. Women comprised 14 percent of NPS active duty accessions and 18 percent of NPS accessions to the Selected Reserves (13 percent of the numerically larger prior service segment of Reserve Component accessions were women). Among the total groups of enlistees on active duty, 12 percent were women. Among comparable Selected Reservists, 13 percent were women. The representation of women among active duty officer accessions and within the officer corps was 19 and 13 percent, respectively. Similar percentages were seen among Selected Reserve officers (19 and 16 percent, respectively). Though women constitute a much smaller proportion of the Total Force than men, their representation has grown greatly during the AVF.

Marital Status/Dependency. In addition to the growing presence of women in the military, marriage and parenthood have also been on the rise. Newcomers to the military are less likely than their civilian age counterparts to be married, but as time goes on military members come close to resembling the civilian sector in terms of marital status. Among enlisted members, 56 percent of those on active duty and 51 percent of the Reserve Component were married as of FY 1993. Of those married and on active duty, 11 percent were part of dual-military marriages. Men were more likely to be married than women in the military, but women were more likely to be a partner in a dual-military marriage. As one might expect, officers were more likely to be married (73 percent of Active and Reserve Component) than enlisted personnel, owing to their being older and financially more secure on average. Dual marriages accounted for 7 percent of married active duty officers. Again, women officers were less likely than men to be married but, if married, they were more likely to be in a dual-military relationship.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 1993. Practically all active duty and Selected Reserve enlisted accessions had a high school diploma or equivalent (i.e., Tiers 1 and 2) (99 and 98 percent, respectively); well above civilian youth proportions (82 percent of 18-24 year-olds). More importantly, for reasons related to term completion, 95 percent of active duty and 92 percent of Selected Reserve enlisted accessions held a regular high school diploma or could otherwise be categorized in the preferred "Tier 1" education category.

Given that officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that a college education is part of the main commissioning sources (i.e., military academies and ROTC), the academic standing of officers is not surprising. The fact that 96 and 99+ percent among active duty officer accessions and officer corps, respectively, were degree holders (13 and 52 percent advanced degrees) is in keeping with policy and the professional status and expectations of officers. Likewise, 84 percent of Reserve Component officer accessions and 86 percent of the total Reserve Component officer corps held at least a B.S. or B.A. degree with 25 and 30 percent advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Levels of cognitive aptitude as measured by scores on the military's enlistment screening test--AFQT--were higher among enlisted military members than among the civilian youth population. Approximately 71 percent of NPS active duty enlisted accessions scored within the top half (Categories I-III A) of the nationally normed AFQT distribution. Less than 1 percent scored in the lowest acceptable AFQT Category IV, which encompasses the 10th through 20th percentiles relative to the 1980-based national youth population. Reservists also topped their civilian counterparts with 63 percent of NPS accessions scoring within AFQT Categories I-III A and less than 2 percent in Category IV.

Test score data were not reported for officers because of test variation by Service and commissioning source; tough entry requirements (e.g., SAT scores) for the commissioning sources as well as the college degree hurdle ensure quality among officers.

High-Quality Recruits. Level of education together with AFQT score are used as a predictive index of quality, encompassing persistence and training and job performance, within the enlisted ranks. Because high school diploma graduates are more likely to complete their contracted enlistment terms and higher AFQT-scoring recruits are expected to perform better in training and on the job, the Services strive to enlist AFQT Category I-III A high school diploma graduates. In FY 1993, 66 percent of NPS active duty recruits were so-called "high quality."

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 1993 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Socioeconomic Status. Socioeconomic representation in the volunteer force is one of the centerpoints of interest. Because of continuing concerns that our nation's defense would fall disproportionately on the poor and the underclass, DoD sought an empirical assessment rather than relying on mere impressions and anecdotes. Beginning in March 1989, the Survey of Recruit Socioeconomic Backgrounds has been conducted annually among active duty enlisted

☒	
☐	
☐	
per letter	
Codes	
Dist	Special
A-1	

accessions. Based on a summary of parents' education, employment status, occupation, and home ownership, FY 1993 data showed that neither the high nor the low ends of the distribution were as well represented among the backgrounds of new recruits as in census data on parents of civilian youth ages 14 through 21.

Geographic Representation. The geographic distribution of enlisted active and Selected Reserve accessions for FY 1993 shows that the South, and in particular the West South Central and South Atlantic divisions of this region, continued to have the greatest representation. Around two-fifths of NPS active and reserve accessions hailed from this region. In fact, the South was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratios (percentage of accessions divided by percentage of 18-24 year-olds from the region) for the NPS Active and Reserve Component accessions were 1.2 and 1.1, respectively.

Representation Within Occupations. The military needs more than generalists or undifferentiated manpower. Further, it needs more than infantrymen and guncrew specialists. The Services require technicians, mechanics, health care, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands and valences, is part of the enlistment or commissioning package. As of FY 1993, less than one-third of active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling that require relatively lower AFQT. A plurality of enlisted members (42 percent) served in mid-level skill jobs within the medical and dental, functional support and administration, and electrical/mechanical equipment repair areas. The remainder (22 percent) were in high-skill areas including electronic equipment repair, communications and intelligence, and other allied specialists.

Military enlisted women were overrepresented in the traditionally female areas of functional support and administration (33 percent) and medical/dental (15 percent). In FY 1993, 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 proportions of Whites were higher. Blacks were still more heavily represented in the functional support and administration and service and supply areas.

Most active duty officers serve in tactical operations (40 percent) with health care and engineering and maintenance distant seconds and thirds, respectively (18 percent and 12 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations, whereas greater percentages of women were in health care and administration. In FY 1993, racial and ethnic groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of Blacks in tactical operations and a greater percentage of Blacks in administration and supply areas.

The occupational distributions among Active and Reserve Components vary somewhat. For example, as of FY 1993, 16 percent of the enlisted Active Component were in infantry and related occupations in contrast to 23 percent of enlisted Selected Reserves. The Reserve Component is somewhat "lighter" in technical occupational areas such as electronic equipment

and electrical/mechanical equipment repair. There were also some occupational differences between Active and Reserve officers; the Reserve Component had a smaller proportion in tactical operations but a greater proportion in health care.

Despite the slight occupational differences among minority groups and the more substantial assignment differences between men and women, it is important to recognize the strides that women and minorities have made in terms of assignment patterns since the inception of the all volunteer force. Blacks have made gains in technical areas and their presence in infantry and service and supply jobs has been reduced. Although almost half of enlisted women serve in "traditional" occupations, their concentration in such jobs has been greatly reduced over the past 20 years.

Conclusions

Deviations from population proportions as documented in this report are not necessarily a cause for concern. Among the factors impinging upon representation are the military aptitude and education standards and goals which reduce the likelihood of distributions that mirror the civilian population. Regardless of whether representation is a realistic goal, monitoring the composition of the force is important. Tracking demographic and background characteristic trends has useful policy implications. In addition to Defense's commitment to diversity, by charting the characteristics of military members the Services are better able to formulate policies that enhance the recruitment, training, satisfaction, retention, and preparation of their personnel. This five-page summary of the FY 1993 population representation report is but a short synopsis of the more detailed and complex information and interpretations contained in the larger document.

TABLE OF CONTENTS

	Page
1 INTRODUCTION	1-1
Fiscal Year 1993: Transition and Transformation	1-1
The Total Force and its Missions	1-4
A Preview of the Portrait of the Force	1-5
Data Sources	1-6
2 ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS	2-1
The Recruiting Process	2-1
The Armed Services Vocational Aptitude Battery	2-2
Educational credentials	2-2
Physical examination	2-3
Moral character standards	2-3
Occupational area counseling	2-3
The delayed entry program (DEP)	2-4
Characteristics of Active Component Non-Prior Service Applicants	2-4
Characteristics of Active Component Non-Prior Service Accessions	2-5
Age	2-6
Race/ethnicity	2-7
Gender	2-11
Marital status	2-11
Education	2-13
AFQT	2-17
High quality	2-20
Reading ability	2-20
Geography	2-21
3 SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS	3-1
Socioeconomic Status in Perspective	3-1
Defining Socioeconomic Status	3-2
Measuring Socioeconomic Status	3-3
Socioeconomic Status of Enlisted Accessions and Civilians	3-4
Marital status	3-4
Education	3-4
Home ownership	3-6
Employment status	3-6
Occupation	3-7
Socioeconomic index scores	3-8

TABLE OF CONTENTS (continued)

	Page
4 ACTIVE COMPONENT ENLISTED FORCE	4-1
Characteristics of Active Component Enlisted Force	4-2
Age	4-2
Race/ethnicity	4-4
Gender	4-5
Marital status	4-8
Education	4-10
Representation within occupations	4-12
 5 ACTIVE COMPONENT COMMISSIONED OFFICERS	 5-1
Characteristics of Active Component Officers	5-2
Source of commission	5-2
Age	5-5
Race/ethnicity	5-5
Gender	5-9
Marital status	5-10
Education	5-11
Representation within occupations	5-12
 6 SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE	 6-1
The Selected Reserve Recruiting Process	6-3
Characteristics of Selected Reserve Accessions	6-5
Age	6-5
Race/ethnicity	6-5
Gender	6-8
Education	6-8
AFQT	6-9
Geography	6-10
Characteristics of the Selected Reserve Enlisted Force	6-12
Age	6-12
Race/ethnicity	6-13
Gender	6-15
Marital status	6-15
Education	6-15
Representation within occupations	6-16

TABLE OF CONTENTS (continued)

	Page
7	
SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS	7-1
Characteristics of Selected Reserve Officer Accessions and	
Officer Corps	7-2
Age	7-2
Race/ethnicity	7-2
Gender	7-3
Marital status	7-4
Source of commission and education	7-5
Representation within occupations	7-7
8	
REPRESENTATION REVISITED	8-1
FY 1993: A Summary	8-1
Evaluating Representation	8-1
Eyes on Diversity	8-3
Appendix A	Tables - Active Component Applicants
	A-1
Appendix B	Tables - Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps
	B-1
Appendix C	Tables - Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps
	C-1
Appendix D	Figures - Longitudinal Data
	D-1

TABLE OF CONTENTS (continued)

Table	List of Tables	Page
2.1	Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	2-2
2.2	Race/Ethnicity and Gender of FY 1993 Active Component NPS Applicants, by Service	2-5
2.3	Age of FY 1993 Active Component NPS Accessions, by Service, and Civilians 17-35 Years Old	2-8
2.4	Race/Ethnicity and Gender of FY 1993 Active Component NPS Accessions, by Service	2-9
2.5	FY 1993 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18-24 Years Old	2-12
2.6	Levels of Education of FY 1993 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old	2-14
2.7	AFQT Scores of FY 1993 Active Component NPS Accessions, by Gender and Service, and 1980 Civilians 18-23 Years Old	2-19
2.8	Mean Reading Grade Level of FY 1983-1992 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old	2-22
2.9	Selected Statistics for FY 1993 NPS Accessions by Region, Division, and State with Civilians 18-24 Years Old	2-24
3.1	Marital Status of Parents, by Gender of Parents and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group	3-4
3.2	Education of Parents, by Gender and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group	3-5
3.3	Parents in "Owned" Residence, by Gender and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group	3-6
3.4	Employed Parents, by Gender and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group	3-7
3.5	Parents of FY 1993 Active Component NPS Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group	3-8
4.1	FY 1993 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 Years and Older	4-3
4.2	FY 1993 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old	4-4
4.3	FY 1993 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old	4-8
4.4	FY 1993 Active Component Enlisted Members Who Are Married, by Gender and Service, and Civilian Labor Force 18-44 Years Old 4-8	

TABLE OF CONTENTS (continued)

List of Tables, Continued:		
Table		Page
4.5	FY 1993 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service	4-11
4.6	FY 1993 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old	4-12
4.7	Occupational Areas of Active Component Enlisted Personnel Within Gender: Females, FY 1973 and FY 1993; Males, FY 1993	4-13
4.8	FY 1993 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity, with FY 1973 Data for Blacks	4-15
5.1	FY 1993 Active Component Officer Corps and Officer Accessions	5-2
5.2	FY 1993 Source of Commission of Active Component Officer Accessions and Active Component Officer Corps, by Service	5-4
5.3	Mean Age of Active Component Officer Accessions and Officer Corps, FY 1973 and FY 1993, and of Enlisted Personnel, FY 1993	5-5
5.4	FY 1993 Active Component Minority Officer Accessions and Active Component Minority Officer Corps, by Gender and Service	5-7
5.5	FY 1993 Source of Commission of Active Component Officer Accessions by Race/Ethnicity and Gender	5-8
5.6	FY 1993 Source of Commission of Active Component Officer Corps, by Race/Ethnicity and Gender	5-9
5.7	Active Component Female Officer Accessions, and Active Component Officer Corps, FY 1973 and FY 1993	5-10
5.8	Married Active Component Officer Corps, FY 1973 and FY 1993, and Enlisted Personnel, FY 1993, by Gender	5-10
5.9	FY 1993 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service	5-11
5.10	FY 1993 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps, by Service	5-12
5.11	FY 1973 and FY 1993 Occupational Areas of Active Component Officer Corps	5-13
5.12	Occupational Areas of Active Component Officer Corps: Females, FY 1973 and FY 1993; Males, FY 1993	5-14
5.13	FY 1993 Occupational Area Distribution of Active Component Officer Corps, by Race/Ethnicity	5-15
6.1	FY 1993 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths	6-4
6.2	FY 1993 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old	6-6
6.3	FY 1993 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race/Ethnicity	6-7

TABLE OF CONTENTS (continued)

List of Tables, Continued:		
Table		Page
6.4	FY 1993 Selected Reserve Non-Prior Service and Prior Service Accessions by Gender	6-8
6.5	FY 1993 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18-24 Years Old	6-9
6.6	FY 1993 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component, and 1980 Civilians 18-23 Years Old	6-10
6.7	FY 1993 Selected Statistics for NPS Service Reserve Enlisted Accessions by Region, Division, and State with Civilians 18-24 Years Old	6-11
6.8	FY 1993 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old	6-13
6.9	FY 1993 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-44 Years Old	6-14
6.10	FY 1993 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force, Age 18-44 Years Old	6-15
6.11	FY 1993 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force Over 16 Years Old	6-15
6.12	FY 1993 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18-44 Years Old	6-16
6.13	Comparison of Reserve and Active Enlisted Occupational Areas in FY 1993	6-17
6.14	Comparison of FY 1993 Occupational Area Distribution of Enlisted Members by Active and Reserve Components	6-17
6.15	FY 1993 Occupational Areas of Selected Reserve Enlisted Personnel Within Race/Ethnicity	6-18
6.16	FY 1993 Occupational Areas of Selected Reserve Enlisted Personnel by Gender	6-19
7.1	FY 1993 Selected Reserve Officer Accessions and Officer Corps	7-2
7.2	FY 1993 Selected Reserve Officer Accessions and Officer Corps by Race/Ethnicity	7-4
7.3	FY 1993 Selected Reserve Female Officer Accessions and Officer Corps	7-4
7.4	FY 1993 Married Selected Reserve Officers and Enlisted Members by Gender, and Civilians	7-5
7.5	FY 1993 Source of Commission of Selected Reserve Officer Accessions	7-5
7.6	FY 1993 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps	7-6

TABLE OF CONTENTS (continued)

List of Tables, Continued:

Table	Page
7.7 FY 1993 Occupational Areas of Active and Selected Reserve Officer Corps	7-7
7.8 Comparison of FY 1993 Occupational Area Distribution of Officers by Active and Reserve Component	7-8
7.9 FY 1993 Occupational Areas of Selected Reserve Officer Corps, by Gender	7-9
7.10 FY 1993 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity	7-10

List of Figures

Figure	Page
1.1 The population of 18-year-old males and the Services' male non-prior service (NPS) recruiting requirements for years 1950-2005 (projected)	1-2
2.1 Applicants-to-accessions ratio, FYs 1981-1993	2-6
2.2 Age of FY 1993 Active Component accessions	2-7
2.3 Blacks as a percentage of Active Component NPS accessions, FYs 1973-1993	2-10
2.4 Women as a proportion of Active Component NPS accessions, FYs 1973-1993	2-12
2.5 Marital status trends by Service, FYs 1976-1993	2-13
2.6 Active Component accessions with high school diplomas, FYs 1973-1993	2-15
2.7 FY 1993 high school graduate accessions and civilians 18-24 years old, by gender and race/ethnicity	2-16
2.8 Percentage of NPS accessions in AFQT Categories I-III A, FYs 1973-1993	2-17
2.9 Percentage of NPS accessions in AFQT Categories, FYs 1973-1993	2-18
2.10 Percentage of high-quality NPS accessions, FYs 1973-1993	2-21
2.11 NPS accessions by geographic region, FYs 1973-1993	2-23
3.1 MSEI distribution for DoD and CPS fathers with DoD representation ratio.	3-9
3.2 TSEI distribution for DoD and CPS mothers with DoD representation ratio.	3-10
3.3 DoD MSEI and TSEI distribution related to CPS distribution quartiles.	3-11

TABLE OF CONTENTS (continued)

Figure	List of Figures, Continued:	Page
4.1	Active Component enlisted force end-strength, FYs 1973-1993	4-1
4.2	Active Component enlisted force average age and months in service, FYs 1973-1993	4-2
4.3	Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973-1993	4-5
4.4	Women as a percentage of Active Component enlisted members, by Service, FYs 1973-1993	4-6
4.5	Percentage of married members by Service, FYs 1973-1993	4-9
5.1	Active Component officer end-strength, FYs 1973-1993	5-1
5.2	Age of FY 1993 Active Component officer accessions, by Service	5-6
5.3	Age of FY 1993 Active Component officer corps, by Service	5-6
6.1	FY 1993 composition of the Selected Reserve within the Ready Reserve	6-1
6.2	Reserve Component enlisted end-strength, FY 1974-1993	6-2
7.1	Reserve Component officer corps end-strength, FYs 1974-1993	7-1
7.2	Percent of Selected Reserve officer corps by age group, FY 1993	7-3

Appendix A - Tables: Active Component Applicants

Table		Page
A-1	FY 1993 Applicants for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group	A-1
A-2	FY 1993 Applicants for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group	A-2
A-3	FY 1993 Applicants for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group	A-4
A-4	FY 1993 Applicants for Active Component Enlistment by Ethnicity and Service	A-5
A-5	FY 1993 Applicants for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group	A-6
A-6	FY 1993 Applicants for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity	A-8
A-7	FY 1993 Applicants for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group	A-10
A-8	FY 1993 Applicants for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group	A-11

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

Table		Page
B-1	FY 1993 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group	B-1
B-2	FY 1993 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group	B-2
B-3	FY 1993 NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group	B-4
B-4	FY 1993 NPS Active Component Enlisted Accessions by Ethnicity and Service	B-5
B-5	FY 1993 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group	B-6
B-6	FY 1993 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity	B-8
B-7	FY 1993 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group	B-10
B-8	FY 1993 NPS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group	B-11

TABLE OF CONTENTS (continued)

Appendix B (continued) - Tables: Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps		
Table		Page
B-9	FY 1993 NPS Active Component Enlisted Accessions by Quality, Service, and Gender	B-12
B-10	FY 1993 NPS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity	B-13
B-11	FY 1993 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group	B-14
B-12	FY 1993 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group	B-17
B-13	FY 1993 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group	B-20
B-14	FY 1993 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group	B-21
B-15	FY 1993 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group	B-23
B-16	FY 1993 Active Component Enlisted Members by Ethnicity and Service	B-24
B-17	FY 1993 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group	B-25
B-18	FY 1993 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group	B-26
B-19	FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Gender	B-27
B-20	FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity	B-29
B-21	FY 1993 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups	B-31
B-22	FY 1993 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups	B-32
B-23	FY 1993 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Groups.	B-33
B-24	FY 1993 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups	B-34
B-25	FY 1993 Active Component Officer Accessions and Officer Corps by Education and Service	B-35

TABLE OF CONTENTS (continued)

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

Table		Page
B-26	FY 1993 Active Component Officer Accessions by Occupational Area and Service	B-36
B-27	FY 1993 Active Component Officer Corps by Occupational Area and Service.	B-37
B-28	FY 1993 Active Component Officer Corps by Occupational Area, Service, and Gender	B-38
B-29	FY 1993 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity	B-40
B-30	FY 1993 Active Component Officer Accessions by Source of Commission, Service, and Gender	B-42

Appendix C - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table		Page
C-1	FY 1993 NPS Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group	C-1
C-2	FY 1993 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group	C-3
C-3	FY 1993 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group	C-5
C-4	FY 1993 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component	C-6
C-5	FY 1993 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group	C-7
C-6	FY 1993 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity	C-9
C-7	FY 1993 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group	C-11
C-8	FY 1993 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity	C-12
C-9	FY 1993 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group	C-13
C-10	FY 1993 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group	C-15

TABLE OF CONTENTS (continued)

Appendix C (continued) - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps	
Table	Page
C-11 FY 1993 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group	C-17
C-12 FY 1993 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component	C-18
C-13 FY 1993 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group	C-19
C-14 FY 1993 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity	C-20
C-15 FY 1993 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group	C-21
C-16 FY 1993 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group	C-23
C-17 FY 1993 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group	C-25
C-18 FY 1993 Selected Reserve Enlisted Members by Ethnicity and Component	C-26
C-19 FY 1993 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group	C-27
C-20 FY 1993 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity	C-28
C-21 FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender	C-29
C-22 FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity	C-31
C-23 FY 1993 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group	C-33
C-24 FY 1993 Selected Reserve Officers by Age and Component with Civilian Comparison Group	C-34
C-25 FY 1993 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups	C-35
C-26 FY 1993 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups	C-36
C-27 FY 1993 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups	C-37
C-28 FY 1993 Selected Reserve Officer Accessions and Officers by Education and Component	C-38

TABLE OF CONTENTS (continued)

Appendix C (continued) - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table	Page
C-29 FY 1993 Selected Reserve Officer Accessions by Occupational Area and Component	C-39
C-30 FY 1993 Selected Reserve Officers by Occupational Area and Component	C-40
C-31 FY 1993 Selected Reserve Officers by Occupational Area, Component, and Gender	C-41
C-32 FY 1993 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity.	C-43
C-33 FY 1993 Selected Reserve Officer Accessions by Source of Commission and Component	C-45

Appendix D - Tables: Longitudinal Data

Table	Page
D-1 Number of 18-Year-Old Males and Male Military Accession Requirements, 1950-2010	D-1
D-2 Ratio of NPS Active Component Enlisted Accessions to Applicants, FY 1981-1993	D-2
D-3 Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FY 1973-1993	D-3
D-4 Hispanic NPS Active Component Enlisted Accessions by Service, FY 1973-1993	D-4
D-5 Female NPS Active Component Enlisted Accessions by Service, FY 1964, 1970-1993	D-5
D-6 NPS Active Component Enlisted Accessions by Marital Status and Service, FY 1976-1993	D-6
D-7 Percent NPS Active Component Enlisted Accessions with High School Diplomas by Service, FY 1973-1993	D-7
D-8 NPS Active Component Enlisted Accessions by AFQT Category, FY 1973-1993	D-8
D-9 Percent High Quality NPS Active Component Enlisted Accessions by Service, FY 1973-1993	D-9
D-10 Percent NPS Active Component Enlisted Accessions by Geographical Region, FY 1973-1993	D-10
D-11 Active Component Enlisted Strength, FY 1964, 1973-1993	D-11

TABLE OF CONTENTS (continued)

Appendix D - Tables: Longitudinal Data		
Table		Page
D-12	Mean Age and Months of Service of Active Component Enlisted Members, FY 1973-1993	D-12
D-13	Black Active Component Enlisted Members by Service, FY 1973-1993	D-13
D-14	Hispanic NPS Active Component Enlisted Members by Service, FY 1973-1993	D-14
D-15	Female Active Component Enlisted Members by Service, FY 1964, 1970-1993	D-15
D-16	NPS Active Component Enlisted Members by Marital Status and Service, FY 1973-1993	D-16
D-17	Active Component Officer Accessions, FY 1973-1993	D-17
D-18	Black Active Component Officer Accessions by Service with Civilian Comparison Group, FY 1973-1993	D-18
D-19	Hispanic Active Component Officer Accessions by Service, FY 1973-1993	D-19
D-20	Female Active Component Officer Accessions by Service, FY 1973-1993	D-20
D-21	Active Component Officer Strength, FY 1973-1993	D-21
D-22	Mean Age and Months of Service of Active Component Officers, FY 1973-1993	D-22
D-23	Black Active Component Officers by Service with Civilian Comparison Group, FY 1973-1993	D-23
D-24	Hispanic Active Component Officers by Service, FY 1973-1993	D-24
D-25	Female Active Component Officers by Service, FY 1973-1993	D-25
D-26	Reserve Component Enlisted Strength, FY 1974-1993	D-26
D-27	Reserve Component Officer Strength, FY 1974-1993	D-27

Chapter 1

INTRODUCTION

This 20th annual Department of Defense (DoD) report on social representation in the U.S. Military Services 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 (Report 93-884, May 1974). Since fiscal year (FY) 1975, the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management Policy) has provided annual data addressing the quality and representativeness of enlisted accessions and personnel compared to the civilian population. The population representation report has grown over the years from 14 total pages in 1974 to 118 pages of text and 145 pages of tables published last year.¹

The increase in the size of the report reflects not only the availability of more data, but a recognition that the evolution of the military and its benefits and burdens affect numerous characteristics, and vice versa. First, enlisted members were scrutinized in greater detail, including the addition in the early 1980s of quality indicators. Officer data were added in FY 1989, Reserve Component data were added in FY 1991, and statistics on dual-military marriages and selected longitudinal data were included for the first time in FY 1992. The present report compiles an extensive amount of data and information covering FY 1993--October 1, 1992--September 30, 1993. It includes a narrative description with selected tables and graphs in the main text as well as a detailed set of technical appendices.

Fiscal Year 1993: Transition and Transformation

July 1, 1993 marked the 20th anniversary of the all-volunteer force. Among the stated concerns over ending the draft were the quality and racial composition of the Armed Forces. There were fears that the force would be hollow and undue burdens would fall to the disadvantaged and, in particular, minorities. After early debate and a rocky start, the picture on the ground, at sea, and in the air is positive after two decades. Despite concerns over the decline in the primary recruitment pool--the 18-year-old male population--throughout the 1980s, as indicated in Figure 1.1, the number of male youth has reached its nadir and will soon be on the rise; at the same time, recruiting requirements for non-prior service male enlistees have reached a "decreased" level compared to the early volunteer recruiting years. Since the 1980s, not only have recruiting goals been met, but quality has skyrocketed as well.

There has been an overrepresentation of Blacks in the volunteer military, but undue risks have not prevailed because generally the benefits of service have outweighed the burdens. Thus, contrary to ominous predictions and interpretations, such high minority proportions have come

¹ Eitelberg, M.J., *The All-Volunteer Force After Twenty Years* (Monterey, CA: Naval Postgraduate School, September 1993).

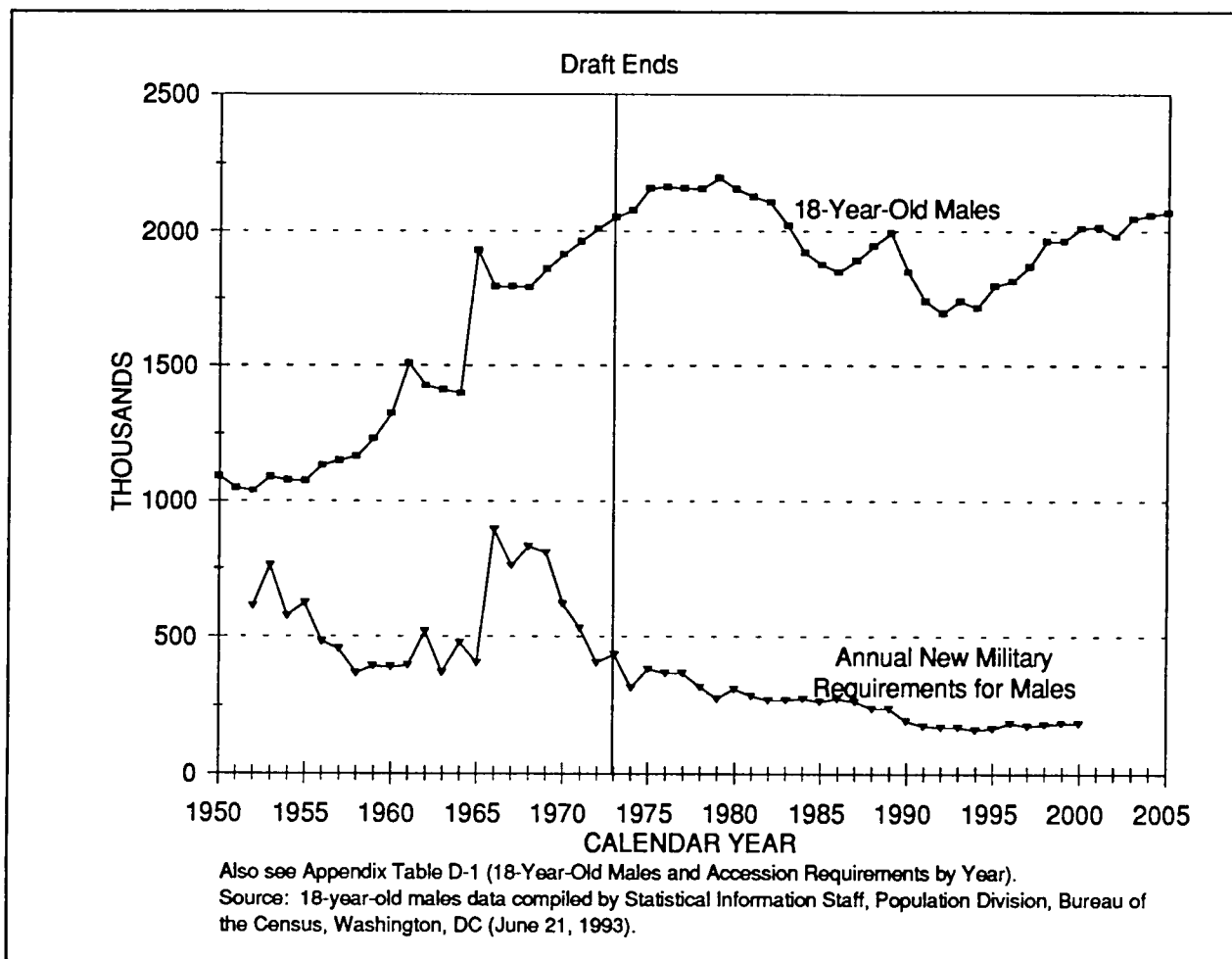


Figure 1.1. The population of 18-year-old males and the Services' male non-prior service (NPS) recruiting requirements for years 1950-2005 (projected).

to be viewed favorably.² This positive perspective was espoused by the recently retired 12th Chairman of the Joint Chiefs of Staff--General Colin Powell. As the first Black to achieve this top military position, during his 35-year tenure through FY 1993, General Powell's opinion carries great weight. In fact, the military has received accolades for the opportunities afforded minorities. However, though military manpower experts and the popular press alike³ pronounce that race relations in the military are ahead of other sectors of society, the goal of promoting

²Despite deployments to places such as Panama, Grenada, and the Persian Gulf, death tolls have been relatively modest and casualties among Black servicemembers have not been disproportionate to their representation in the military. For example, of the 266 servicemembers who sacrificed their lives during the Persian Gulf war, 15 percent were Black. See Nixon, R.L., *Defense Downsizing and Blacks in the Military* (Monterey, CA: Naval Postgraduate School, June 1993). Furthermore, survey research indicates that Blacks tend to have a more positive assessment of the value of serving in the military. See Laurence, J.H., *The Military: Purveyor of Fine Skills and Comportment for a Few Good Men* (Philadelphia, PA: University of Pennsylvania, 1994).

³See for example, Halloran, R., "Blacks and Women Find Roads for Advancement Through Life in Military," *New York Times* (August 26, 1986), p. B-24; Moskos, C., "How Do They Do It? Why the Military is the Only Truly Integrated Institution in America," *New Republic* (August 5, 1991), pp. 16-20; Moskos, C., "Success Story: Blacks in the Army," *Atlantic Monthly* (May 1986), pp. 65-72.

equal opportunity remains. In FY 1993, Defense reinforced its commitment to equality by conceptualizing a study of minority selection, promotion, and retention patterns among its elites--officers.

Though garnering troops by voluntary means has been successful, as the Services complete their drawdown of forces and transition to a smaller peacetime military, transformation is inevitable. In that brief 1974 social representation report, the focus was on geography, education, and race of the active duty enlisted ranks. Though these characteristics continue to be reported, the addition of other factors (e.g., gender, marital status) and contexts of service (e.g., occupational distribution, Active and Reserve Components, the Officer Corps) has been invaluable to understanding the complexity of the military and its times.

Though the topic of women in the military is of perennial interest, with notable events occurring since this nation's early days, women in uniform have taken the spotlight of late and this past fiscal year was no exception. In earlier years, women were relegated to auxiliary status or capped at 2 percent of the force and restricted in rank. However, since 1973 women have made considerable inroads. Prodded by evolution in the social and political climate, the technology of war, and recruiting needs, the presence of women swelled to 12 percent of active duty and 14 percent of Selected Reserve military personnel as of the end of FY 1993.

Despite their increased participation, the role of women in uniform, and in particular the issue of women in combat, remains contentious. On November 15, 1992, the Presidential Commission on the Assignment of Women in the Armed Forces published its controversial report recommending (with some dissension) expanded roles but combat barriers for women.⁴ Later in the year, Congress officially repealed the ban on women serving as warship crewmembers and on April 28, 1993, then-Secretary of Defense Les Aspin issued a DoD-wide policy directing the Services to open more specialties and assignments to women.

Specifically, more aircraft, including aircraft engaged in combat missions, were to be opened to qualified women. The Navy was 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. By the end of the 1993 fiscal year, women were piloting Air Force F-15s and landing aboard a Navy carrier--the U.S.S. Eisenhower-- with promises of more to come. Army and Marine Corps officials have been examining jobs to offer additional opportunities for women.⁵ With the beginning of FY 1995, the Army and Marine Corps will open approximately 32,700 and 48,000 positions, respectively, to women.⁶ The "Risk Rule" has been rescinded (effective October 1, 1994); it has been replaced with the Direct Ground Combat rule.

⁴*The Presidential Commission on the Assignment of Women in the Armed Forces: A Report to the President* (Washington, DC, November 1992).

⁵Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1992.

⁶News release from the Office of Assistant Secretary of Defense (Public Affairs), Subject: Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military, July 29, 1994.

Coincident with the increased presence of women and reliance on an older, more experienced volunteer force to staff technical, clerical, crafts, and service and supply positions in addition to combat or general military jobs, the military has become more family oriented. It is no longer a singles organization but comprises married men and women, mothers and fathers, dual-military couples, and single parents as well as single young men. Such trends are not simply demographic or sociological curiosities, but have implications for personnel policies and social programs and services that offer support and foster readiness, retention, and organizational effectiveness.⁷

The Total Force and its Missions

The FY 1993 end-strength of the Active Component (AC) was 1.67 million, compared to 1.79 million in FY 1992 and 1.97 million in FY 1991. The end-strength of the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Air National Guard, Air Force Reserve, and Marine Corps Reserve) decreased from 1.15 million in FY 1991 to 1.11 million in FY 1992 and to 1.04 million in FY 1993. Not only is the Reserve Component decreasing at a slower pace than the AC, but they are expected to become an even more vital component of the Total Force, participating in war-fighting, peacekeeping, and humanitarian missions beside their active duty compatriots.

As the Services continued their drawdown this past year, not only was there discussion of the active/reserve mix but a "bottom-up" review of the structure of the smaller future force. Though trimmed, the total force is expected to be prepared for multiple regional conflicts (MRCs). Our deployments in FY 1993 included participation in a peacekeeping operation in Bosnia and humanitarian relief in Somalia. Not only has the operating tempo been stepped up overseas, but there is continued discussion of involving our uniformed personnel in domestic youth development activities.⁸ Though current missions are called conflicts, humanitarian, or peacekeeping, the demands and risks are great nonetheless. MRCs confronting a reduced military have posed--and will continue to pose--challenges to Defense personnel. The quantity, quality, and characteristics of those who comprise the total force will hardly be taken for granted.

Though the forces are getting leaner, DoD is still recruiting. In fact, in FY 1993, just over 203,000 new recruits (non-prior service accessions) were added to the active duty enlisted ranks and almost 15,000 newly commissioned officers reported for active duty. Furthermore, over 60,000 without and 108,000 with prior service experience were enlisted in the Selected Reserve. Some 19,000 officers entered the National Guard or Reserve this past fiscal year as well.

Though fewer are needed to meet the lower end-strengths, satisfying accession requirements has been complicated by factors such as a decline in enlistment propensity. Whereas the Selected Reserve has received a temporary recruiting respite as those exiting active duty seek Reserve Component affiliation, active propensity has slipped by 7 percentage points

⁷See for example, Department of Defense, *Family Status and Initial Term of Service, Volumes I-IV* (Washington, DC: Office of the Assistant Secretary of Defense [Personnel and Readiness], December 1993).

⁸Ondaatji, E.H., *Policy Options for Army Involvement in Youth Development* (Santa Monica, CA: RAND Corporation, 1993).

among 16- to 21-year-old men from pre-drawdown levels. Propensity has declined by 21 points among young Black men during this same period.⁹ Waning interest on the part of youth may be attributed to increased deployments and awareness of the risks of military life. The drawdown may exacerbate recruiting problems by promoting inaccurate perceptions that the Services are no longer "hiring," or highlighting the fact that for many, the military is a limited tenure organization and a military career is far from assured. Military advertising and recruiting strategies will be called upon to compensate for the lackluster propensity results and the competition from burgeoning national and community service programs approved by Congress in 1993.

Actually, the potential for competition between military and national service recruiting is quite complicated. Approximately 20,000 out-of-school youth will be recruited per year to perform education, public safety, human services, and environmental tasks in exchange for living allowances and educational awards. Though the military's incentives may be greater, so too are its risks and demands. National and community service programs hold the promise of fulfilling vital community and individual needs as smaller accession requirements afford education and training opportunities through the military to fewer youth.

A Preview of the Portrait of the Force

As you will see from this report, at the 20-year mark, regardless of declining propensity figures, the military does have an overrepresentation of Blacks, but not of other minorities (e.g., Hispanics, Asian Americans, and Native Americans). Despite early concerns, volunteers are not drawn excessively from youth of lower socioeconomic backgrounds; rather, the middle class is amply represented. Furthermore, recruits come from all across America and not just from rural areas and the South, though these regions tend to be more highly represented.

Clearly, FY 1993 was another quality year as measured by both Armed Forces Qualification Test (AFQT) scores (mean = 61st percentile and 71 percent scoring within the top half of the national distribution) and the proportion of high school diploma graduates among incoming recruits (94 percent). Quality was similarly high among non-prior service (NPS) Selected Reserve enlisted accessions (i.e., 63 percent scoring within AFQT Categories I-III and 91 percent high school diploma graduates). These figures are well above the levels found in the 18- to 24-year-old youth population and in excess of the quality requirements projected in 1985.¹⁰ Such banner statistics are miraculous in the face of decreased propensity, changing demographics, and less than stellar standardized test score performance on the part of the nation's youth.¹¹

⁹ Memorandum from Edwin Dorn, Assistant Secretary of Defense (Personnel and Readiness), Subject: 1993 Youth Attitude Tracking Study, January 21, 1994.

¹⁰ Department of Defense, *Defense Manpower Quality, Volume 1* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Installations, and Logistics], May 1985).

¹¹ See Kageff, L.L. and Laurence, J.H., "Test Score Trends and the Recruit Quality Queue," in M. J. Eitelberg and S.L. Mehay (Eds.), *Marching Toward the 21st Century* (New York: Greenwood, 1994), pp. 81-96.

The military continually makes good news copy. With little consensus as to appropriate levels of social representation and quality, military personnel are scrutinized internally and externally at every point. The chapters that follow, together with previous annual reports on the population representation, more fully describe the people who apply for, enter, and serve as soldiers, sailors, marines, and airmen.

Data Sources

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).

<u>Subject</u>	<u>Data Source</u>
<u>Active Component</u>	
Applicants to Enlisted Military	DMDC Military Entrance Processing Command (USMEPCOM) Edit File, September 1993.
Enlisted Accessions	DMDC USMEPCOM Edit Files, June 1973 through September 1993.
Enlisted Force	DMDC Active and Loss Edit Files, June 1973 through September 1993.
Officer Accessions	DMDC Officer Gain Files, June 1973 through September 1993.
Officer Corps	DMDC Officer Master and Loss Edit Files, June 1973 through September 1993.
Recruit Socioeconomic Status	DMDC Survey of Recruit Socioeconomic Backgrounds, April - September 1993.
<u>Reserve Component</u>	
Selected Reserve Enlisted and Officer Accessions and Servicemembers	Reserve Components Common Personnel Data System (RCCPDS), September 1993.

Subject

Data Source

Civilian Comparisons

Civilian Comparison Groups for Applicants, Accessions, and Active and Reserve Members

Bureau of Labor Statistics Current Population Survey File, September 1993.

Civilian Socioeconomic Comparison Data

Bureau of Labor Statistics Current Population Survey File, April - September 1993.

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).

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

Despite the current force reductions, the Services still enlist approximately 200,000 young men and women annually in the Active Components. Recruiting a quality force is as important as ever, perhaps more important given the smaller number of men and women in the military and the increasing sophistication of weapons and methods for fighting "modern" wars. Also, the Services' missions are changing to include peacekeeping and humanitarian efforts, requiring additional skills from today's men and women in uniform.

With the personnel drawdown frequently reported in the media, some youth have the mistaken perception that the military is not recruiting.¹ In addition, propensity to enlist has dropped. 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 25 percent in 1993.² Among Blacks, the decline was greater, from 53 percent in 1989 to 32 percent in 1993.³ In spite of these challenges, recruiters were able to enlist a high-quality accession cohort in FY 1993. This chapter presents an introduction to the Active Component enlistment process, followed by demographic characteristics of enlisted applicants and new recruits (non-prior service accessions).

The Recruiting Process

Initial contacts between military recruiters and youth interested in military service are exploratory. In most cases, youth 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 before deciding to proceed with enlistment processing.

In addition to providing information to the prospective enlistee, recruiters determine his or her 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.⁴

¹ Harris, J.F., "Military Recruiters Find the Enemy is Apathy," *Washington Post* (July 4, 1994), pp. A1 & A9.

² A synopsis of the shifts in enlistment propensity was documented in a memorandum from Edwin Dorn, Assistant Secretary of Defense (Personnel and Readiness), Subject: 1993 Youth Attitude Tracking Study, January 21, 1994.

³ Ibid.

⁴ 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.

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB, 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 and on-the-job performance, 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, 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

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.

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 General Educational Development (GED) certificate of high school equivalency.
- 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).

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 Military Entrance Processing Station (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 character 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 types of criminal activity are 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 entry, 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 Service training/skill openings, schedules, and enlistment incentives.

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).

A recruit can sign up for a specific skill 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. In the Navy, approximately 55 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. Approximately 75 percent of Marine Corps enlistees enter with a guaranteed occupational area and are assigned a specific skill within that area after recruit training. The rest enlist either with a specific job guarantee (13 percent) or assignment to a job after recruit training (12 percent).

Normally an applicant will be shown a number of available positions. In general, the higher the individual's test scores, the more choices he or she will have. While the process differs by Service, the specific skills and occupational groupings are arranged similarly 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 suggest incentives 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; others decide not to enlist. A review of the enlistment decision process indicates that the military continues to compete with civilian employment and educational opportunities even after the application stage of the enlistment process.⁷

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 delayed entry program (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 four 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.

Characteristics of Active Component Non-Prior Service Applicants

In FY 1993, more than 348,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1). The distribution of FY 1993 Active Component non-prior service (NPS) applicants by race/ethnicity and gender is shown in Table 2.2.

Eighty percent were male, of whom 71 percent were White, 17 percent Black, 8 percent Hispanic, and 4 percent "Other." For female applicants, 60 percent were White, 28 percent

⁷ Orvis, B.R. and Gahart, M.T., *Enlistment Among Applicants for Military Service: Determinants and Incentives* (Santa Monica, CA: RAND Corporation, 1990), p. vii.

Table 2.2. Race/Ethnicity and Gender of FY 1993 Active Component NPS Applicants, by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	67.6	70.6	72.6	78.7	70.9
Black	20.4	17.0	13.5	13.0	17.2
Hispanic	8.0	8.1	10.1	4.4	7.9
Other	4.0	4.3	3.7	3.9	4.0
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	53.1	63.0	64.1	69.9	60.4
Black	35.2	25.0	20.7	20.9	28.2
Hispanic	7.3	7.9	9.9	4.6	7.0
Other	4.4	4.2	5.3	4.7	4.4
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	78.5	79.8	92.7	70.2	79.7
Female	21.5	20.2	7.3	29.8	20.3
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).					

Black, 7 percent Hispanic, and 4 percent "Other."⁸ 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 1993, 203,115 Active Component non-prior service 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 1993 but had not been sent to basic training by September 30, 1993, nor does it include Reserve Component recruits. This section examines a number of sociodemographic characteristics of FY 1993 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population.

⁸ "Other" refers to other-than-Black non-Hispanic racial minorities such as American Indians, Asians and Pacific Islanders, and Native Alaskans.

The proportion of accessions-to-applicants over FYs 1981-1993 is tracked in Figure 2.1. In the earlier years, recruiters sent far more applicants to MEPSs for processing to achieve recruiting objectives. In FY 1981, over 800,000 applicants were processed through MEPSs to access approximately 302,000 new recruits, a 38 percent accession-to-applicant 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 emphasize 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 MEPSs. In FY 1993, 348,000 applicants were processed through MEPSs to access approximately 203,000 new recruits, a 58 percent ratio of accessions-to-applicants. The increasing ratio suggests that recruiters have become progressively more successful at converting examinees to recruits.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.⁹ 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.

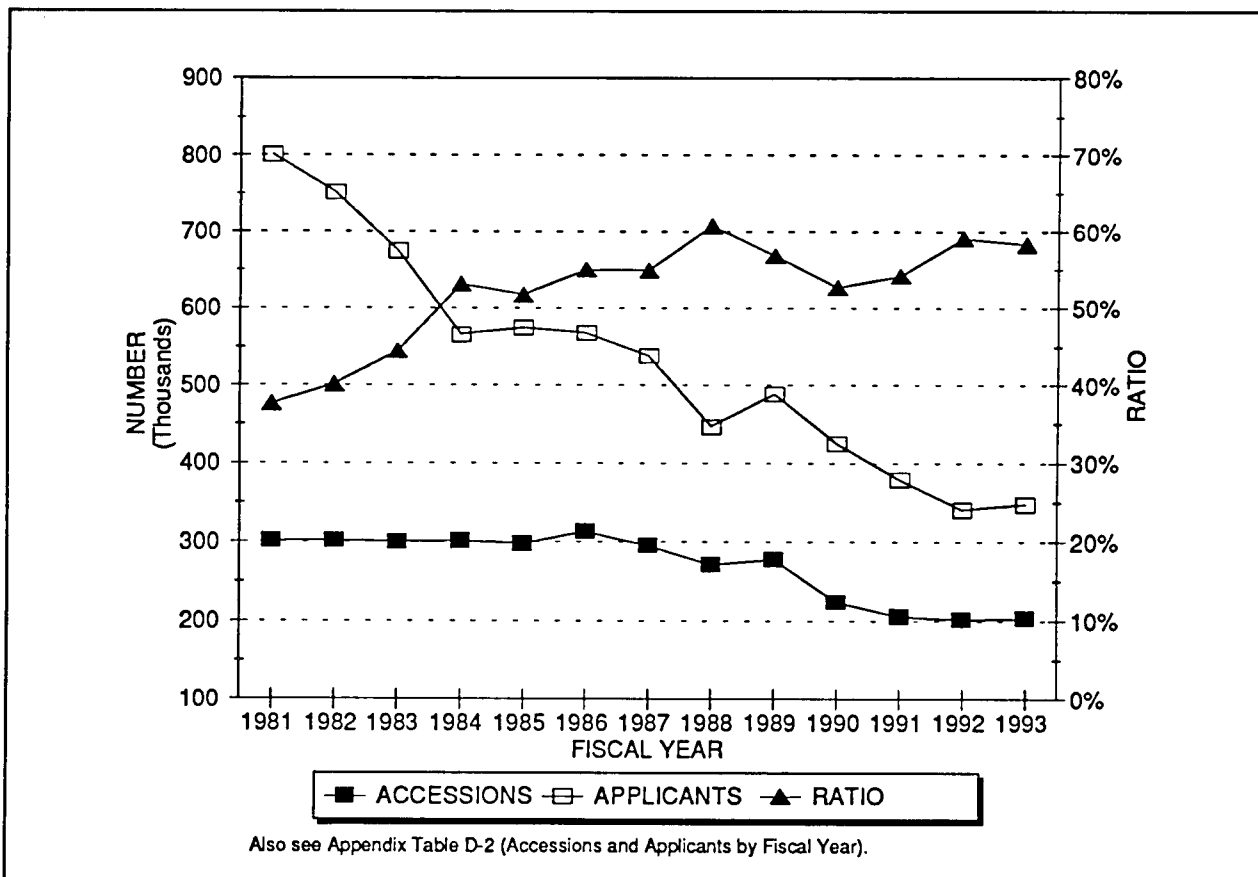


Figure 2.1. Armed Forces Qualification Test (AFQT) categories and corresponding percentile score ranges.

⁹ 10 U.S.C. 505.

The age distribution of FY 1993 active duty accessions is shown in Figure 2.2. 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 (46 percent) and the smallest percentage of those over age 21 (9 percent). The Army had the greatest proportion of recruits older than age 21 (25 percent) and the smallest proportion of 17- and 18-year-old recruits (30 percent).

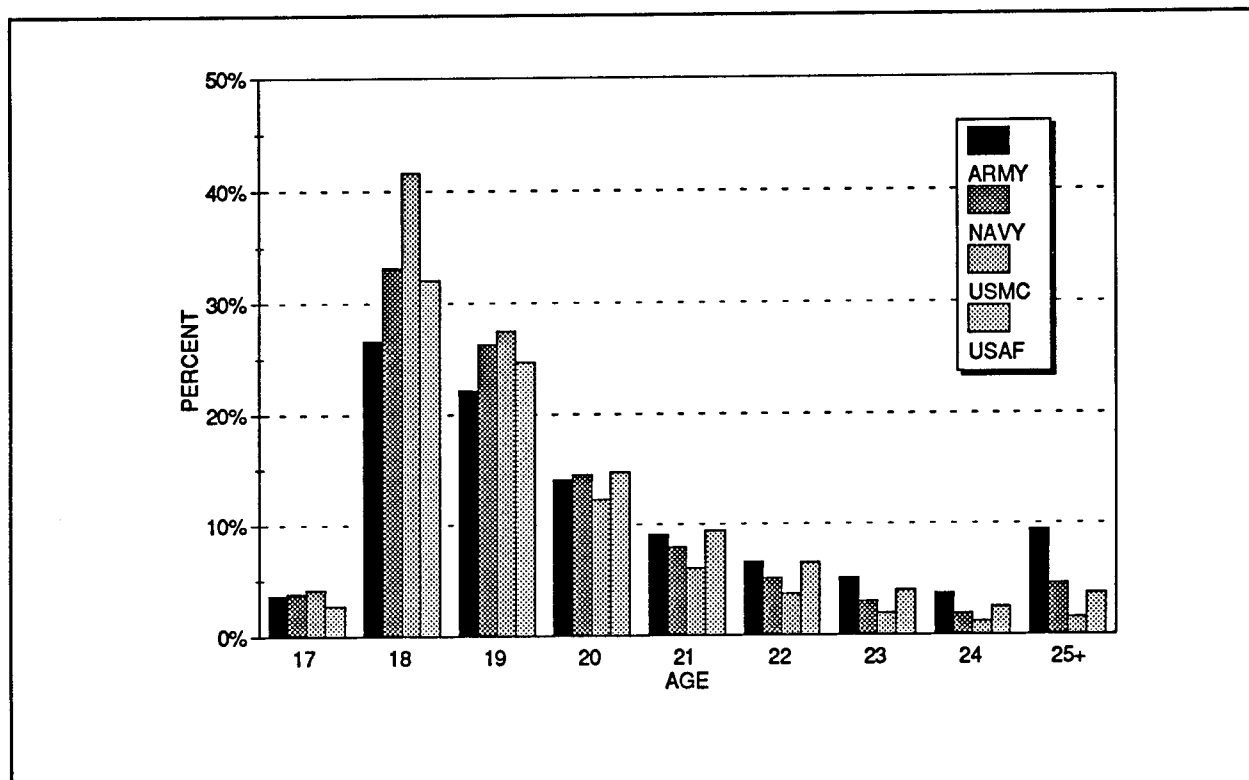


Figure 2.2. Age of FY 1993 Active Component accessions.

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 1993. For example, 19.1 of every 1,000 18-year-olds and 1.4 of every 1,000 24-year-olds enlisted in FY 1993.

Race/ethnicity. There were significant racial/ethnic differences among the Services, as shown in Table 2.4 and Appendix Tables B-3 and B-4. More than 30 percent of Army accessions were minorities, as compared to 29 percent Navy recruits, 25 percent Marine Corps recruits, and 20 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? This question has been discussed often during the 20 years since the inception of the all-volunteer force. While Blacks have a higher propensity to enlist and are overrepresented compared to the 18- to 24-year-old civilian population, the benefits of service generally outweigh the burdens.

Table 2.3. Age of FY 1993 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	3.6	3.8	4.1	2.7	3.6	4.5	2.3
18	26.6	33.2	41.6	32.0	32.0	4.6	19.1
19	22.1	26.3	27.5	24.7	24.7	4.5	15.2
20	14.1	14.5	12.3	14.7	14.0	4.3	8.9
21	9.0	7.9	6.1	9.3	8.2	4.6	5.0
22	6.6	5.0	3.7	6.5	5.6	4.8	3.2
23	5.0	3.0	2.0	4.0	3.7	5.2	2.0
24	3.6	1.9	1.2	2.5	2.5	5.0	1.4
>24	9.4	4.5	1.6	3.7	5.7	62.6	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	2.8
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 1993.							

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 2.3, the number of Black accessions peaked in FY 1979, especially in the Army, where 37 percent of recruits were Black (see Appendix Table D-3). The increase coincided with a 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 1980.¹⁰

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.¹¹ 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 21 percent.

¹⁰Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *A Report to the House Committee on Armed Services: Aptitude Testing of Recruits* (Washington, DC, 1980).

¹¹ Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

Table 2.4. Race/Ethnicity and Gender of FY 1993 Active Component NPS Accessions, by Service (Percent)						
	Army	Navy	Marine Corps	Air Force	DoD	
MALES						
White	71.9	71.6	75.0	81.4	73.7	
Black	18.0	16.0	11.9	11.1	15.3	
Hispanic	6.8	9.0	9.6	4.3	7.7	
Other	3.3	3.4	3.5	3.2	3.3	
Total	100.0	100.0	100.0	100.0	100.0	
FEMALES						
White	56.8	65.5	66.3	73.3	63.9	
Black	33.0	22.2	17.2	18.1	25.4	
Hispanic	6.1	9.0	10.3	4.3	6.7	
Other	4.0	3.3	6.1	4.4	4.0	
Total	100.0	100.0	100.0	100.0	100.0	
TOTAL						
Male	84.0	87.3	95.4	77.7	86.0	
Female	16.0	12.7	4.6	22.3	14.0	
White	69.5	70.8	74.6	79.6	72.3	
Black	20.4	16.8	12.1	12.7	16.7	
Hispanic	6.7	9.0	9.7	4.3	7.6	
Other	3.4	3.4	3.6	3.4	3.4	
18-24 Year-Old Non-Institutionalized Civilians						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
70.0	14.4	11.7	3.9	100.0	49.5	50.5
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 1993.						

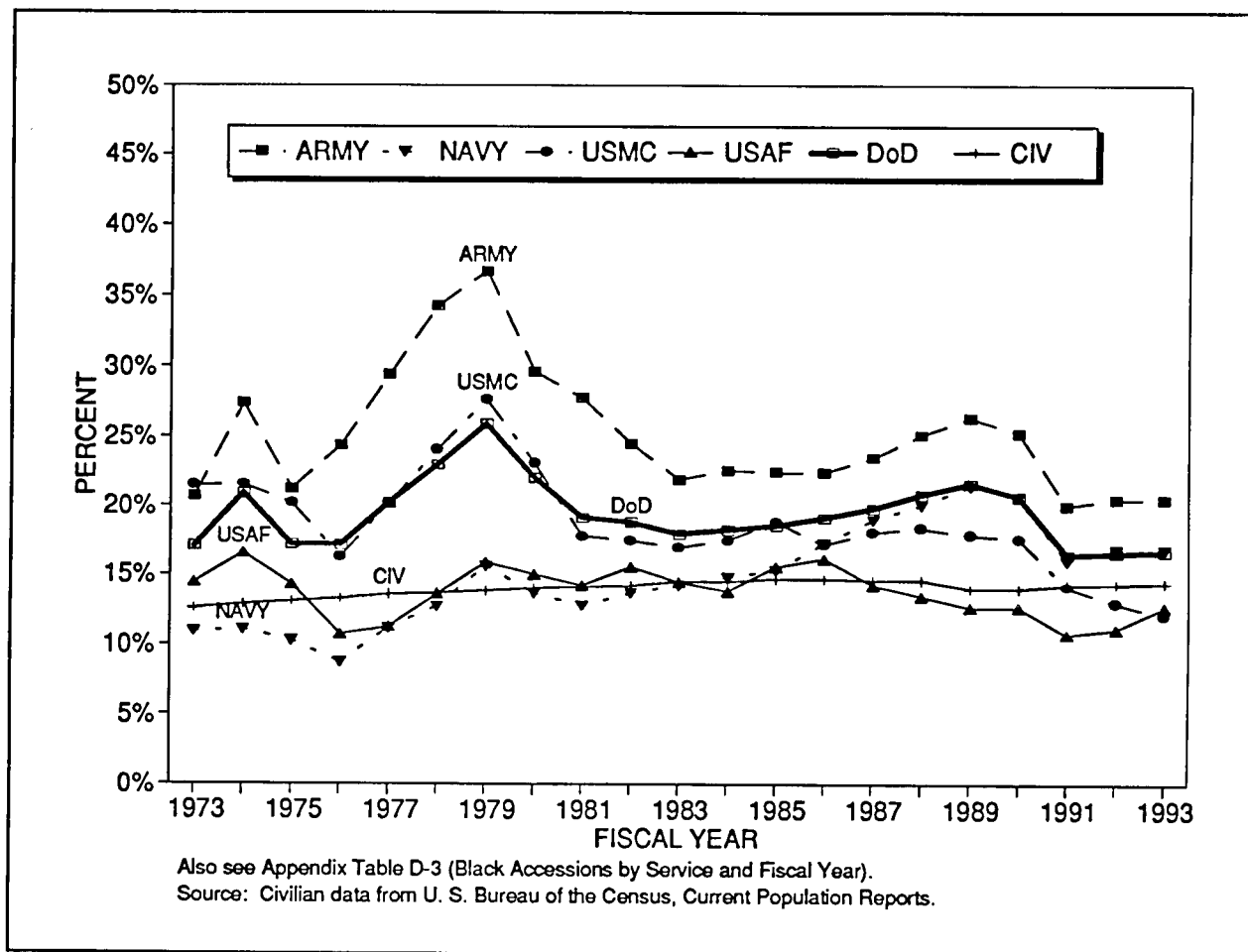


Figure 2.3. Blacks as a percentage of Active Component NPS accessions, FYs 1973-1993.

FYs 1991 to 1993 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.¹² In FY 1993, Blacks comprised nearly 17 percent of enlisted recruits, approximately 2 percentage points more than in the civilian population (14 percent). The Army continues to have the highest percentage of Black accessions, 20 percent in FY 1993.

While Black men comprised 15 percent of DoD male recruits, Black women made up 25 percent of female recruits (Table 2-4 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 1993 comprised 33 percent of Army female recruits, 22 percent of Navy female recruits, 17 percent of Marine Corps female recruits, and 18 percent of Air Force female recruits.

¹² *Youth Attitude Tracking Study 1992: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-5; Memorandum from Edwin Dorn, Assistant Secretary of Defense (Personnel and Readiness), Subject: 1993 Youth Attitude Tracking Study, January 21, 1994.

Hispanics. Hispanics were underrepresented among enlisted accessions in FY 1993, slightly less than 8 percent of recruits compared to 12 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (10 percent) in FY 1993, followed by the Navy, Army, and Air Force (9, 7, and 4 percent, respectively).

The proportion of Hispanic accessions has steadily increased over the years (Appendix Table D-4). In FY 1983, less than 4 percent of new recruits were Hispanic. Today, more than 7 percent of enlisted accessions are Hispanic. One factor influencing the representation of Hispanics in the military is high school graduation rates.¹³ Although Hispanics have a lower proportion of high school graduates than other racial/ethnic groups, the graduation rates for this ethnic group have been on the rise. In FY 1992, 57 percent of 18- to 24-year-old Hispanics completed high school compared to 77 percent of Blacks and 88 percent of Whites. FY 1993 statistics show a 5-percentage-point increase in Hispanic graduates (62 percent) with 1-percentage-point decreases for Blacks and Whites (76 and 87 percent, respectively).

"Other" minorities. Members of "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) were slightly underrepresented in the Services. The proportion of "Other" minorities ranged from 3.4 to 3.6 in the Services, with the Marine Corps the highest. In the civilian population, 3.9 percent of 18- to 24-year-olds are "Other" racial minorities.

Gender. Figure 2.4 illustrates the trend in the proportion of female recruits since the start of the all-volunteer force. Appendix Table D-5 shows the number and proportion of NPS female accessions by Service in FY 1964, and FYs 1970 through 1993. While the Services have increased their proportions of women, the proportions and numbers are not comparable to female representation in the civilian population (51 percent). Reasons for the difference include lower inclination of women than men to apply for and enter the military,¹⁴ direct ground combat exclusion, and Service policies. With the recent policy changes concerning women in combat,¹⁵ more women may enter the Services and retention may increase among female members. However, the gender-integration policy will not have an effect on the numbers of women until at least FY 1995 -- the first year under the new rules.¹⁶

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 1993, 9 percent of male and 13 percent of female recruits were married, compared to 58 and 48 percent of male and female enlisted members, respectively. Table 2.5 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 (19 versus 10 percent). Within the Services, Army recruits were most likely to be

¹³ See Claiborne, W., "Fighting School Failure Among Hispanics," *Washington Post* (October 12, 1994), pp. A1 & A19.

¹⁴ 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.

¹⁵ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993; Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

¹⁶ Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

married (17 percent) and Marine Corps recruits were the least likely to be married (3 percent). Figure 2.5 shows marital status trends for FYs 1976 to 1993 by Service.

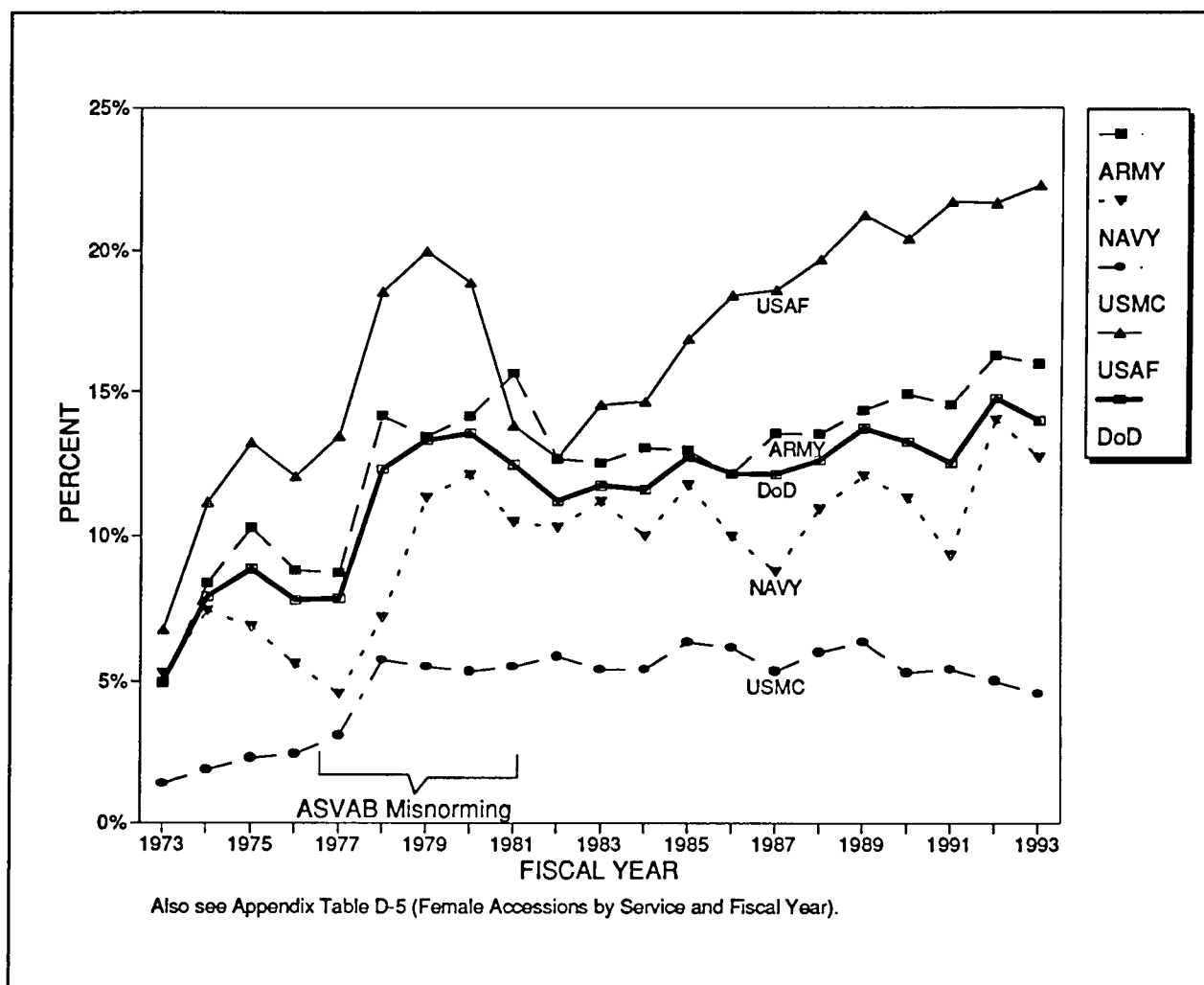


Figure 2.4. Women as a proportion of Active Component NPS accessions, FYs 1973-1993.

Table 2.5. FY 1993 Active Component NPS Accessions Who Are Married, 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	16.3	4.3	3.1	11.6	9.3	13.6
Females	19.8	6.4	3.4	13.0	13.4	24.7
Total	16.8	4.5	3.1	11.9	9.9	19.2

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 1993.

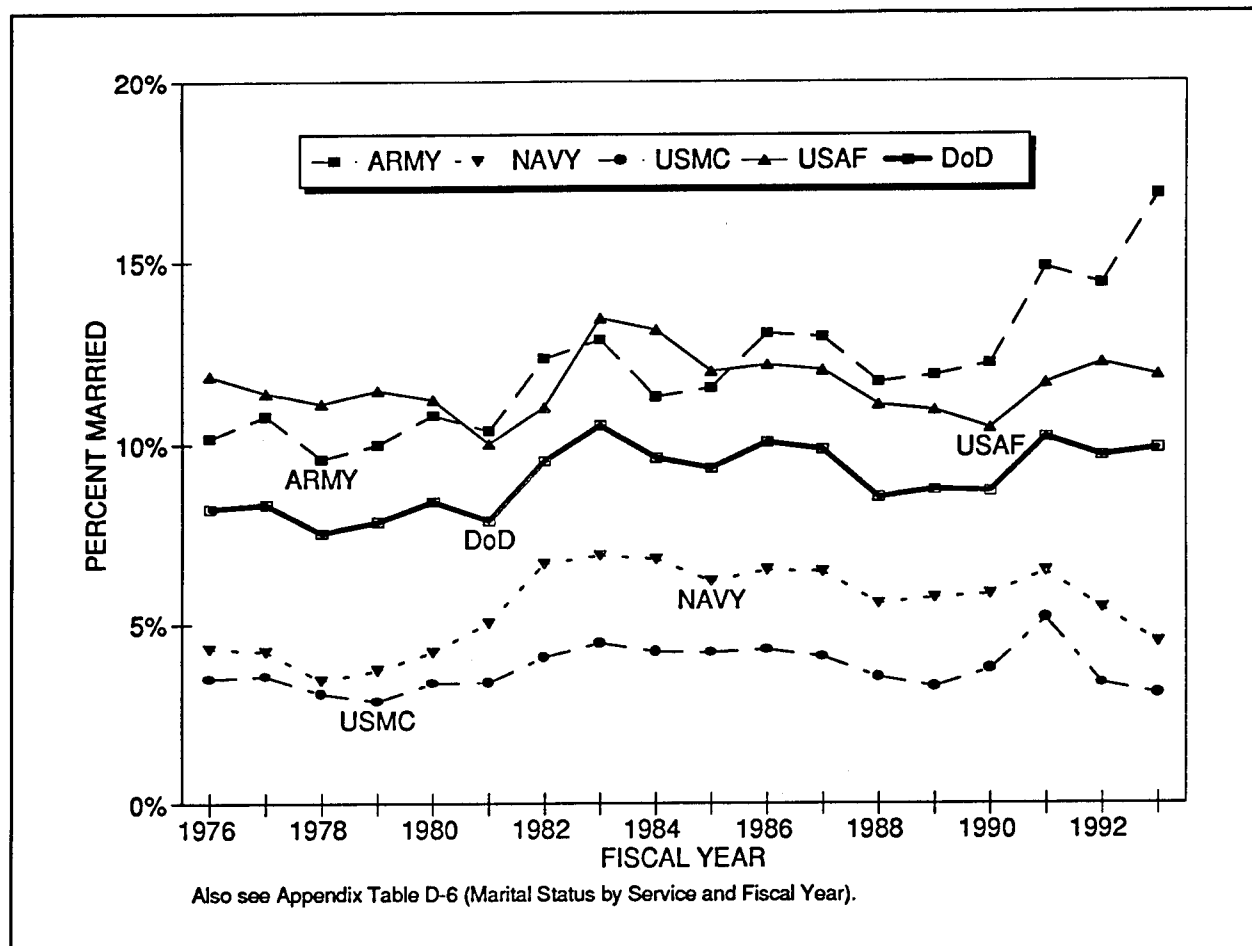


Figure 2.5. Marital status trends by Service, FYs 1976-1993.

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.¹⁷ 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 GED holders and high school graduates differently because evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores to enlist 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.¹⁸ In 1987, DoD implemented a three-tier classification of education

¹⁷ 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).

¹⁸ Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, September 1987).

credentials. Table 2.6 shows the percentage of FY 1993 active duty NPS accessions by education tier. Ninety-four percent of recruits possessed high school diplomas and/or some college education (Tier 1); 5 percent held alternative high school credentials (Tier 2); and less than 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.

Table 2.6. Levels of Education of FY 1993 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	93.0	92.2	96.0	98.7	94.2	82.4
Tier 2: GED, Alternative Credentials	6.3	6.0	3.7	1.2	5.0	
Tier 3: No Credentials	0.7	1.8	0.3	0.1	0.9	17.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	7.0	3.6	1.3	2.6	4.5	47.8
Columns may not add to total due to rounding. * Civilian numbers and percentages combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates. ¹ Taken from the education certificate variable of DMDC's USMEPCOM Edit File for September 1993. College experience is defined as those individuals with the following credentials: associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, or 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 1993.						

While 99 percent of FY 1993 accessions were in Tiers 1 and 2, only 82 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences between Services in FY 1993 high school graduate accessions were small, from 99 percent in the Air Force to 92 percent in the Navy. The Army and Navy had the highest proportion of recruits with Tier 2 credentials (6 percent); the Air Force had the lowest (1 percent).

The proportion of accessions with high school diplomas by Service for FYs 1973 through 1993 is shown in Figure 2.6. 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 66 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

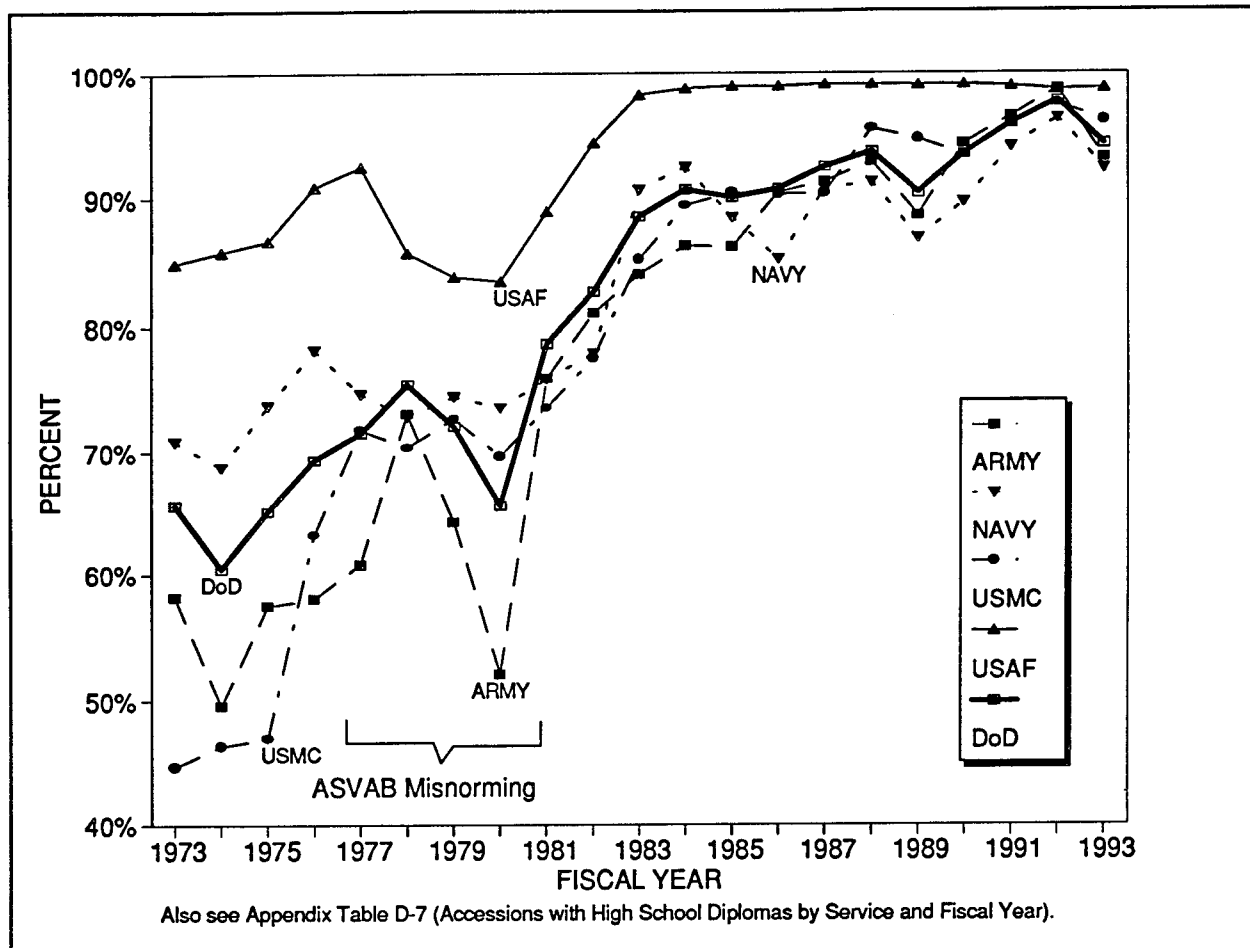


Figure 2.6. Active Component accessions with high school diplomas, FYs 1973-1993.

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 servicemembers 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.¹⁹ The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve servicemembers' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid

¹⁹ 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.

increase in the quality of accessions. The proportion of high school graduate recruits jumped from 66 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 servicemembers and their families led to improved recruiting. The proportion of high school graduates climbed to 98 percent in FY 1992. In FY 1993, the proportion of high school graduates dropped to 94 percent, while more applicants with alternative credentials were accessed (5 versus 2 percent).

Figure 2.7 provides a comparison of the percentage of high school graduates (Tier 1) and those with alternative credentials (Tier 2) in FY 1993 accessions with civilians of similar age, by gender and race/ethnicity. While virtually all military recruits are in Tiers 1 and 2, the same is not true of 18- to 24-year-old civilians. Some dramatic differences in education level, by race/ethnicity, are evident in Figure 2.7. Only 76 percent of Black civilians and 62 percent of Hispanic civilians have high school diplomas or alternative credentials. Given these percentages, the Services' minority recruiting pool is limited. Thus, the race/ethnicity representation comparisons should be interpreted with these statistics in mind.

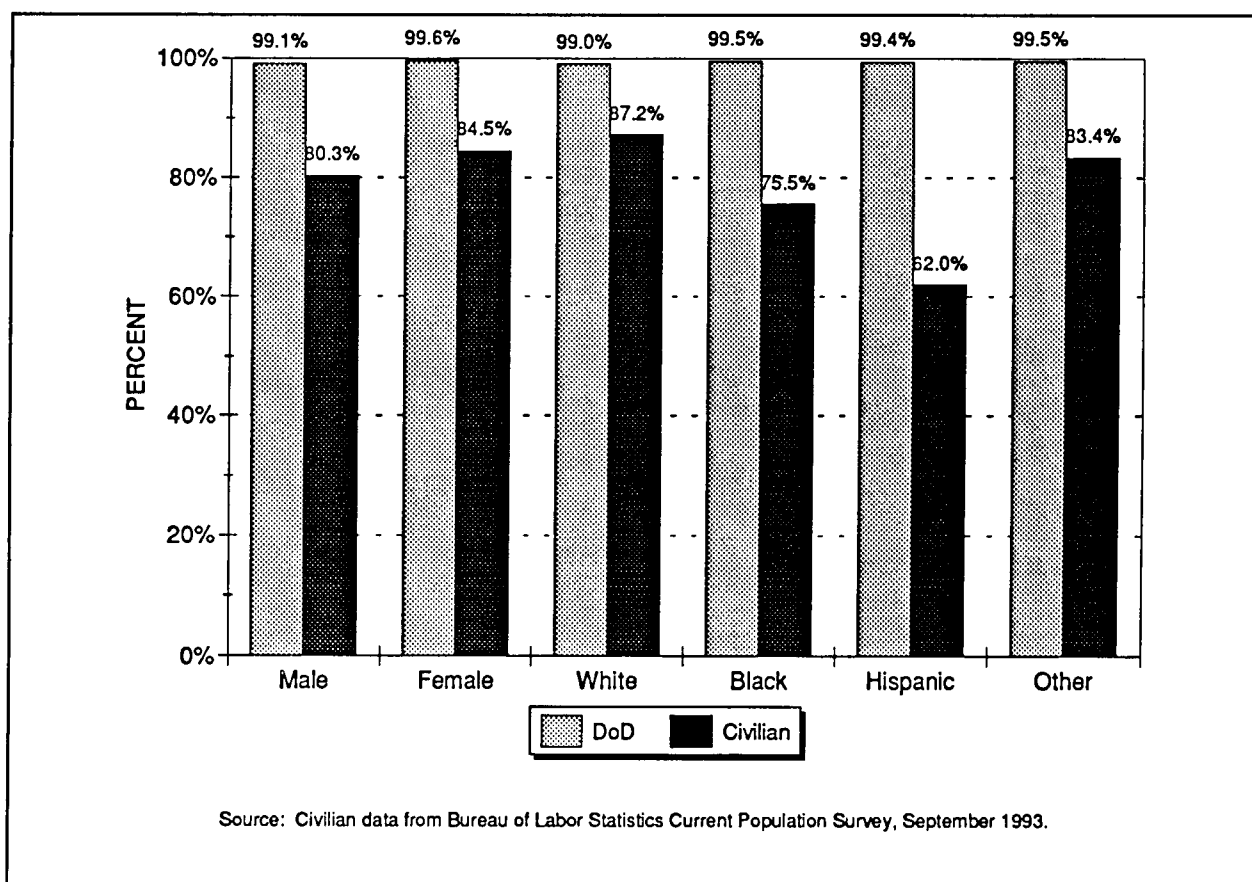


Figure 2.7. FY 1993 accessions and 18-24 year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.8 indicates the percentage of NPS recruits who scored at or above the 50th percentile (Categories I - IIIA) since FY 1973. Numerical data are in Appendix D, Table D-8.

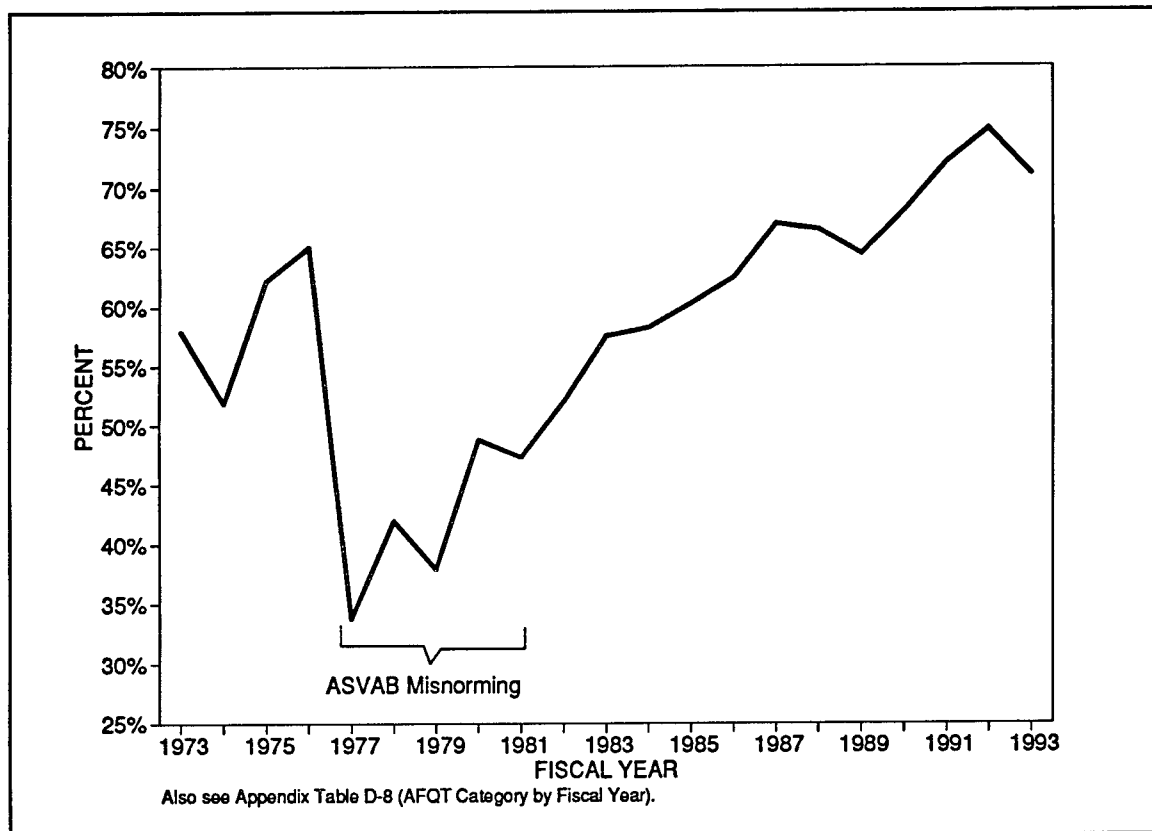


Figure 2.8. Percentage of NPS accessions in AFQT Categories I-III A, FYs 1973-1993.

The drop in Category I - IIIA recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.²⁰ In 1976, when new versions of the ASVAB were introduced, an error in calibrating the score scales made the new versions "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 in 1980. Then, Congress added legal provisions stipulating that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.²¹

²⁰ 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).

²¹ 10 U.S.C. 520.

Figure 2.8 shows FY 1977 as the low point and FY 1992 as the high point in accessing recruits in Categories I to IIIA. In FY 1977, 34 percent of accessions scored in the top half of the AFQT distribution.²² Only 13 percent of Blacks, 19 percent of Hispanics, and 20 percent of "Others" scored in Categories I-III A. Fifteen years later, in FY 1992, the majority of minority accessions achieved scores in the I-III A range (Blacks - 56 percent, Hispanics - 67 percent, "Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to III A accessions from FY 1977 to 1992.

A graphic view of the trend in the AFQT performance of accessions is provided in Figure 2.9. The figure clearly indicates the increase in AFQT scores of accessions from FY 1981 through 1993. The more significant gains were in Categories I to III A, where the percentages increased year by year from 47 percent of accessions in FY 1981 to 75 percent of accessions in FY 1992, with a small drop in FY 1993 to 71 percent of FY 1993 recruits. Conversely, there has been a steady decline in the percentage of Category IIIB accessions. Most dramatic has been the decrease in accessions who score in Category IV -- from 33 percent of accessions in FY 1979 to less than one percent since FY 1991.

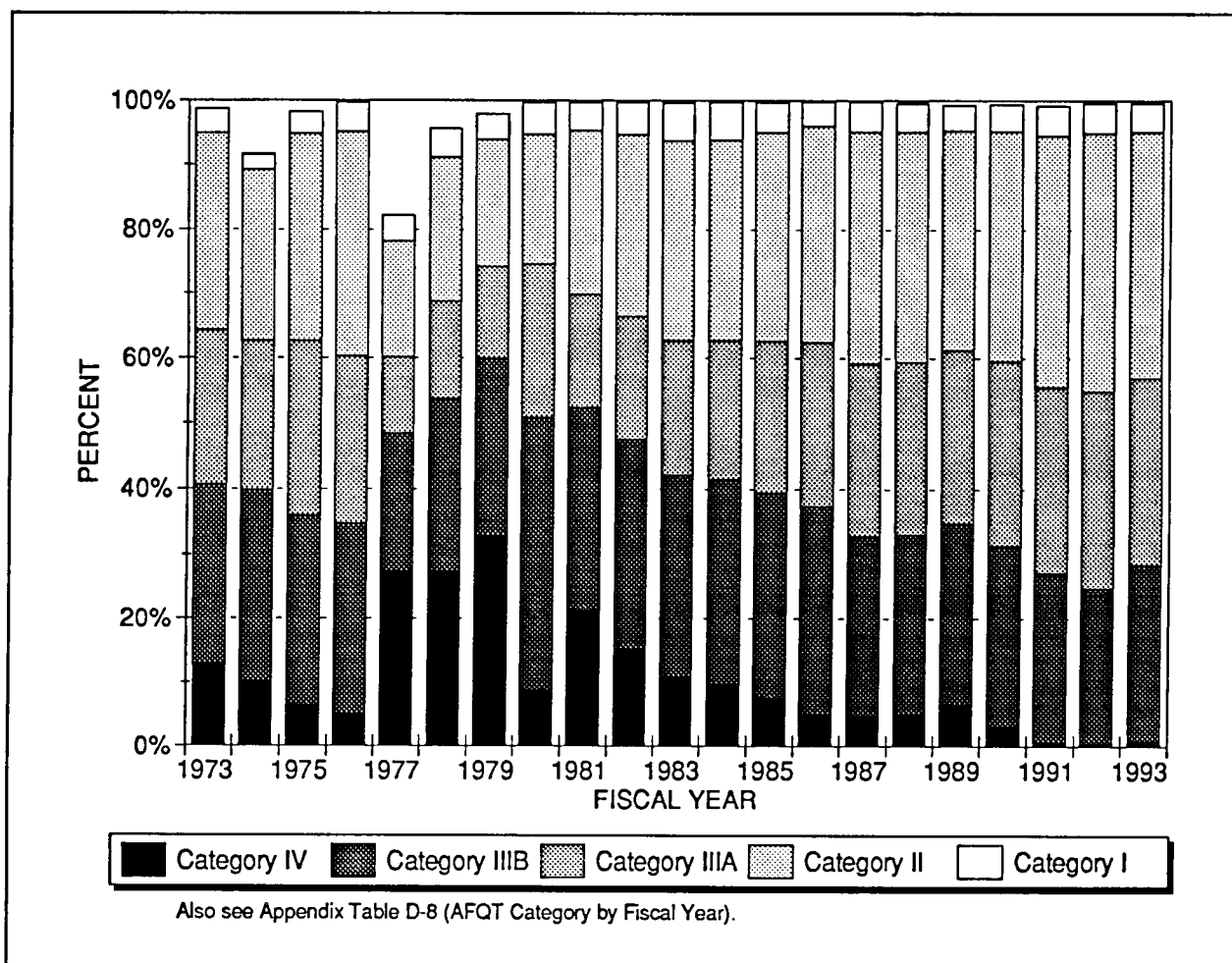


Figure 2.9. Percentage of NPS accessions in AFQT Categories, FYs 1973-1993.

²²Data from Defense Manpower Data Center.

Table 2.7. AFQT Scores of FY 1993 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	4.7	5.1	3.2	5.9	4.7	10.0
II	35.9	39.2	34.9	46.6	38.3	29.4
IIIA	28.6	25.4	29.7	27.8	27.7	14.4
IIIB	27.5	30.1	32.2	19.4	28.1	16.0
IV	2.3	*	*	0.2	0.9	20.4
V	0.0	0.0	0.0	0.0	0.0	9.9
Other/Unknown	0.9	0.2	*	0.1	0.4	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES						
I	3.0	2.3	3.2	3.4	2.9	5.8
II	34.3	36.0	39.4	42.5	37.1	26.9
IIIA	35.2	33.0	36.6	32.9	34.1	16.2
IIIB	25.7	28.5	20.8	21.0	25.1	20.7
IV	0.8	*	0.0	0.1	0.4	21.7
V	0.0	0.0	0.0	0.0	0.0	8.6
Other/Unknown	1.0	0.2	0.1	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).

The percentages of FY 1993 active duty NPS accessions in each AFQT category, by Service, and similar data for civilian youth are shown in Table 2.7. The percentage of recruits in Categories I and II was higher than for their civilian counterparts (male - 43 versus 39 percent; female - 40 versus 33 percent). Category III accessions greatly exceeded civilian group

proportions (males - 56 versus 30 percent; females - 59 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 1 versus 20 percent; females - less than 1 percent 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.

Seventy-one percent of recruits scored at or above the 50th percentile on the AFQT (Categories I-III A), as shown in Appendix Table B-5. Air Force recruits scored higher than those of the other three Services. Eighty percent of Air Force recruits scored in Categories I-III A, compared to 70 percent of Army and Navy, and 68 percent of Marine Corps recruits.

High quality. One impact of the defense drawdown is the Services' redesign of 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. The Services define high-quality recruits as high school graduates who score in the top 50 percent on the AFQT, Categories I through III A.

The trends in the proportion of high-quality accessions during the last two decades are shown in Figure 2.10. The significant increases generated some criticism that Service quality standards were too high. In FY 1993, there was a small drop in quality. However, a note of caution is in order here -- percentages can be misleading. A more interpretable assessment of changes in quality is shown by the actual numbers (Appendix Table D-9). For example, the absolute number of high-quality accessions declined each year from FY 1987 to FY 1990. While there were increases in high-quality accessions in FYs 1991 and 1992, the absolute number of FY 1993 high-quality accessions was the lowest since FY 1982.

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.²³ Table 2.8 shows that the mean RGL for FY 1993 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1983 accession.

Inter-Service differences in RGL were relatively small in FY 1993, with mean RGLs ranging from 11.2 for the Marine Corps to 11.8 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.

²³ 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).

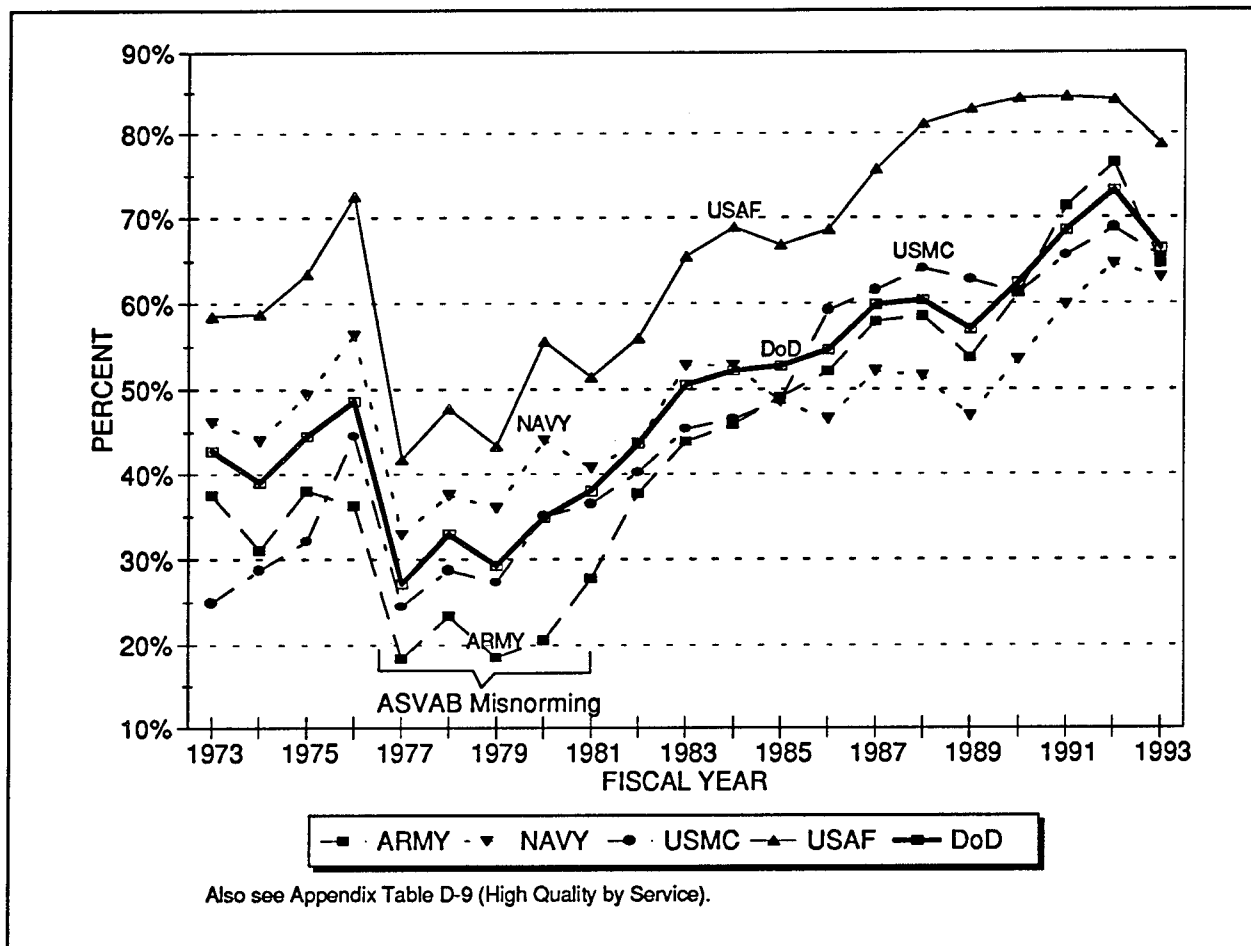


Figure 2.10. Percentage of high-quality NPS accessions, FYs 1973-1993.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force.²⁴ However, as Figure 2.11 illustrates, some substantial shifts have taken place. The percentage of accessions from the Northeast dropped 7 points from a high of 22 percent in FY 1977 to 15 percent in FY 1993. Concomitantly, the proportion of accessions from the South increased 9 percentage points, from 33 percent in FY 1982 to 42 percent in FY 1993.

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.²⁵ 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.

²⁴ 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.

²⁵ Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).

Table 2.8. Mean Reading Grade Level of FY 1983-1992 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1983	10.0	10.4	9.9	10.6	10.2	10.3
1984	10.0	10.2	9.8	10.5	10.1	
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
Source: 1980 civilian youth population data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., <i>Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table</i> (Alexandria, VA: Human Resources Research Organization, October 1988).						

Table 2.9 presents FY 1993 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 youth 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-III A) and mean AFQT score for each area.

The South Region had the greatest ratio of enlistees (1.2), with only Delaware, 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, New York, and New Jersey having representation ratios less than one. New Hampshire and Maine had ratios greater than one. The North Central Region had seven states with ratios at or higher than one, and five slightly lower than one. The ratios ranged from .5 in Minnesota to 1.2 in Missouri and South Dakota. West Region ratios ranged from .5 in Hawaii to 1.6 in Montana and Wyoming.

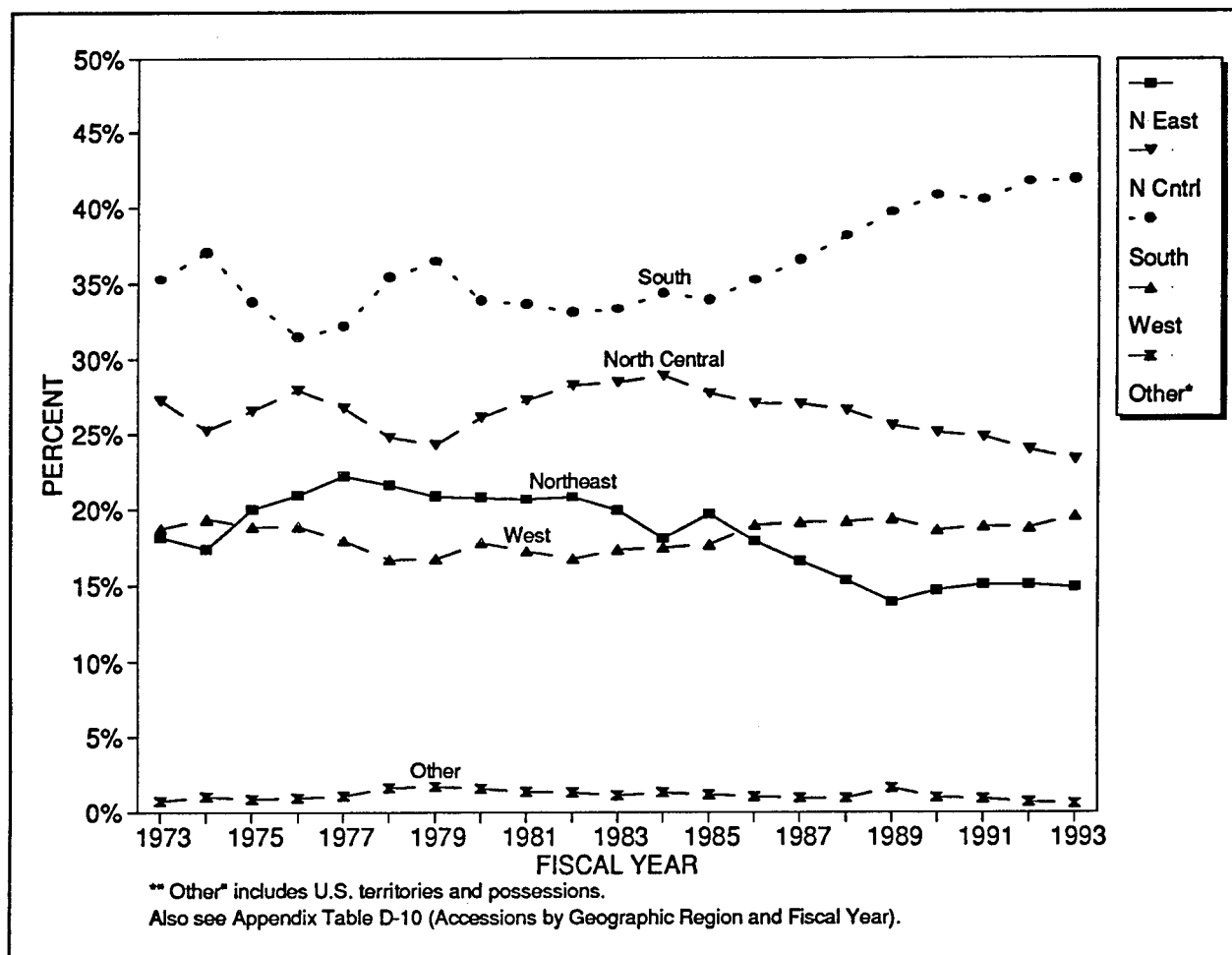


Figure 2.11. NPS accessions by geographic region, FYs 1973-1993.

While Hawaii'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). California, home to nearly 12 percent of the U.S. youth population, dominated the statistics in the West Region. California's 1993 ratio was .8. 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 2.9 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 1993. The proportion of high-quality accessions by region ranged from a low of 65 percent in the South to a high of 68 percent in the Northeast. Differences across divisions were somewhat larger. Seven percentage points separated the East South Central and West North Central divisions. Differences at the state level were larger, ranging from 56 percent in the District of Columbia and Mississippi to 78 percent in North Dakota. The South Region contributed the largest proportion of the total number of FY 1993 recruits. However, fewer of the accessions from the southern states were high-quality recruits, compared to accessions from the other regions.

Table 2.9. Selected Statistics for FY 1993 NPS Accessions by
Region, Division, and State with Civilians 18-24 Years Old

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	Representa- tion Ratio	Percent of High- Quality Accessions*	Mean AFQT Score
NORTHEAST REGION	30,243	15.0	18.9	0.8	68.3	62.4
<i>New England Division</i>	8,230	4.1	4.8	0.8	68.8	62.2
Maine	1,387	0.7	0.5	1.5	72.0	63.3
New Hampshire	1,046	0.5	0.4	1.3	73.8	64.6
Vermont	481	0.2	0.2	1.0	71.3	63.3
Massachusetts	3,140	1.6	2.2	0.7	66.7	61.4
Rhode Island	545	0.3	0.4	0.7	67.7	61.4
Connecticut	1,631	0.8	1.2	0.7	66.4	62.0
<i>Middle Atlantic Division</i>	22,013	10.9	14.1	0.8	68.1	62.1
New York	9,891	4.9	6.7	0.7	67.8	62.2
New Jersey	3,495	1.7	2.9	0.6	65.5	61.5
Pennsylvania	8,627	4.3	4.5	1.0	69.5	62.2
NORTH CENTRAL REGION	47,291	23.4	25.1	0.9	67.6	61.4
<i>East North Central Division</i>	33,697	16.7	17.7	0.9	66.5	62.0
Ohio	9,963	4.9	4.4	1.1	66.3	60.9
Indiana	4,698	2.3	2.2	1.1	68.4	62.4
Illinois	8,023	4.0	4.9	0.8	65.5	60.8
Michigan	8,060	4.0	4.0	1.0	64.2	61.2
Wisconsin	2,953	1.5	2.1	0.7	72.9	64.2
<i>West North Central Division</i>	13,594	6.7	7.4	0.9	70.4	63.4
Minnesota	2,369	1.2	2.1	0.5	70.5	64.5
Iowa	2,156	1.1	1.2	0.9	75.9	65.3
Missouri	4,657	2.3	1.9	1.2	66.8	61.6
North Dakota	447	0.2	0.3	0.8	78.3	65.0
South Dakota	708	0.4	0.3	1.2	73.5	63.8
Nebraska	1,310	0.7	0.6	1.0	72.1	63.9
Kansas	1,947	1.0	1.0	1.0	69.1	63.1
SOUTH REGION	84,796	42.0	35.1	1.2	64.8	60.1
<i>South Atlantic Division</i>	41,924	20.8	17.8	1.2	64.6	59.9
Delaware	476	0.2	0.3	0.8	66.6	62.1
Maryland	3,638	1.8	1.8	1.0	67.3	61.5
District of Columbia	201	0.1	0.2	0.5	56.2	55.5
Virginia	5,979	3.0	2.5	1.2	67.2	61.4
West Virginia	2,223	1.1	0.8	1.5	63.2	58.5
North Carolina	6,315	3.1	2.8	1.1	61.6	59.1
South Carolina	3,957	2.0	1.6	1.2	61.6	57.6
Georgia	6,571	3.3	2.8	1.2	60.9	58.0
Florida	12,564	6.2	5.1	1.2	67.4	61.9
<i>East South Central Division</i>	14,309	7.1	6.5	1.1	62.6	58.4
Kentucky	3,105	1.5	1.3	1.2	65.7	60.0
Tennessee	4,115	2.0	2.5	0.8	64.2	60.1
Alabama	4,539	2.3	1.7	1.3	62.7	57.6
Mississippi	2,550	1.3	1.1	1.2	56.1	55.0
<i>West South Central Division</i>	28,563	14.2	10.8	1.3	66.0	60.3
Arkansas	2,689	1.3	0.8	1.7	60.1	58.0
Louisiana	4,478	2.2	1.5	1.5	61.9	57.1
Oklahoma	3,409	1.7	1.2	1.4	65.7	60.8
Texas	17,987	8.9	7.3	1.2	68.0	61.3

(Continued)

Table 2.9. Selected Statistics for FY 1993 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	Representa- tion Ratio	Percent of High- Quality Accessions*	Mean AFQT Score
WEST REGION	39,607	19.6	20.9	0.9	67.7	63.0
<i>Mountain Division</i>	13,207	6.5	5.4	1.2	69.4	62.4
Montana	1,049	0.5	0.3	1.6	74.6	65.0
Idaho	1,019	0.5	0.4	1.2	73.3	64.3
Wyoming	625	0.3	0.2	1.6	75.0	64.7
Colorado	3,245	1.6	1.5	1.1	68.3	63.2
New Mexico	1,646	0.8	0.6	1.4	66.2	60.1
Arizona	3,518	1.7	1.3	1.4	70.3	62.8
Utah	958	0.5	0.8	0.6	62.2	61.9
Nevada	1,147	0.6	0.4	1.4	69.3	63.7
<i>Pacific Division</i>	26,400	13.1	15.4	0.8	66.8	62.1
Washington	4,382	2.2	1.8	1.2	71.5	64.7
Oregon	2,984	1.5	1.2	1.3	73.2	65.6
California	18,204	9.0	11.9	0.8	64.7	61.0
Alaska	420	0.2	0.2	1.0	69.5	62.5
Hawaii	410	0.2	0.4	0.5	61.5	58.3
TOTAL (50 STATES + D.C.)	201,937**	100.0	100.0	1.0	66.5	61.1
* 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 1,178 recruits from the territories and unknowns. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

The last column of Table 2.9 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 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 2.9 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.

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 1993 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 between the military and the comparison groups were relatively modest.⁴ While the socioeconomic status of recruits is

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.

⁴ See (1) Cooper, R.V.L., *Military Manpower and the All Volunteer Force* (Santa Monica, CA: RAND Corporation, 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,

slightly lower than the general population, today's recruits have higher levels of education, measured aptitudes, and reading skills than their civilian counterparts.

Operation Desert Shield revived concerns 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 regarding 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 education, occupation, and income; additional measures include employment status, possessions, and presence of reading materials in the home.¹⁰

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.

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).

Measuring Socioeconomic Status

Socioeconomic representation has been included in the annual *Population Representation in the Military Services* since the FY 1986 report. However, there were no reliable socioeconomic 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

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 youth 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. This chapter gives the results of a survey of approximately 12,200 FY 1993 active duty, enlisted accessions who provided information on the marital status, education, employment, and occupation of their parents. The FY 1993 survey requested information on the parents with whom the recruit was last living, whether they were biological parents, stepparents, or other legal guardians. Throughout this discussion, these will be referred to as "recruit 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

¹¹ Ibid.

¹² Ibid.

¹³ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, 14 (1985), pp. 142-168.

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."

Comparisons between DoD and CPS parents should be tempered by the fact that the DoD group does not include officer accessions. Since Active Component officer accessions represent nearly 7 percent of total Active Component accessions, adding officer socioeconomic measures could produce a moderate change in the overall DoD results. However, for most of the variables reported in this section, including officer data would produce little change in the reported values, because the civilian and military distributions are quite similar. Specific areas in which adding officer data might change the comparisons will be noted in the following discussion.

Socioeconomic Status of Enlisted Accessions and Civilians

The remainder of this chapter presents the results of the 1993 recruit survey and comparison data from the CPS. These data provide several measures of socioeconomic status, including the SEI scores.

Marital status. About 89 percent of recruit fathers and 74 percent of recruit mothers were married at the time of the recruits' enlistment, as were most of the CPS parents (Table 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; in fact, the Air Force mothers were slightly more likely to be married than were CPS mothers.

Table 3.1. Marital Status of Parents, by Gender of Parents and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	89.4	87.9	89.0	91.2	89.2	92.3
Female	72.5	73.0	74.5	80.1	74.2	79.7
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1992 - September 1993.						

Education. CPS parents are somewhat better educated than DoD parents. Both CPS fathers and mothers are more likely to be college graduates than their DoD counterparts, and they are more likely to be at least a high school graduate (Table 3.2). Specifically, 28 percent of CPS

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. Consequently, the adjusted CPS data contain the same percentage of parents in a specific gender and age group (e.g., male parents age 40-44) as the military data set. When sample sizes are large, small differences in magnitude can be statistically significant. For comparisons between DoD and CPS parents, any difference greater than about one percentage point is statistically significant; the comparable figure for comparisons between Services is three percent.

fathers and 20 percent of CPS mothers are college graduates, while 22 percent of DoD fathers and 16 percent of DoD mothers have college degrees. Furthermore, between 18 and 19 percent of DoD parents are not high school graduates; comparable figures for CPS parents are 15 percent.

Table 3.2. Education of Parents, by Gender and Service, of FY 1993 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
FATHERS						
Less than HS Graduate	19.8	17.2	22.3	14.4	18.5	15.0
HS Graduate	33.2	33.4	33.8	33.4	33.4	32.7
Some College (No 4-Yr. Degree)	24.8	27.8	23.7	30.5	26.5	24.3
College Graduate*	22.2	21.6	20.3	21.7	21.6	28.1
MOTHERS						
Less than HS Graduate	20.6	16.9	18.8	15.8	18.4	15.2
HS Graduate	38.1	38.2	40.5	41.3	39.1	39.2
Some College (No 4-Yr. Degree)	25.8	28.6	25.6	28.1	27.0	26.1
College Graduate*	15.6	16.3	15.2	14.8	15.6	19.5
Columns may not add to 100 percent due to rounding.						
* College graduate includes "greater than college graduate" level.						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1992 - September 1993.						

The education level most representative of both DoD and CPS parents was high school graduate, encompassing one-third of fathers and two-fifths of mothers. For both DoD and CPS parents, fathers are somewhat more educated than mothers. A greater proportion of fathers are college graduates (22 percent for DoD and 28 percent for CPS) than mothers (16 percent for DoD and 20 percent for CPS), while fewer fathers (33 percent for both DoD and CPS) than mothers (39 percent) have a high school diploma as their highest educational attainment.

Across the Services, fathers of Air Force recruits tended to have higher levels of education than fathers of the other recruits. They were the most likely to have at least some college, and the least likely to have less than a high school diploma. Both mothers and fathers of Marine Corps recruits had the lowest percentages of college attendance. Specifically, 52 percent of Air Force fathers and 43 percent of Air Force mothers had at least some college, while approximately 44 percent of Marine Corps fathers and 41 percent of Marine Corps mothers had at least some college.

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 16 percent of recruit mothers earned a college degree or better; an additional 27 percent accrued some college credits.

Home ownership. The percentage of both CPS mothers and fathers who owned homes was higher than for those in the Armed Services (Table 3.3). Within the Service categories, both mothers and fathers were more likely to be renting if their child enlisted into the Army rather than one of the other Services. CPS parents were less likely to rent than DoD parents, and much less likely to have housing arrangements other than buying or renting.

Table 3.3. Parents in "Owned" Residence, by Gender and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Residence	Army	Navy	Marine Corps	Air Force	DoD	CPS
FATHERS						
Own	76.4	77.9	76.5	79.8	77.5	82.8
Rent	20.0	17.4	19.2	15.1	18.2	16.1
Other	3.6	4.6	4.4	5.1	4.3	1.1
MOTHERS						
Own	69.4	72.5	71.0	75.1	71.6	76.1
Rent	26.6	23.3	24.7	19.9	24.2	22.7
Other	4.0	4.3	4.3	5.0	4.3	1.2
Cells may not sum to 100 percent due to rounding. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1992 - September 1993.						

Employment status. DoD recruit parents were slightly more likely to be employed than CPS parents.¹⁶ Table 3.4 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, the civilian labor force is defined as all employed and unemployed civilians 16 years

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.

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 all parents in the non-institutional population, 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."

Table 3.4. Employed Parents, by Gender and Service, of FY 1993 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	85.1	89.1	88.4	90.9	87.9	86.8
Female	69.2	74.3	75.9	74.1	72.8	69.5
DoD percentages exclude "no longer living" and "don't know" responses. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1992 - September 1993.						

Both fathers and mothers of Army recruits were less likely to be employed than the parents of recruits for the other Services. Differences in employment among the other Services were small, varying less than 3 percent for both fathers and mothers.

Occupation.¹⁹ Table 3.5 compares the occupations of recruit and CPS parents. These data show that recruit parents were substantially underrepresented in executive and management occupations. In fact, both DoD fathers and mothers were roughly half as likely to have an occupation in this category as CPS parents. DoD parents were also underrepresented in the professions, but to a somewhat lesser extent. Including data from officer accessions, if it were available, could raise the representation of these occupations within DoD, but they could not bring the DoD percentages to the level of the CPS data.

DoD parents were overrepresented in a number of craftsmen and blue-collar occupations. Specifically, DoD fathers were more likely than their civilian counterparts to have occupations

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 7 percent of recruits' fathers, 19 percent of recruits' mothers, 9 percent of CPS fathers, and 27 percent of CPS mothers were reported as "not in the labor force."

¹⁹ To determine occupation, recruits provided open-ended descriptions of their parents' jobs. CPS respondents responded similarly about their own primary occupation. The descriptions were manually coded to 3-digit Census occupation codes, which were then collapsed into 13 major Census categories.

in protective services; precision production, craft and repair; transportation; and the military²⁰. DoD mothers were more frequently employed in other service occupations than CPS mothers.

Table 3.5. Parents of FY 1993 Active Component NPS Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group (Percent)				
Occupation*	Fathers		Mothers	
	DoD	CPS	DoD	CPS
Executive, Administration, & Managerial	8.8	17.5	6.5	11.8
Professional	9.3	13.4	14.2	17.9
Technicians & Related Services	2.9	2.9	4.5	3.6
Sales	9.3	10.8	10.9	10.3
Clerical & Administrative Support	6.0	5.2	29.3	27.4
Protective Services	4.5	2.7	0.9	0.5
Other Service Occupations	4.4	4.1	18.9	15.7
Farming, Forestry, & Fishing	3.5	3.6	0.9	1.1
Precision Production, Craft, & Repair	25.5	21.3	2.8	2.5
Machine Operators	7.6	7.1	6.2	6.4
Transportation	10.3	8.0	1.6	1.2
Handlers, Helpers, Laborers	3.8	3.5	3.1	1.5
Military	4.0	**	0.3	**
Columns may not sum to 100 percent due to rounding. * Those not classified (8.5% of male parents and 18.2% of female parents) are excluded. ** Less than one-tenth of one percent. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1992 - September 1993.				

Socioeconomic index scores. Socioeconomic index scores reflecting the education, income, and prestige associated with different occupations were computed from responses to DoD and CPS surveys. Stevens and Cho²¹ developed such scores for each 3-digit occupation code

²⁰ Differences in the number of parents in the military are due, at least in part, to differences in the way these occupations are coded in the military and civilian surveys. In the CPS data, an occupation is assigned a military code only if the military job cannot be classified in another occupational category. In the DoD data, all parents in the military are assigned a military occupational code.

²¹ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, 14 (1985), pp. 142-168.

in the 1980 Census, revising earlier work by Duncan, and Featherman et al.²² 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.

The occupational data in Table 3.5 show that DoD parents were underrepresented in certain high-prestige occupational categories, such as executive and professional categories. Socioeconomic index scores summarize the differences in prestige that are associated with occupational differences. Each occupational category includes a variety of jobs with different levels of prestige. The socioeconomic indices are based on individual occupations, so that a certain range of index values includes occupations of similar prestige across different occupational areas.

The MSEI scores ranged from 13 to 88 for DoD fathers, and from 12 to 89 for CPS fathers. Figure 3.1 shows the distribution of MSEI scores for both DoD and CPS fathers. In general, DoD fathers are overrepresented in the occupations with an MSEI less than 50, and

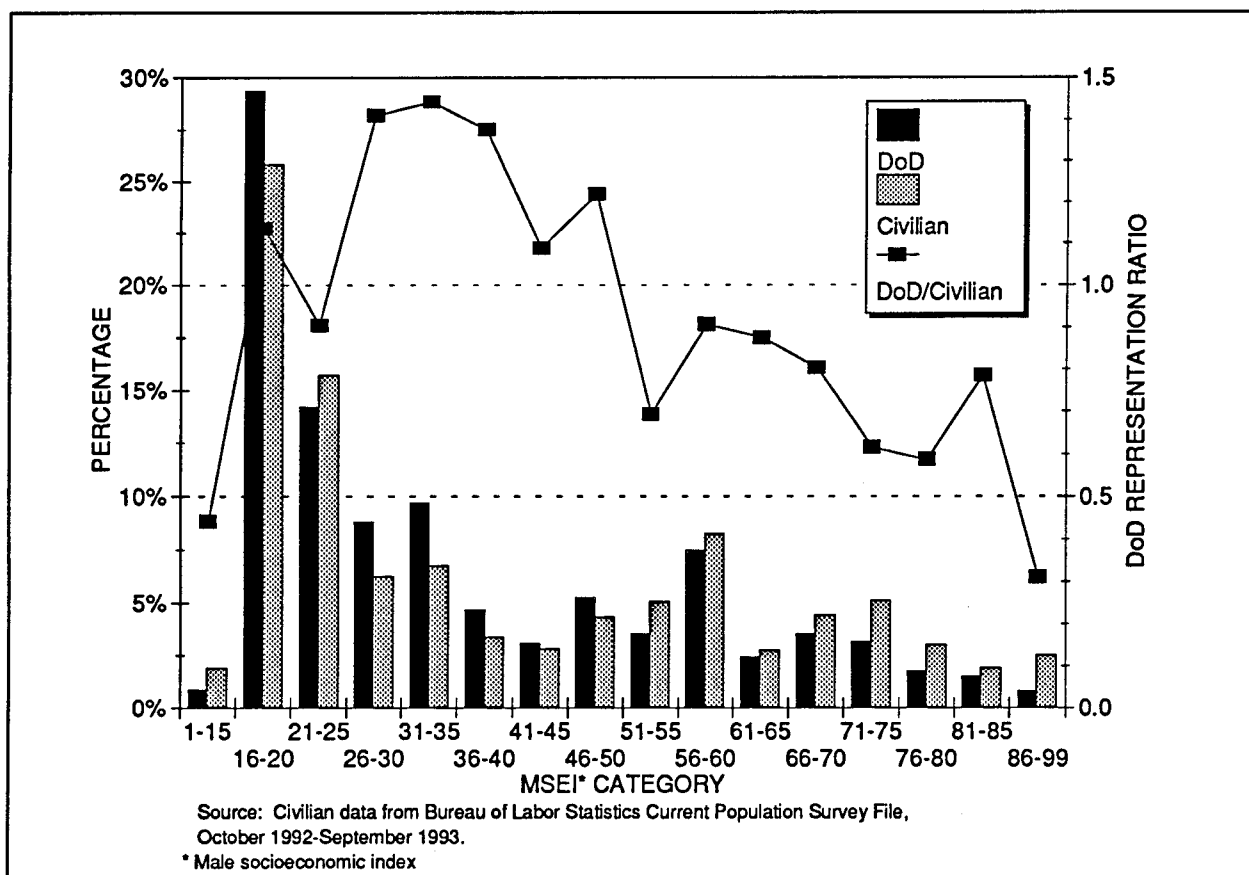


Figure 3.1. MSEI distribution for DoD and CPS fathers with DoD representation ratio.

²² See Duncan, O.D., "A Socioeconomic Index for All Occupations," in A.J. Reiss, Jr. (Ed.), *Occupations and Social Status* (New York: Free Press, 1981), pp. 139-161; 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*, 4 (1985), pp. 329-360.

underrepresented in the occupations with an MSEI greater than 50. The line in Figure 3.1 is the DoD representation ratio for the MSEI ranges; that is, it is the ratio of the percentage of DoD fathers in the range to the percentage of CPS fathers in the range. A representation ratio of greater than 1.0 for an MSEI category indicates that the category is overrepresented among DoD parents, compared to CPS parents. The representation ratio indicates the extent to which the DoD and CPS distributions differ. DoD fathers are substantially underrepresented in both the highest and lowest MSEI categories, with representation ratios of 0.3 and 0.4, respectively. Ignoring these two categories, which together include only 5 percent of the population, the representation ratio varies from 0.6 to 1.4.

Mothers' TSEI scores ranged from 14 to 90 for both DoD and CPS mothers. As shown in Figure 3.2, differences between the DoD and CPS mothers were similar to those for the fathers; DoD mothers are generally overrepresented in occupations with TSEI less than 55, and underrepresented in occupations with TSEI greater than 55. The DoD representation ratios were less extreme for mothers than they were for fathers. Except for the extreme categories and one other anomalous category, DoD representation ratios varied from 0.6 to 1.2. A surprisingly large proportion of CPS mothers received a TSEI index in the range from 71 to 75. Closer examination of the TSEI data indicated that the high proportion of CPS mothers in this category was due primarily to two occupations, elementary school teacher and secondary school teacher,

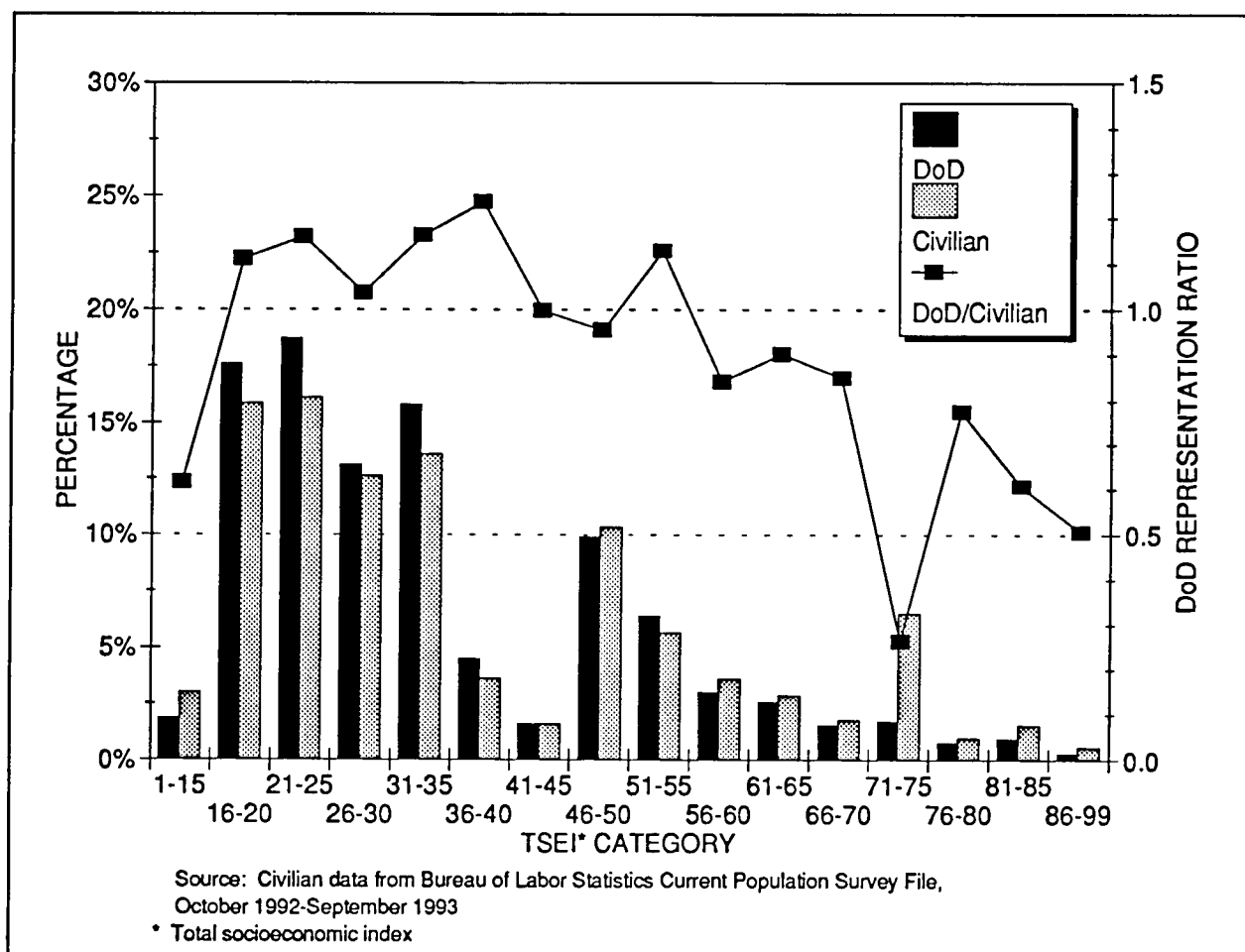


Figure 3.2. TSEI distribution for DoD and CPS mothers with DoD representation ratio.

which together comprised 5.9% of the CPS mothers distribution. A similar percentage was not present among DoD mothers; consequently the DoD representation ratio for this range of TSEI was 0.3.

Although both DoD mothers and fathers are underrepresented in the upper half of the SEI scales, this range represents only about one-fourth of the general population. 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. Figure 3.3 agrees with the previous figures in showing that DoD parents are underrepresented in the highest quartile of CPS distribution. The deficit in the fourth quartile is compensated for by excesses in the first and third quartile. Except for the difference in the fourth quartile, Figure 3.3 does not reveal any tendency for DoD parents to have lower SEI scores than their CPS counterparts. We expect that SEI differences between DoD and CPS parents would be moderated somewhat, but would still remain, if parents of officer accessions were included in the DoD sample.

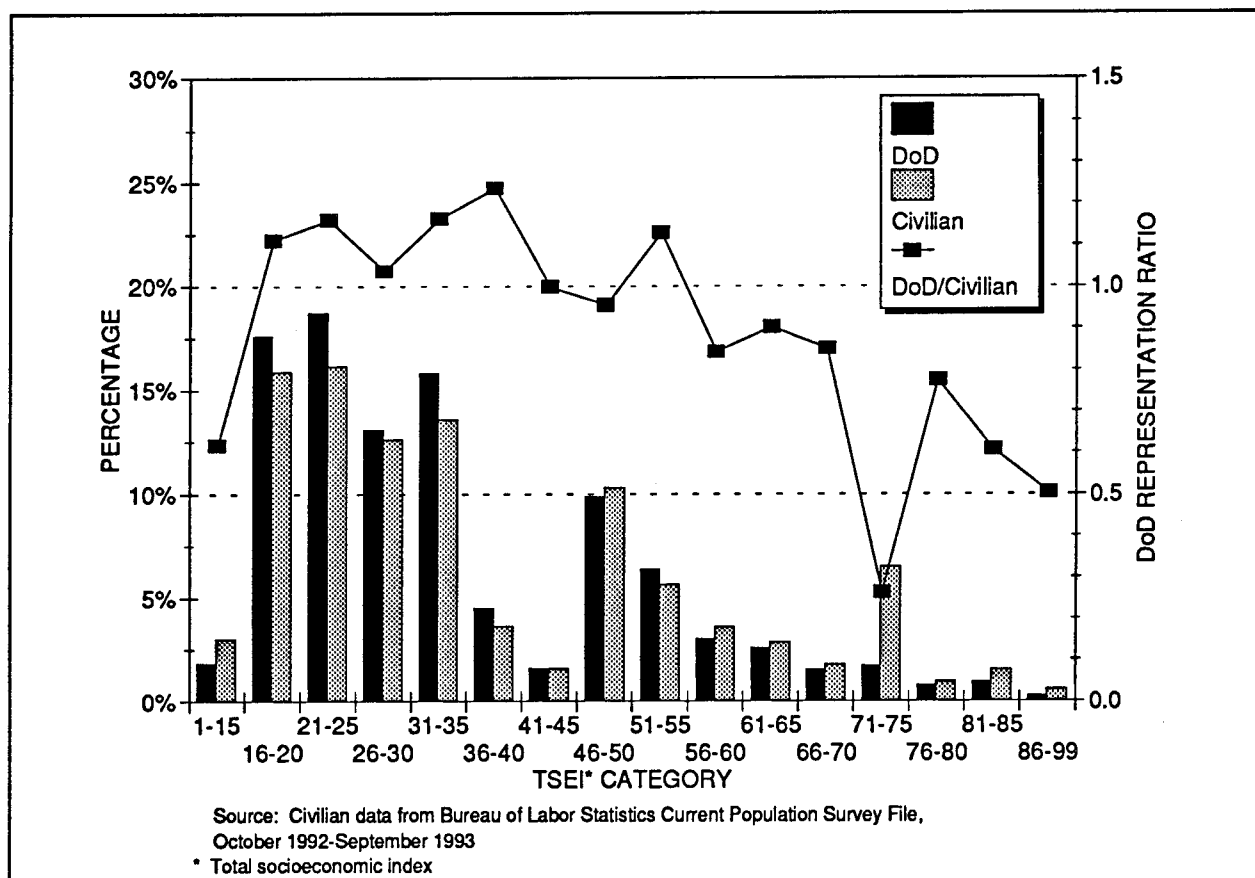


Figure 3.3. DoD MSEI and TSEI distribution related to CPS distribution quartiles.

Chapter 4

ACTIVE COMPONENT ENLISTED FORCE

DoD continued the scheduled reduction of military forces in FY 1993. At the end of the fiscal year, enlisted force end-strength was 1.44 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 D-11 provides end-strength data by year and by Service for FYs 1964 and 1973 through 1993. Although there were concerns that minority and female servicemembers might be disproportionately affected by the drawdown, the demographic composition of the enlisted force did not change significantly in FY 1993.¹

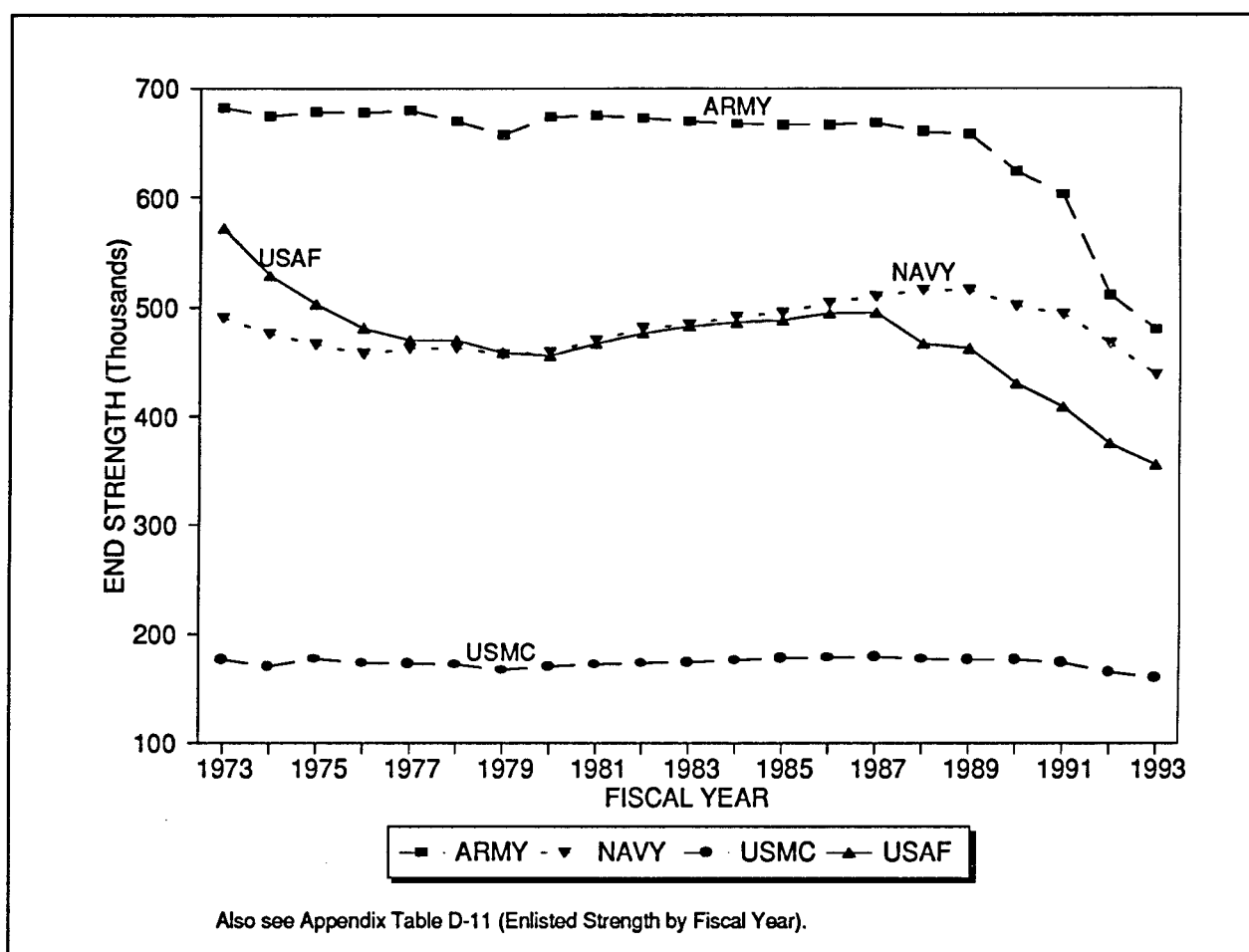


Figure 4.1. Active Component enlisted force end-strength, FYs 1973-1993.

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 1993.

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 servicemembers, 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.

The mean number of months in service per servicemember is highlighted in Figure 4.2. Mean time in service rose from 67 months in FY 1980 to 88 months in FY 1993 (an increase of more than 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 more than 27 years old.

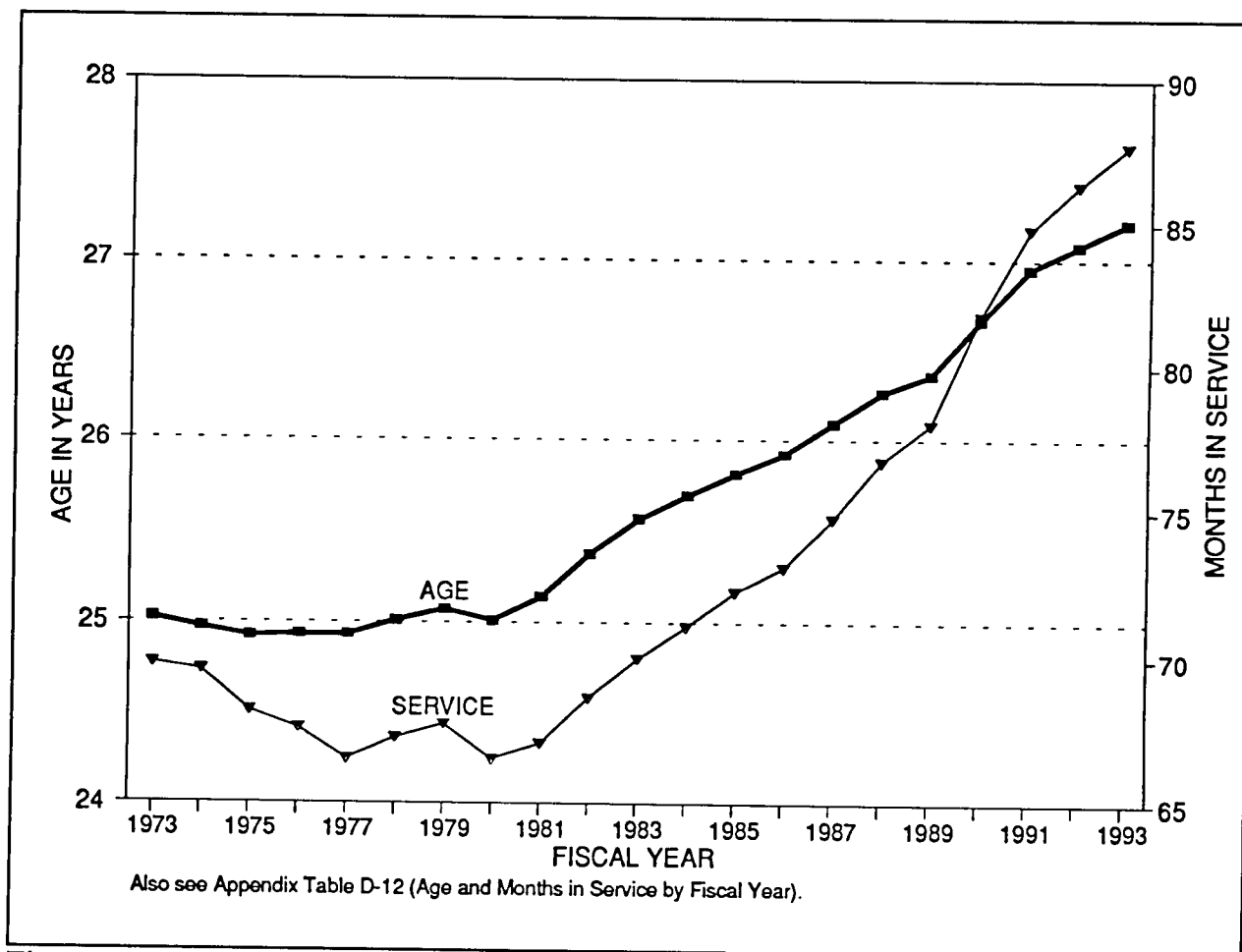


Figure 4.2. Active Component enlisted force average age and months in service, FYs 1973-1993.

Force structure, retention, and personnel policies govern the distribution of servicemembers 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.

In FY 1993, 45 percent of the enlisted force was 17-24 years old and 1 percent was older than 44, as shown in Table 4.1. For those who make the military a career, the 20-year retirement option results in many leaving service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (46, 46, and 65 percent, respectively). Air Force members were the "oldest" with less than 34 percent under age 25, and more than 7 percent over 39. The Air Force traditionally has older accessions and higher retention rates.

Table 4.1. FY 1993 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 Years and Older (Percent)						
Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17-19	8.7	9.5	16.0	5.7	9.0	4.3
20-24	37.0	36.4	48.8	27.8	35.9	11.3
25-29	21.5	20.9	15.4	23.1	21.1	12.4
30-34	15.3	16.5	10.3	21.0	16.5	14.4
35-39	11.6	11.0	6.8	15.4	11.8	14.2
40-44	4.3	4.4	2.1	6.0	4.5	12.7
45-49	1.1	1.1	0.6	1.0	1.0	10.6
50+	0.2	0.1	0.1	0.1	0.1	20.0
Unknown	0.2	*	*	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Table B-13 (Active Component by Age, Service, and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

While nearly half of the enlisted force was 17-24, only about one-sixth 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 less than one percent of enlisted members.

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.

Race/ethnicity. The military attracts and retains higher proportions of Blacks and "Other" minority groups than are in the civilian labor force. As Table 4.2 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 1993 (32 and 24 percent, respectively). However, Hispanics were underrepresented among enlisted members (6 percent versus 9 percent).

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 1993 accessions, primarily because retention was higher among minorities than Whites. The Army had the highest proportion of Black enlisted members in FY 1993 (31 percent).

Table 4.2. FY 1993 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	58.9	69.3	70.1	76.8	67.8	76.0
Black	30.7	17.9	18.0	16.9	21.9	11.6
Hispanic	5.1	7.2	8.5	3.8	5.8	9.2
Other	5.3	5.6	3.4	2.5	4.5	3.2
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 Tables B-15 (Race/Ethnicity by Service and Gender) and B-18 (Ethnicity by Service and Education). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

Changes over time in the percentage of Black enlisted members in each Service are shown in Figure 4.3. Black soldiers in the Army increased from 18 percent in FY 1973 to a high of 33 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in large part due to an increase in entrance standards and the Army's decision not to renew enlistment contracts of low-scoring members who entered during the ASVAB misnorming. The proportion of Blacks in the Army has remained stable since 1983 at 30 to 32 percent.

The other Services, with the exception of the Navy, show similar patterns. Slight decreases in recent years parallel the drop in minority accessions over the last three years and the concomitant decrease in the propensity to enlist among Black youth. Black male propensity has declined 21 percentage points since 1989.³ 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.

³Memorandum from Edwin Dorn, Assistant Secretary of Defense (Personnel and Readiness), Subject: 1993 Youth Attitude Tracking Study, January 21, 1994.

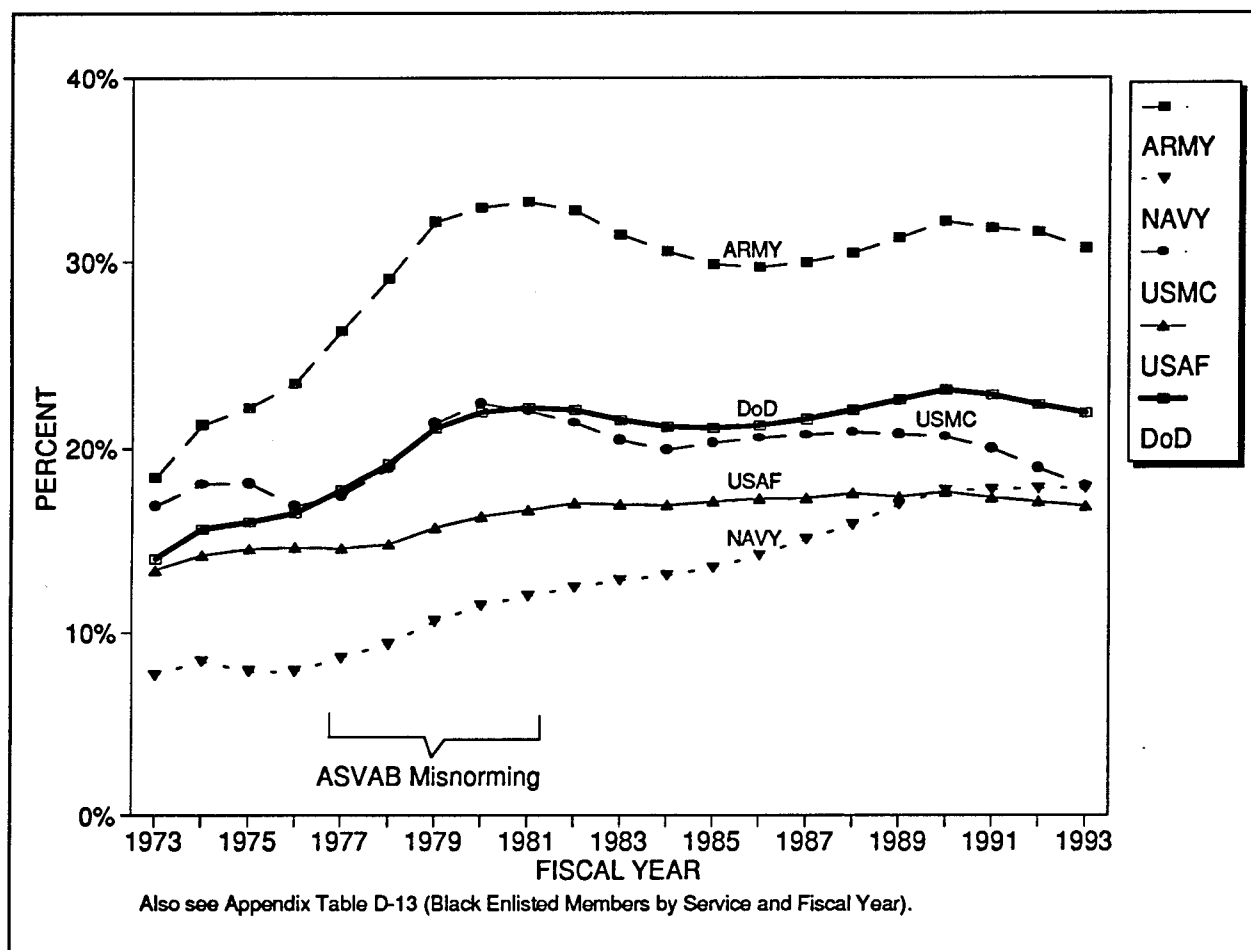


Figure 4.3. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973-1993.

In FY 1993, 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. Six percent of servicemembers 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 9 percent, respectively). The proportions of "Other" minority individuals in the Army and Navy were similar (5 and 6 percent, respectively), while the Air Force and Marine Corps had somewhat less (3 percent each).

Gender. Trends in the percentage of enlisted women since 1973 are shown in Figure 4.4 (Appendix Table D-15 provides numerical data). Four factors affect the proportion of enlisted female members. First, women have a lower inclination to enlist than men do⁴; just 10 percent of females age 16-21 planned to enlist in 1993 compared to 25 percent of males age 16-21.⁵

⁴ *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.

⁵ Harris, J.F., "Military Recruiters Find the Enemy is Apathy," *Washington Post* (July 4, 1994), pp. A1, A9.

Since transitioning to a gender-free recruiting program, the Air Force has not increased its proportion of women recruits significantly. Second, combat exclusion policies restrict the positions and skills in which women may serve. However, as directed by former Secretary of Defense Les Aspin, the Services have opened more positions for women. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play no significant role. Consequently, the 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.

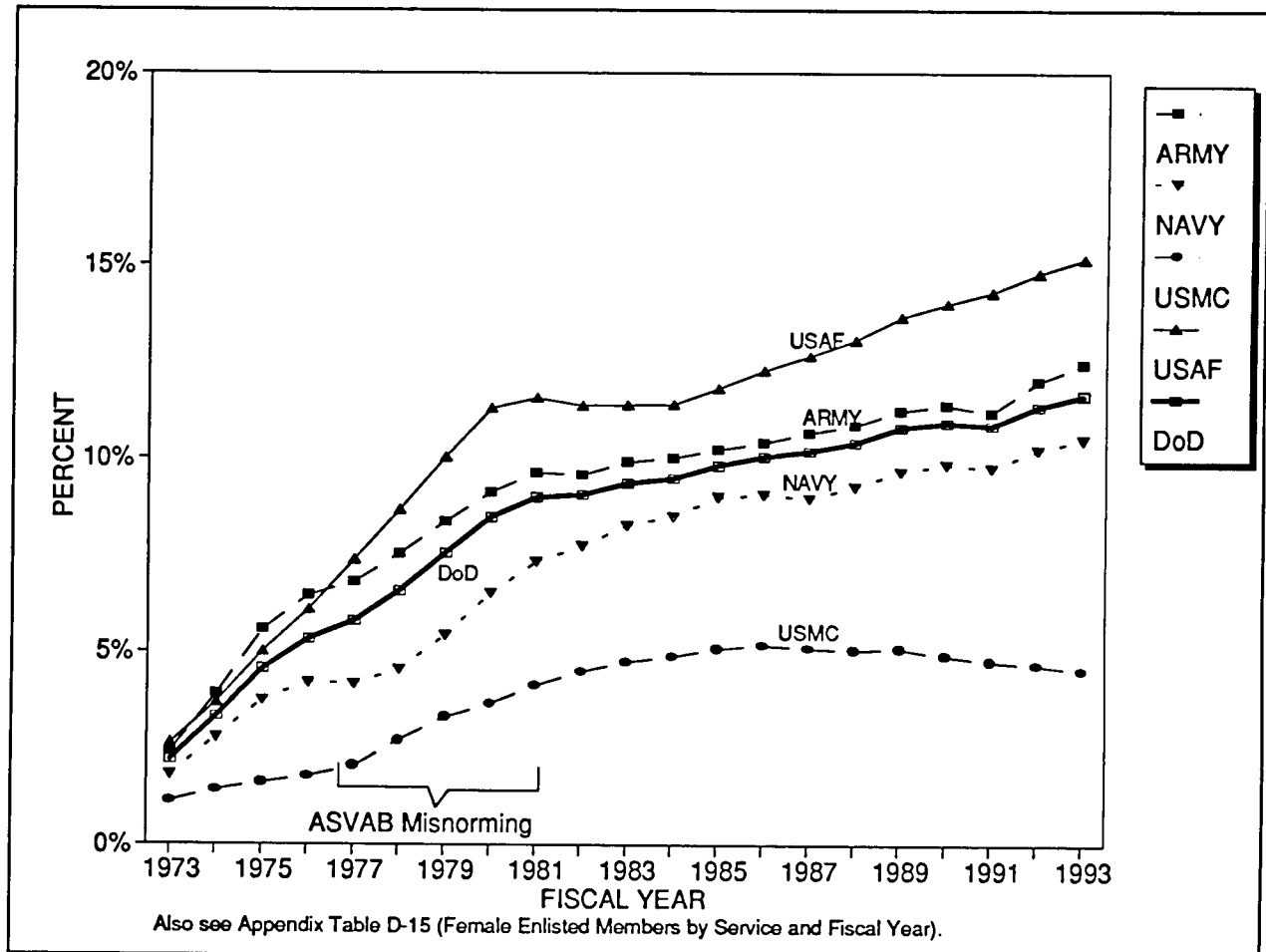


Figure 4.4. Women as a percentage of Active Component enlisted members, by Service, FYs 1973-1993.

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.⁶ Former Secretary of Defense Les Aspin issued a Service-wide policy on the assignment of women in the Armed Forces on April 28, 1993.⁷ Aspin's policy directed the Services to open more specialties and assignments to women. Aircraft, including those engaged in combat missions, and Navy ships (where possible) were opened to qualified women. The Navy was instructed to submit a proposal to repeal the combat exclusion law to allow women on ships engaged in combat missions.⁸ The "Risk Rule" was examined and subsequently it was rescinded.⁹ A direct ground combat rule--restricting women from direct combat on the ground--replaced the Risk Rule and was adopted effective October 1, 1994.¹⁰

As a result of these policy changes, more than 80,000 additional positions were opened to women. Almost all career fields (92 percent) are now open to women: 91 percent in the Army, 96 percent in the Navy, 93 percent in the Marine Corps, and 99 percent in the Air Force.¹¹ Current Secretary of Defense William Perry supports the new policies on the assignment of women:

In our review of the assignment of women, our overarching goal has been to maintain a high quality, ready and effective force. By increasing the number of units and positions to which women can be assigned, the Military Services gain greater flexibility in the development and use of human resources. With this flexibility, the Services can expand their recruiting base, making it easier to find high quality people, and ensure that the best qualified person is assigned to each position.¹²

⁶For a discussion of this subject, see Landers, R.K., "Should Women be Allowed into Combat?" *Congressional Quarterly's Editorial Research Reports*, 2, (14) (October 13, 1989), pp. 570-582.

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

⁸In November 1993, Congress passed the 1994 defense authorization bill which lifted the ban on assignments of women to combat ships.

⁹Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

¹⁰The direct ground combat rule is as follows: "Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground." The official definition of direct ground combat is "Direct ground combat is engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel. Direct ground combat takes place well forward on the battlefield while locating and closing with the enemy to defeat them by fire, maneuver, or shock effect."

¹¹News release from Office of the Assistant Secretary of Defense (Public Affairs), *Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military*, July 29, 1994.

¹²Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

As shown in Table 4.3, 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 11 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 has slightly increased over the past two years. Overall, the proportion of enlisted women increased from 10.8 to 11.3 to 11.6 percent from FY 1991 to FY 1993.

Table 4.3. FY 1993 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	87.6	89.5	95.5	84.9	88.4	53.9
Female	12.4	10.5	4.5	15.1	11.6	46.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-13 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

Marital status. Trends in marital status of active duty members are shown in Figure 4.5. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase, and in FY 1993 it was 56 percent. Marital status varies by Service. Air Force members are most likely to be married (67 percent), while Marines are least likely to marry (45 percent).

The percentages of FY 1993 Active Component enlisted married males and females are shown by Service in Table 4.4. Proportionally, more Servicemen were married than Servicewomen (58 and 48 percent, respectively), while the percentages for civilian men and women were nearly identical (58 percent). The proportion of married Servicemen was virtually the same as 18- to 44-year-old men in the civilian population (58 percent, each). However, the proportion of married Servicewomen was lower than that of women in the comparable civilian population (48 and 58 percent, respectively).

Table 4.4. FY 1993 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	57.5	53.8	45.1	69.0	57.6	57.7
Female	47.2	41.5	42.1	55.2	48.0	57.6
Total	56.2	52.5	44.9	66.9	56.4	57.6
Also see Appendix Table B-14 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

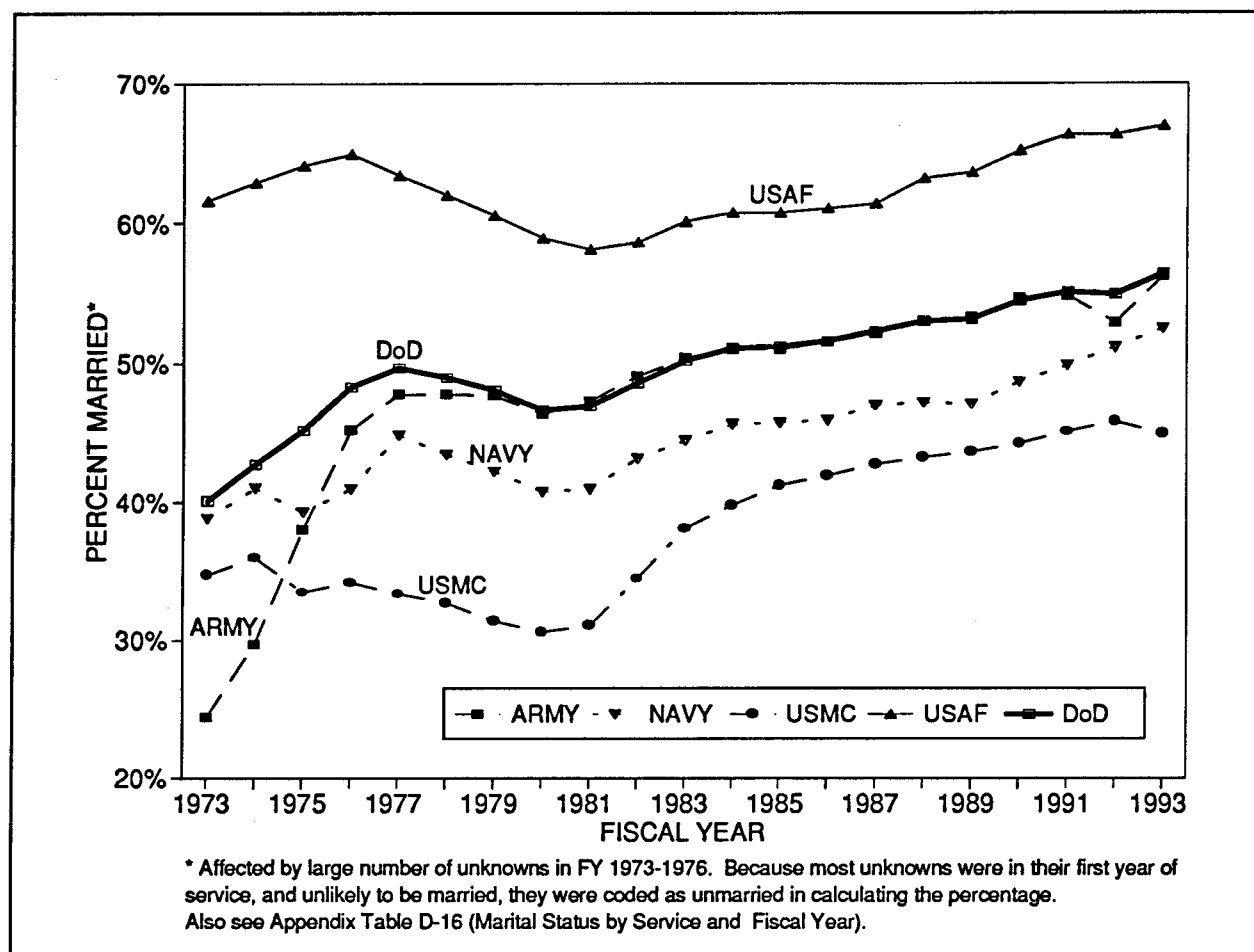


Figure 4.5. Percentage of married members by Service, FYs 1973-1993.

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 48 percent in FY 1993.¹³ Twenty years ago, because of legal restrictions, women constituted less than 2 percent of military members. Military women 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.

¹³ Department of Defense, *Population in the Military Services; Fiscal Year 1989* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], July 1990).

- 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.¹⁴

There are significant implications to the Commission's recommendations. The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 4.5. It demonstrates that more men than women would be affected with the implementation of the Commission's recommendations; however, a larger *proportion* of women would be affected. Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages.

Proportionally, more Air Force personnel were members of dual-service marriages (14 percent). The Marine Corps had the greatest variance, with 4 percent of married men but 65 percent of married women in dual-service marriages.

Education. The majority of the enlisted force are high school diploma graduates (95 percent), as indicated in Table 4.6. Ninety-nine percent of female servicemembers and 95 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 54 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (93 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 1993, ranging from 93 to 95 percent. Almost all Air Force members held diplomas (99+ percent). The Navy and Marine Corps had the largest proportions with alternative and no credentials (7 and 6 percent, respectively), while the Air Force had the smallest (less than 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.

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.¹⁵

¹⁴ 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.

¹⁵ See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Table 4.5. FY 1993 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

Gender	End-Strength	Number Married	Percent Married	Number in Dual-Service Marriages*	Percent of Married in Dual-Service Marriages**
ARMY					
Male	420,667	241,765	57.5	16,147	6.7
Female	59,668	28,140	47.2	13,965	49.6
Total	480,335	269,905	56.2	30,112	11.2
NAVY					
Male	392,968	211,260	53.8	9,277	4.4
Female	45,919	19,056	41.5	7,854	41.2
Total	438,887	230,316	52.5	17,131	7.4
MARINE CORPS					
Male	152,834	68,852	45.1	3,015	4.4
Female	7,228	3,044	42.1	1,982	65.1
Total	160,062	71,896	44.9	4,997	7.0
AIR FORCE					
Male	302,186	208,335	68.9	17,176	8.2
Female	53,940	29,747	55.1	17,175	57.7
Total	356,126	238,082	66.9	34,351	14.4
DoD					
Male	1,268,655	730,212	57.6	45,615	6.2
Female	166,755	79,987	48.0	40,976	51.2
Total	1,435,410	810,199	56.4	86,591	10.7

* 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, 16,147 male Army enlisted personnel are in dual-service marriages. That is, 6.7 percent of married male Army enlistees (241,765) are in dual-service marriages.

Table 4.6. FY 1993 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	94.8	92.9	94.0	99.7	95.3	89.3
Tier 2: GED, Alternative Credentials	4.9	4.2	5.8	0.3	3.6	
Tier 3: No Credentials	0.4	2.9	0.2	**	1.0	
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	8.8	3.9	2.5	14.8	8.1	53.9
* Civilian percentages combine Tiers 1 and 2. ** Less than one-tenth of one percent. 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-17 (Education by Service and Gender) and B-18 (Education by Service and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.						

Representation within occupations. The percentages of enlisted personnel by occupational area in FY 1993 and females in FY 1973 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 and high-tech areas -- electronic equipment repair, communications and intelligence specialists, and other allied specialists -- make up about one quarter (22 percent) of the force. No shifts in the occupational distribution of the force occurred over the past year.

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.

Table 4.7. Occupational Areas of Active Component Enlisted Personnel Within Gender: Females, FY 1973 and FY 1993; Males, FY 1993 (Percent)					
Occupational Code and Area		FY 1973	FY 1993		
		Females	Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	**	17.8	4.5	16.3
1	Electronic Equipment Repairers	1.0	10.5	5.5	9.9
2	Communications and Intelligence Specialists	6.0	9.1	10.1	9.2
3	Medical and Dental Specialists	24.0	5.4	15.2	6.5
4	Other Allied Specialists	3.0	2.4	2.4	2.4
5	Functional Support and Administration	64.0	13.1	32.9	15.4
6	Electrical/Mechanical Equipment Repairers	1.0	21.2	8.3	19.7
7	Craftsmen	**	4.4	2.2	4.2
8	Service and Supply Handlers	**	8.5	10.0	8.6
9	Non-occupational*	***	7.5	8.8	7.7
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. ** Less than one-half of one percent. *** Data exclude personnel classified as "non-occupational" or "occupation unknown." See Appendix Tables B-19 (Occupational Area by Service and Gender) and B-20 (Occupational Area by Service and Race/Ethnicity).					

Men tend to score higher than women on the ASVAB subtests in the mechanical and electronics composites, while women tend to 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 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 4.7. 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 1993, these 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 1993 this figure was 52 percent.

The proportion of women in combat-related occupational areas (gun crews, seamanship) remained the same from FY 1992 to FY 1993. Congress' repeal of the combat exclusion law on Navy ships may alter the occupational distribution of Servicewomen. However, the first women assigned to a combat ship, the aircraft carrier USS Eisenhower, arrived in March 1994.¹⁶ Thus, the effect of the new policy probably won't be reflected in data until FY 1995, the first full year under the new assignments, or later.

The gender differences that still exist are illustrated in Table 4.7. In FY 1993 the percentage of women in functional support and administration as well as medical and dental occupations was nearly three times that of men. Although the percentages of women in the technical and craftsmen occupations increased, men accounted for the preponderance of servicemembers in these areas.¹⁷

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 4.8, in FY 1993, 18 percent of Hispanic enlisted personnel were in combat skills, the highest proportion for any racial/ethnic group. Since FY 1973, the proportion of Blacks in infantry and related specialties has dropped from 27 to 16 percent; the proportion in service and supply occupations decreased from 17 to 12 percent. In all other occupational areas except craftsmen and electrical/mechanical repairers, the proportion of Blacks has increased.

In FY 1993, 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 area and, to a lesser extent, the service and supply area.

Of special note were changes in the proportions of Blacks in the highly technical (electronic equipment repair, and communications and intelligence) and support (functional support and administration, and service and supply handlers) areas. During the 20 years from FY 1973 to FY 1993, the proportion of Blacks in the highly technical areas doubled, from 8 percent to 16 percent, while the proportion of Blacks in the support area decreased, from 40 to 36 percent.

¹⁶Graham, B., "Coping on a Coed Carrier," *Washington Post* (June 27, 1994), pp. A1, A9.

¹⁷ 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 4.8. FY 1993 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity, with FY 1973 Data for Blacks (Percent)

		FY 1973	FY 1993			
Occupational Code and Area		Black	White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	27.0	16.4	15.7	17.9	15.7
1	Electronic Equipment Repairers	4.0	11.6	6.1	8.4	6.0
2	Communications and Intelligence Specialists	4.0	9.5	9.4	7.7	5.8
3	Medical and Dental Specialists	5.0	5.9	7.5	7.4	9.6
4	Other Allied Specialists	1.0	2.6	2.0	1.8	1.8
5	Functional Support and Administration	23.0	12.3	24.0	16.4	19.7
6	Electrical/Mechanical Equipment Repairers	15.0	21.3	14.9	18.5	21.5
7	Craftsmen	4.0	4.6	3.0	3.8	3.9
8	Service and Supply Handlers	17.0	7.7	11.6	7.7	10.2
9	Non-occupational*	**	8.2	5.8	10.5	5.8
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-19 (Occupational Area by Service and Gender) and B-20 (Occupational Area by Service and Race/Ethnicity).

Chapter 5

ACTIVE COMPONENT COMMISSIONED OFFICERS

Data on officers are a recent addition to the annual population representation report, displayed since FY 1989. The exclusion of officers prior to that time did not signify any lack of importance. Rather, because those who wear stripes--the enlisted force--are approximately six times more populous than those who wear bars, clusters, birds, and stars, the focus has been with the former. However, there is increasing interest in and scrutiny of the military's technicians, managers, and commanders. The military invests in extensive education and specialized training for its professionals and entrusts them with control of multimillion dollar equipment and the direction of an increasingly diverse force.

This chapter describes demographic and social characteristics of Active Component (AC) officer accessions and the commissioned officer corps in FY 1993.¹ Also highlighted are changes among officers since FY 1973, the first full year of the all-volunteer military. Figure 5.1 illustrates the trend in Active Component officer strength by Service over the last two decades. Supporting data are provided in Appendix Table D-21. As was seen among active-duty enlisted

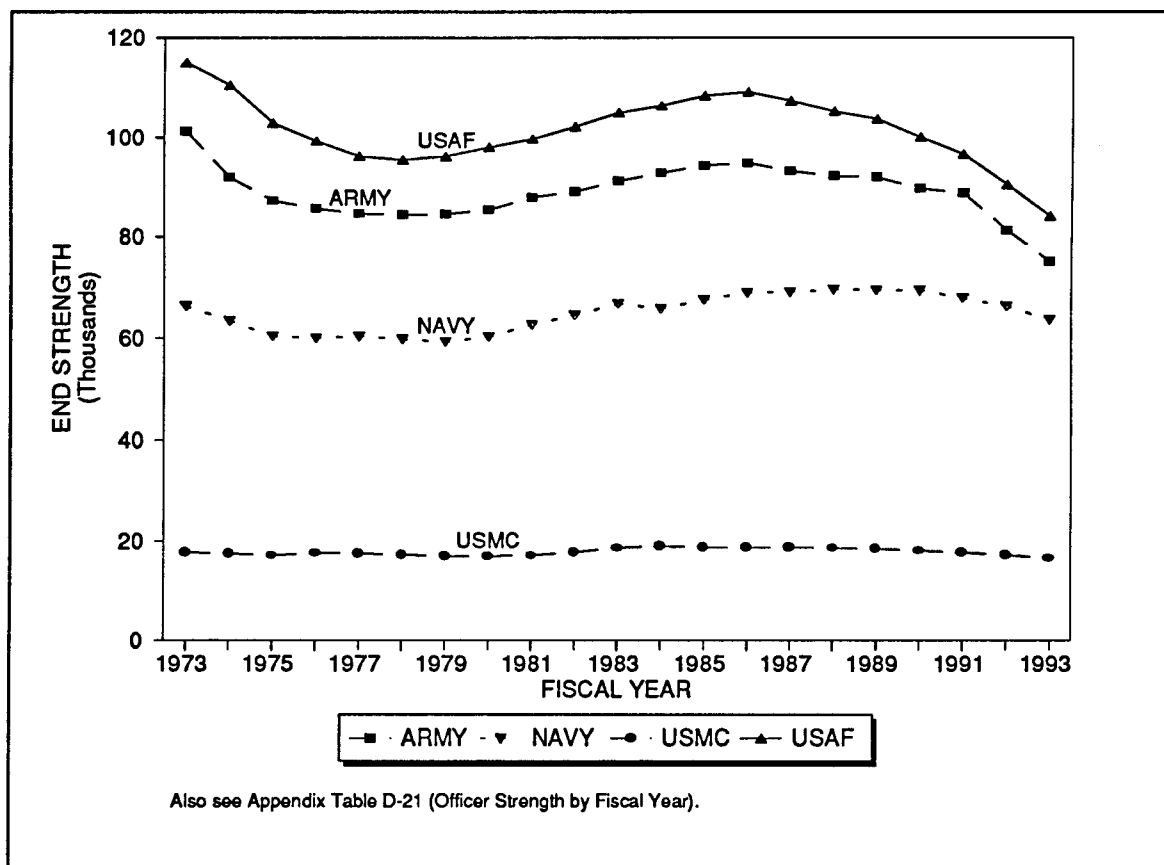


Figure 5.1. Active Component officer end-strength, FYs 1973-1993.

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

members, in FY 1993 the drawdown of forces continued to affect officers on active duty as well. At the end of the fiscal year, there were approximately 239,000 AC officers, down 6 percent from FY 1992 and 20 percent from FY 1973. The Army and Air Force have been streamlined by 8 and 7 percent, respectively, from FY 1992, and 26 and 27 percent, respectively, from FY 1973. The Navy and Marine Corps were trimmed only 4 percent since last fiscal year and by 4 and 7 percent, respectively, since the start of the all-volunteer force.

In terms of officer strength, the Air Force has the lead. Air Force officers generally outnumber their Army counterparts by about 12 percent. Though the Army remains the largest Service overall, the Air Force's greater officer strength is influenced by the increased reliance on air power, which is officer-intensive.

Characteristics of Active Component Officers

The number and percentage of FY 1993 Active Component officer accessions and officers are shown by Service in Table 5.1. The Service distributions were roughly proportional among accessions and total AC officers. Although the Air Force accounted for the largest percentage of the officer corps, the Army commissioned a larger number of officers in FY 1993. This difference was most likely influenced by the somewhat higher retention rates and longer obligation periods incurred in the Air Force, which contribute to meeting higher numerical requirements.

Table 5.1. FY 1993 Active Component Officer Corps and Officer Accessions (Number and Percent) ¹				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,097	34.4	75,062	31.4
Navy	4,010	27.0	63,608	26.6
Marine Corps	1,040	7.0	16,547	6.9
Air Force	4,681	31.6	84,076	35.1
Total	14,828	100.0	239,293	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 Table B-21 (Age by Service).				

Source of commission. The criteria for the selection of officers are less well known than the factors used to select enlisted personnel. Like prospective recruits, officer candidates must meet age, citizenship, physical fitness, moral character, education, and cognitive ability requirements. In addition, academic and personal background characteristics are evaluated. Given that officers are a more select group, the standards, particularly regarding education and

aptitude, tend to be more stringent. Furthermore, the education and training of officers tends to be more elaborate, time consuming, and costly.²

With few exceptions, a four-year college degree is a steadfast requirement for commissioning. For the most part, the Services enable candidates to fulfill this prerequisite through various commissioning programs. The primary pathways to earning the bars of a second lieutenant or an ensign are the Service academies, Reserve Officers Training Corps (ROTC), Officer Candidate/Training Schools (OCS/OTS), and Direct Commissioning. The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA) each offer room, board, medical and dental care, salary, and tuition throughout a four-year undergraduate program of instruction leading to a Bachelor of Science Degree and a commission as an officer in the Armed Forces.³ Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship programs⁴ which also culminate in a commission. Depending upon the needs of the Services, newly commissioned Reserve officers may be brought on for extended active duty, and thus they are counted here as members of the Active Component.

OCS/OTS exists as a rather quick commissioning source for college graduates who have not received military training or indoctrination as part of their undergraduate education. This source also provides a means for "mustangs"--former enlisted personnel--to earn a commission. Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees, officers directly appointed may be commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that, together with the main pathways, ensure that the Services have access to a number of different pools of educated personnel with diverse skills.

As shown in Table 5.2, the largest proportion of FY 1993 officer accessions (43 percent) came through ROTC programs and most (24 percent of officer accessions) received a college scholarship. Direct appointments accounted for the second largest supply of incoming officers, with the academies placing a close third. At 11 percent of officer accessions, OCS/OTS was also a viable source; however, the yield from this source has declined over the past few years. Such reduced reliance on OCS/OTS is influenced by the drawdown. That is, given lower officer requirements, cutting down on this short lead source in contrast to the long lead academy and ROTC pipelines is most expedient.

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.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1992).

³There is no separate Marine Corps academy, but a percentage of each Naval Academy graduating class pledges to become Marine Corps officers.

⁴Non-scholarship ROTC is not without benefits, such as a subsistence allowance upon progression to advanced training.

There were Service differences in reliance on the various sources that would appear to be in keeping with their particular missions and emphases. For example, the Navy commissioned almost 33 percent of its new officers by direct appointment in FY 1993. This relatively large percentage is in line with the Navy's need for medical and other professionals aboard ship. The Marine Corps relied most heavily (49 percent) on OCS-type programs for procuring officers whereas the Army took a scant 5 percent from this route.

Table 5.2. FY 1993 Source of Commission of Active Component Officer Accessions and Active Component Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	20.4	21.3	18.7	20.5	20.5
ROTC - Scholarship	25.2	24.0	22.0	23.5	24.1
ROTC - No Scholarship	29.6	3.7	0.0	25.4	19.2
OCS/OTS	5.0	13.6	49.2	7.9	11.3
Direct Appointment	15.8	32.8	0.0	22.5	21.3
Other*	0.1	5.1	10.1	0.3	2.2
Unknown	4.0	0.0	0.0	0.0	1.4
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	15.0	18.1	10.7	16.8	16.2
ROTC - Scholarship	15.3	19.6	19.2	18.4	17.8
ROTC - No Scholarship	41.4	2.8	0.0	23.5	22.0
OCS/OTS	9.1	22.5	59.3	24.2	21.4
Direct Appointment	18.2	34.5	0.0	16.9	20.9
Other	.2	2.4	10.7	.1	1.5
Unknown	.8	0.0	0.0	0.0	.3
Total	100.0	100.0	100.0	100.0	100.0
Columns may not sum to totals due to rounding.					
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).					
Also see Appendix Table B-30 (Source of Commission by Service and Gender).					

Among all officers on active duty, ROTC was again the primary origin (40 percent); however, initial scholarship recipients were less abundant than those who had not received a scholarship. OCS/OTS and directly appointed officers were roughly equally represented at 21 percent each. Again, there were Service differences in officers' background source. The lack

of congruency between the source distributions of accessions and the officer corps is probably influenced by differing retention rates and previous fluctuations in officer recruiting needs.

Age. Officers, on average, tend to be older than enlisted personnel, as shown in Table 5.3. Mean ages of Active Component officers and enlisted personnel at entry in FY 1993 were 26 and 20, respectively. The mean age of all active officers was 34 years and that of enlisted members was 27 years.

Table 5.3. Mean Age of Active Component Officer Accessions and Officer Corps, FY 1973 and FY 1993, and of Enlisted Personnel, FY 1993			
	Officers		Enlisted
	FY 1973	FY 1993	FY 1993
Active Component Accessions	25.0	25.7	19.8
Active Component Force	32.1	34.0	27.2
Also see Appendix Table B-21 (Age by Service).			

Figures 5.2⁵ and 5.3 (together with Appendix Table B-21) highlight the military's emphasis on youth. In particular, Marine Corps officer accessions and officer corps were younger than those in other Services. Only 2 percent of Marine Corps officers were 30 or older upon entry. Officers newly commissioned within the other Services hardly approached middle age either, with 11 percent in the Army, 15 percent in the Air Force, and 19 percent in the Navy being 30 or older in FY 1993.

The age distribution of the officer corps as well as of accessions is shown by Service in Appendix Table B-21. Forty-two percent of Marine Corps officers were under age 30, compared to 35 percent of Navy, 34 percent of Army, and 29 percent of Air Force officers. Twenty-eight percent of Air Force officers were 40 or older, compared to 20 percent of Marine Corps officers, and 25 percent of both Navy and Army officers.

Race/ethnicity. The percentages of minority officer accessions and active duty officers by Service are shown in Table 5.4. In FY 1993 almost 16 percent of entering officers were minorities--Black, Hispanic, and other (e.g., Asian and Pacific Islanders)--contributing to the 13 percent minority officer corps. As with enlisted members, Blacks comprised the "majority" of minorities, accounting for 7 percent of both accessions and all active duty officers. Patterns in terms of the representation of minorities across Services were also somewhat similar to the enlisted force. The Navy and Marine Corps accessed a larger proportion of Hispanics and the Army had a somewhat higher percentage of Blacks among its officer accessions.

⁵Exceptions to the customary age criteria (i.e., between 19 and 29 years for OCS/OTS; 17 and 21 years for ROTC; 17 and 22 years for the academies) for officer accessions are made for medical personnel, thus accounting for the above 30 portion of the distribution.

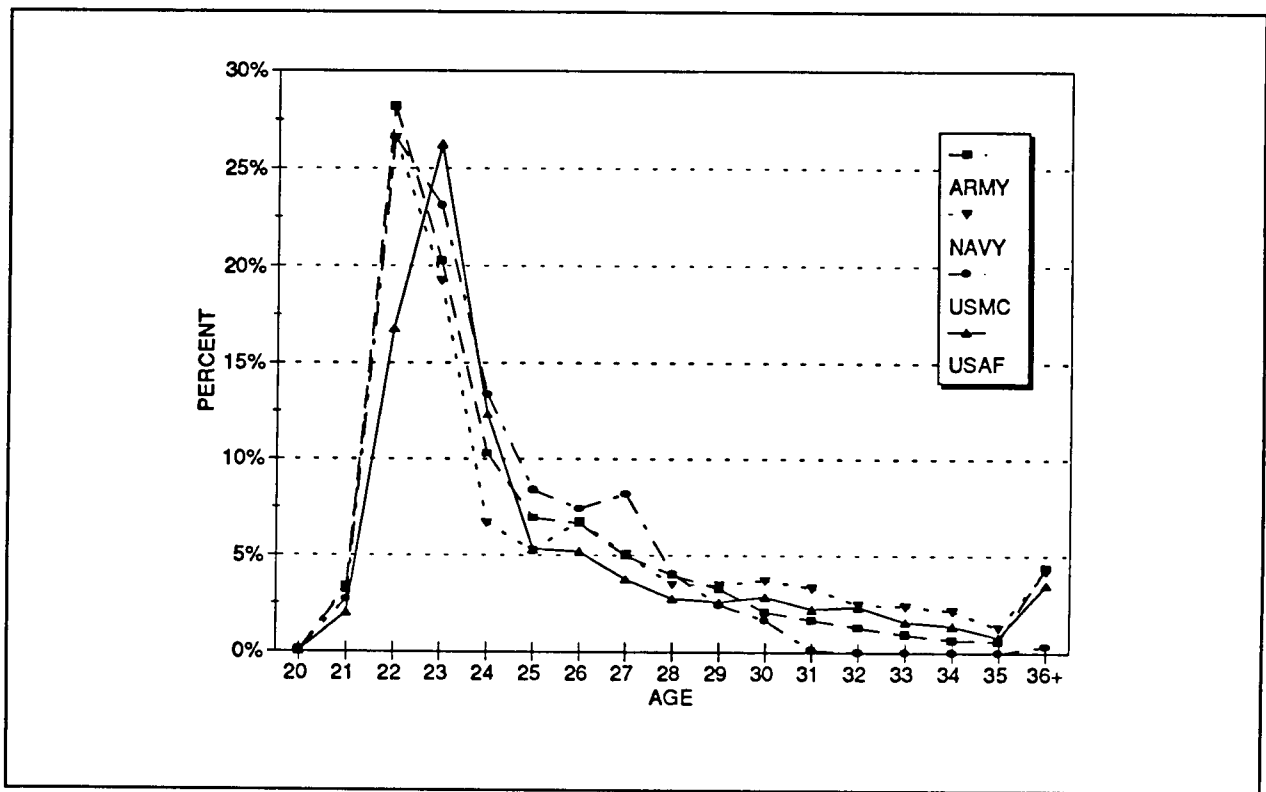


Figure 5.2. Age of FY 1993 Active Component officer accessions, by Service.

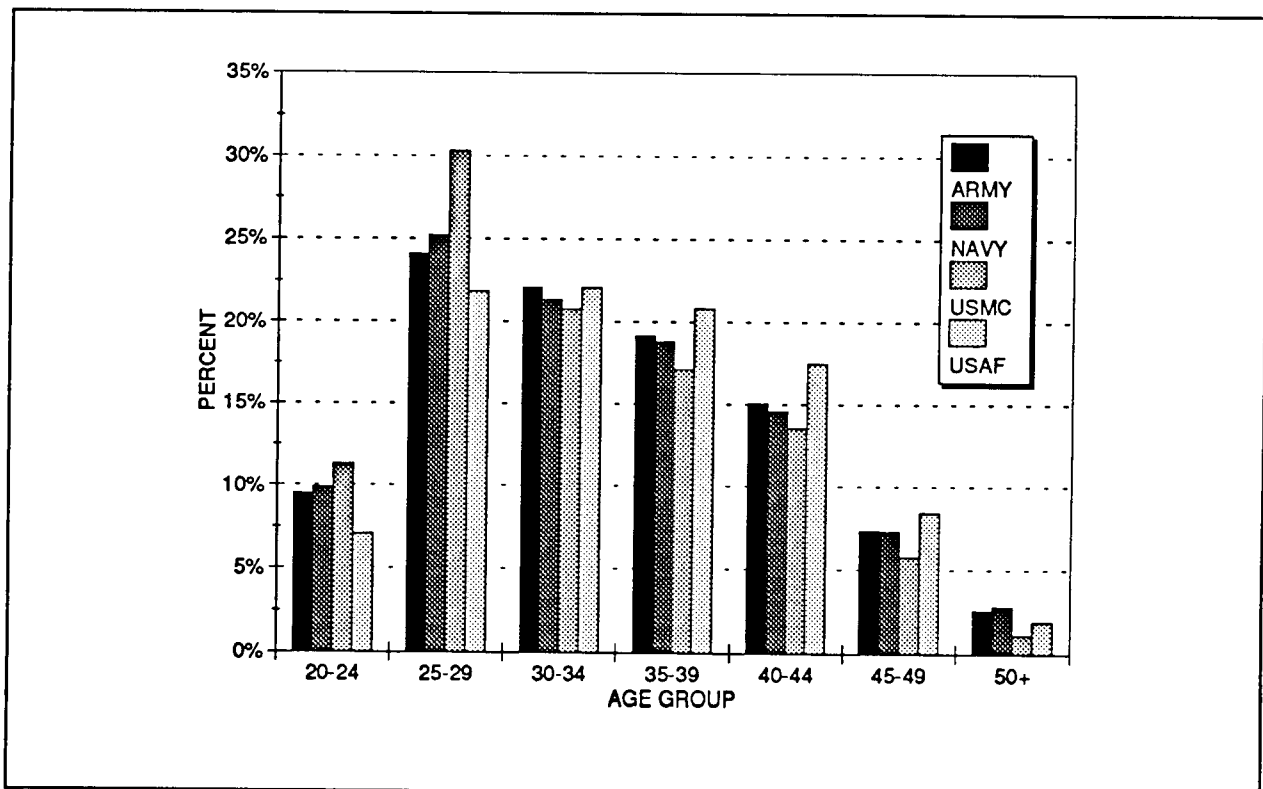


Figure 5.3. Age of FY 1993 Active Component officer corps, by Service.

Table 5.4. FY 1993 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	5.9	5.2	6.5	4.5	5.3
Black Female	2.7	1.4	0.5	2.2	2.0
Black Total	8.7	6.5	7.0	6.7	7.3
Hispanic Male	2.4	3.7	4.5	0.9	2.4
Hispanic Female	0.4	1.3	0.2	0.2	0.6
Hispanic Total	2.8	5.0	4.7	1.1	3.0
Other Male	3.8	4.1	3.0	5.1	4.2
Other Female	0.9	1.2	0.1	1.5	1.1
Other Total	4.7	5.3	3.1	6.6	5.3
Total Minority Officer Accessions	16.1	16.8	14.8	14.3	15.6
ACTIVE COMPONENT OFFICER CORPS					
Black Male	8.4	3.5	4.4	4.1	5.3
Black Female	2.7	1.1	0.2	1.5	1.7
Black Total	11.2	4.5	4.6	5.7	7.0
Hispanic Male	2.1	2.4	2.8	1.7	2.1
Hispanic Female	0.4	0.4	0.1	0.3	0.3
Hispanic Total	2.5	2.8	2.9	2.0	2.4
Other Male	3.1	3.1	1.9	2.2	2.7
Other Female	0.7	0.5	0.1	0.6	0.5
Other Total	3.8	3.6	2.0	2.7	3.2
Total Minority Officers	17.4	10.9	9.5	10.4	12.7
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-24 (Race/Ethnicity by Service).					

Unlike enlistees, with the exception of "Other" minorities there were proportionately fewer Blacks and Hispanics among officers. Extenuating factors contribute to this seeming underrepresentation. When compared to the 21-35 year-old civilian population of college graduates, there is no egregious underrepresentation of minorities in the officer corps. As Appendix Table B-24 shows, the officer pool stands at 7 percent Black, 4 percent Hispanic, and

6 percent "Other", thus, Blacks are proportionately represented and Hispanics and "Other" minorities are slightly underrepresented, as was evident among enlisted personnel.

Another factor that may tend to prevent certain minority groups from participating in the officer corps is their lower average scores on the standardized college admission tests that are often used to determine eligibility for academy and ROTC officer programs. Although test score trends have been increasing for minorities, and Blacks in particular, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 1992 were 442 for Whites and 352 for Blacks; mean math scores were 491 for Whites and 385 for Blacks.⁶ In addition, there is probably fierce labor market competition for minorities who pursue technical majors most in demand by the Services.⁷ Such academic differences may account partially for the divergent racial/ethnic distributions across the commissioning sources as shown in Tables 5.5 and 5.6. Black and Hispanic minorities are less likely than Whites to be commissioned via one of the academies or ROTC scholarship programs, which tend to be highly selective.

Table 5.5. FY 1993 Source of Commission of Active Component Officer Accessions by Race/Ethnicity and Gender (Percent)							
Source of Commission	White	Black	Hispanic	Other	Male	Female	DoD
Academy	20.6	14.9	17.8	28.8	22.8	10.3	20.5
ROTC - Scholarship	24.8	21.3	21.6	17.8	24.9	20.4	24.1
ROTC - No Scholarship	18.7	24.1	20.5	18.8	29.4	13.6	19.2
OCS/OTS	11.0	15.0	17.1	8.1	12.4	6.3	11.3
Direct Appointment	21.4	20.8	17.8	23.0	16.9	41.3*	21.3
Other**	2.1	2.8	4.6	1.5	1.5	5.3	2.2
Unknown	1.4	1.2	0.7	1.9	1.1	2.7	1.4
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-30 (Source of Commission by Service and Gender).							

⁶See U. S. Department of Education, *The Condition of Education, 1993* (Washington, DC: National Center for Education Statistics, 1993).

⁷See Eitelberg, M.J., Laurence, J.H., & Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1992).

Table 5.6. FY 1993 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	16.6	10.4	14.2	18.2	17.4	7.9	16.2
ROTC - Scholarship	18.3	14.2	13.0	14.3	18.3	14.2	17.8
ROTC - No Scholarship	20.6	38.1	26.7	20.0	22.9	15.9	22.0
OCS/OTS	22.0	17.2	22.2	13.7	22.3	15.7	21.4
Direct Appointment*	20.6	18.6	21.7	31.0	17.3	44.0	20.9
Other**	1.5	1.3	1.9	0.8	1.4	1.8	1.5
Unknown	0.2	0.3	0.2	2.0	0.2	0.5	0.3
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).							

In the face of such obstacles to commissioning, minorities (especially Blacks) have come to comprise a larger share of the officer corps over the years (see Appendix Tables D-18, D-19, D-23, and D-24). However, despite these recruiting achievements and concomitant percentage increases, the downsizing seems to have stunted the numerical advances of minorities. From FYs 1973 to 1993 there was a 5-percentage-point increase in the representation of Blacks and numerically almost 20 percent more Black accessions (895 in 1973 and 1091 in 1993). However, from just prior to the downsizing, in 1988, to FY 1993, Black officer accessions were down by almost 500 (30 percent fewer). The numbers even diminished by 25 from last fiscal year.

Gender. Women constituted 8 percent of officer accessions and 4 percent of the officer corps in FY 1973, as shown in Table 5.7. By FY 1993, their representation among accessions more than doubled; and within all active officers there was a threefold increase. The primary commissioning source for women is direct appointment as women still fill "traditional" health care roles in the military (see Table 5.5). Each of the Services has been steadily increasing the percentage of females in the officer ranks (see Appendix Tables D-20 and D-25 for trends among accessions and the officer corps since 1973), and as more barriers are lifted this trend should continue. In terms of proportional representation, women's progress has been greatest in the Air Force and least in the Marine Corps.

Although the percentage of women has grown, as was evident for racial and ethnic minorities, the absolute numbers of female officers has not continued to rise. Though there were more female officers accessed and many more total female officers in FY 1993 than in FY 1973, there were fewer than in 1988, just before the drawdown, or even 1992. There were 2,737 female officers accessed in FY 1993, compared with only 2,490 in FY 1973, but 3,432 in FY 1988 and 2,945 in FY 1992.

Table 5.7. Active Component Female Officer Accessions and Active Component Officer Corps, FY 1973 and FY 1993 (Percent)						
	FY 1973	FY 1993				
	DoD	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	8.0	18.9	17.7	5.7	21.5	18.5
Active Component Officer Corps	4.0	14.2	12.8	3.2	14.6	13.2
Also see Appendix Table B-22 (Gender by Service).						

Marital status. Comparing FY 1973 with FY 1993, as indicated in Table 5.8, shows a striking increase in marital rates for female officers -- 17 versus 53 percent, respectively. The percentage of married male officers decreased from 81 percent in FY 1973 to 76 percent in FY 1993. However, proportionally more male officers than female officers were married (76 percent compared to 53 percent). The percentage of male officers who were married was similar to the proportion of married men among civilian college graduates in the labor force (73 percent). Female officers were less likely than their civilian counterparts to be married (53 vs. 63 percent, respectively).

New officers were less likely to be married than were their civilian counterparts. Twenty-eight percent of male officer accessions were married, compared to 53 percent of the 21- to 35-year-old civilian male population with a college degree. Similarly, 58 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-23).

Table 5.8. Married Active Component Officer Corps, FY 1973 and FY 1993, and Enlisted Personnel, FY 1993, by Gender (Percent)			
Gender	Officers		Enlisted
	FY 1973	FY 1993	FY 1993
Males	81.0	75.9	57.6
Females	17.0	53.0	48.0
Total	--	72.9	56.4
Also see Appendix Table B-23 (Marital Status by Service).			

Though female officers were less likely to be married than male officers, among those who are married, women are considerably more likely to be a partner in a dual-military marriage. As can be seen from Table 5.9, married female officers are on the order of ten times more likely than married male officers to have a spouse in uniform. This discrepancy is even more pronounced among Marine Corps married officers, with 62 percent of married women in the officer corps married to another servicemember compared to only 3 percent of married men.

Table 5.9: FY 1993 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

Gender	End-Strength	Number Married	Percent Married	Number in Dual-Service Marriages*	Percent of Married in Dual-Service Marriages
ARMY					
Male	64,431	48,768	75.7	2,385	4.8
Female	10,631	5,653	53.2	2,512	44.4
Total	75,062	54,421	72.5	4,831	8.9
NAVY					
Male	55,495	40,362	72.7	510	1.3
Female	8,113	3,953	48.7	693	17.5
Total	63,608	44,335	69.7	1,203	2.7
MARINE CORPS					
Male	16,015	11,627	72.6	320	2.8
Female	532	252	47.4	157	62.3
Total	16,547	11,879	71.8	477	4.0
AIR FORCE					
Male	71,824	56,921	79.3	2,796	4.9
Female	12,252	6,850	55.9	3,016	44.0
Total	84,076	63,771	75.9	5,812	9.1
DoD					
Male	207,765	157,672	75.9	5,945	3.8
Female	31,528	16,707	53.0	6,378	38.2
Total	239,293	171,379	72.9	12,323	7.1
* Differences between male and female members in Service databases.					

Education. Given the Services' requirement that newly commissioned officers have at least a four-year college degree, the education levels of 1993 Active Component officer accessions should come as no surprise (Table 5.10). Fewer than 2 percent of incoming officers had less than a baccalaureate degree. Most likely, these officers were so-called "mustangs" (former enlisted personnel). A notable percentage of officers (9 percent), mostly lawyers, chaplains, and health care professionals (physicians, nurses, etc.), held advanced degrees upon commissioning.

Table 5.10 is also indicative of the Services' emphasis on an educated officer corps. Significant proportions of officers attain 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. The Marine Corps had proportionally fewer officers with advanced degrees than the other Services; the fact that the Navy provides the Marine Corps with the services of health professionals, chaplains, or other such direct appointees, who typically have advanced degrees, is a contributing factor.

Table 5.10. FY 1993 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	0.7	0.8	0.6	4.0	1.9
College Graduate (B.A., B.S., etc.)	90.6	94.1	96.7	83.0	89.1
Advanced Degree (M.A., Ph.D., etc.)	8.7	5.1	2.8	13.0	9.0
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	0.8	3.1	4.1	0.4	1.5
College Graduate (B.A., B.S., etc.)	59.3	62.8	79.9	47.3	57.4
Advanced Degree (M.A., Ph.D., etc.)	39.9	34.1	16.0	52.3	41.2
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages exclude "Unknown" data. Also see Appendix Table B-25 (Education by Service).					

Representation within occupations. The distribution of officers across occupational areas has changed since FY 1973, as shown in Table 5.11. The shift is attributable to expanded technology and changes in force structure and manning levels. Larger percentages of officers were in intelligence, health care, and supply, procurement, and allied occupations in FY 1993 compared to FY 1973, whereas smaller percentages were in tactical operations, engineering, science, and administration.

FY 1993 occupational area data for officers by Service, including personnel classified as non-occupational, are provided in Appendix Table B-27. The greatest proportion of officers across Services was in tactical operations (40 percent). The next largest groupings were health care occupations for the Army, Navy, and Air Force (23, 19, and 16 percent, respectively), and supply for the Marine Corps (12 percent).

Table 5.11. FY 1973 and FY 1993 Occupational Areas of Active Component Officer Corps (Percent)		
Occupational Area	FY 1973	FY 1993
General Officers and Executives	2.0	0.4
Tactical Operations	44.0	40.0
Intelligence	3.0	4.7
Engineering and Maintenance	15.0	11.5
Scientists and Professionals	7.0	4.9
Health Care	11.0	18.1
Administration	13.0	6.8
Supply, Procurement, and Allied Occupations	6.0	8.8
Non-Occupational*	n/a	5.0
Total	100.0	100.0
Calculations exclude 615 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-27 (Occupational Area by Service).		

Representation of women within occupations. As the force has become more gender-integrated, the occupational assignments of female officers have changed markedly since FY 1973, as shown in Table 5.12. 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 1993, the proportion in health care and administration dropped to 47 and 16 percent, respectively, whereas the percentages in every other occupational area increased. The proportion of women officers serving in "non-traditional" skills rose: a near fivefold increase in engineering, a threefold rise in supply and intelligence, and over a sevenfold jump in tactical operations.

However, the data also show significant differences between male and female officers during FY 1993. Significantly greater percentages of men than women were in tactical operations (45 and 7 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of administration (16 and 5 percent, respectively) and health care (47 and 14 percent, respectively).

As detailed in Appendix Table B-28, the assignment of women into occupational areas differs according to Service. Forty-eight percent of female officers in the Navy were in health care, 28 percent in administration, and 4 percent in engineering and maintenance positions. By comparison, 45 percent of Air Force female officers were in health care, 13 percent in administration, and 12 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 (12 percent), engineering and maintenance (11 percent), and administration (10 percent).

Table 5.12. Occupational Areas of Active Component Officer Corps: Females, FY 1973 and FY 1993; Males, FY 1993 (Percent)			
Occupational Area	Females		Males
	FY 1973	FY 1993	FY 1993
General Officers and Executives	*	*	0.5
Tactical Operations	1.0	7.3	44.9
Intelligence	2.0	5.4	4.6
Engineering and Maintenance	2.0	9.6	11.8
Scientists and Professionals	1.0	4.3	5.0
Health Care	72.0	46.8	13.8
Administration	19.0	16.2	5.3
Supply, Procurement, and Allied Occupations	3.0	8.4	8.8
Non-Occupational**	n/a	2.0	5.4
Total	100.0	100.0	100.0
Calculations exclude 615 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-28 (Occupational Area by Service and Gender).			

Because 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 5.13. In FY 1993, 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.

The percentage of officers in the "Other" racial category who were in health care positions was greater than for Whites, Blacks, or Hispanics. Larger proportions of Hispanics than Whites were in 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-29 provides data on occupational areas by Service and race/ethnicity.

Table 5.13. FY 1993 Occupational Area Distribution of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Area	White	Black	Hispanic	Other
General Officers and Executives	0.4	0.2	0.2	0.1
Tactical Operations	41.6	27.7	34.4	26.5
Intelligence	4.7	4.0	5.0	4.6
Engineering and Maintenance	11.3	14.3	11.6	12.0
Scientists and Professionals	5.1	4.1	3.8	3.8
Health Care	17.6	18.6	19.7	30.3
Administration	6.3	12.5	7.7	5.6
Supply, Procurement, and Allied Occupations	8.2	15.2	10.5	8.4
Non-Occupational*	4.9	3.4	7.2	8.6
Total	100.0	100.0	100.0	100.0
Calculations exclude 615 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-29 (Occupational Area by Service and Race/Ethnicity).				

Chapter 6

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 1993 strength of 1.84 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 data in this chapter include only the Selected Reserve.

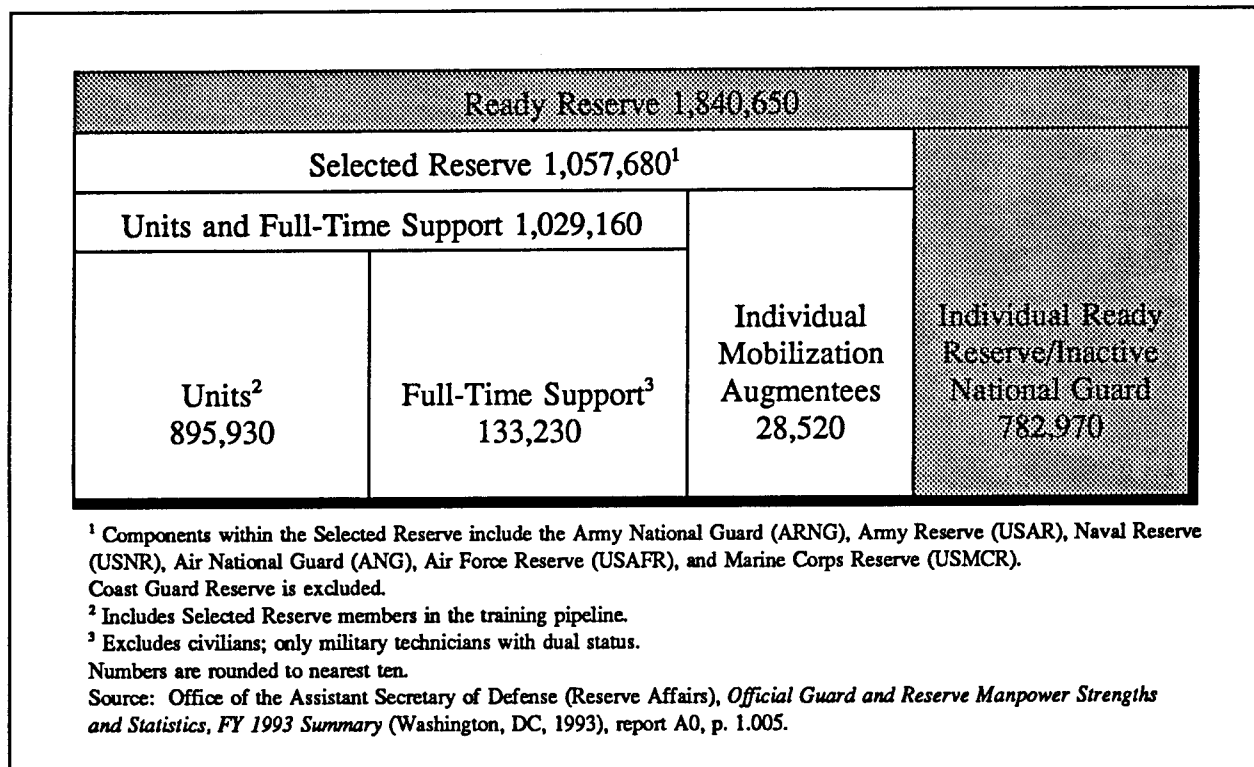


Figure 6.1. FY 1993 composition of the Selected Reserve within the Ready Reserve.

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.

Reserve Component 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 the Selected Reserve end-strengths for FYs 1974 to 1993.

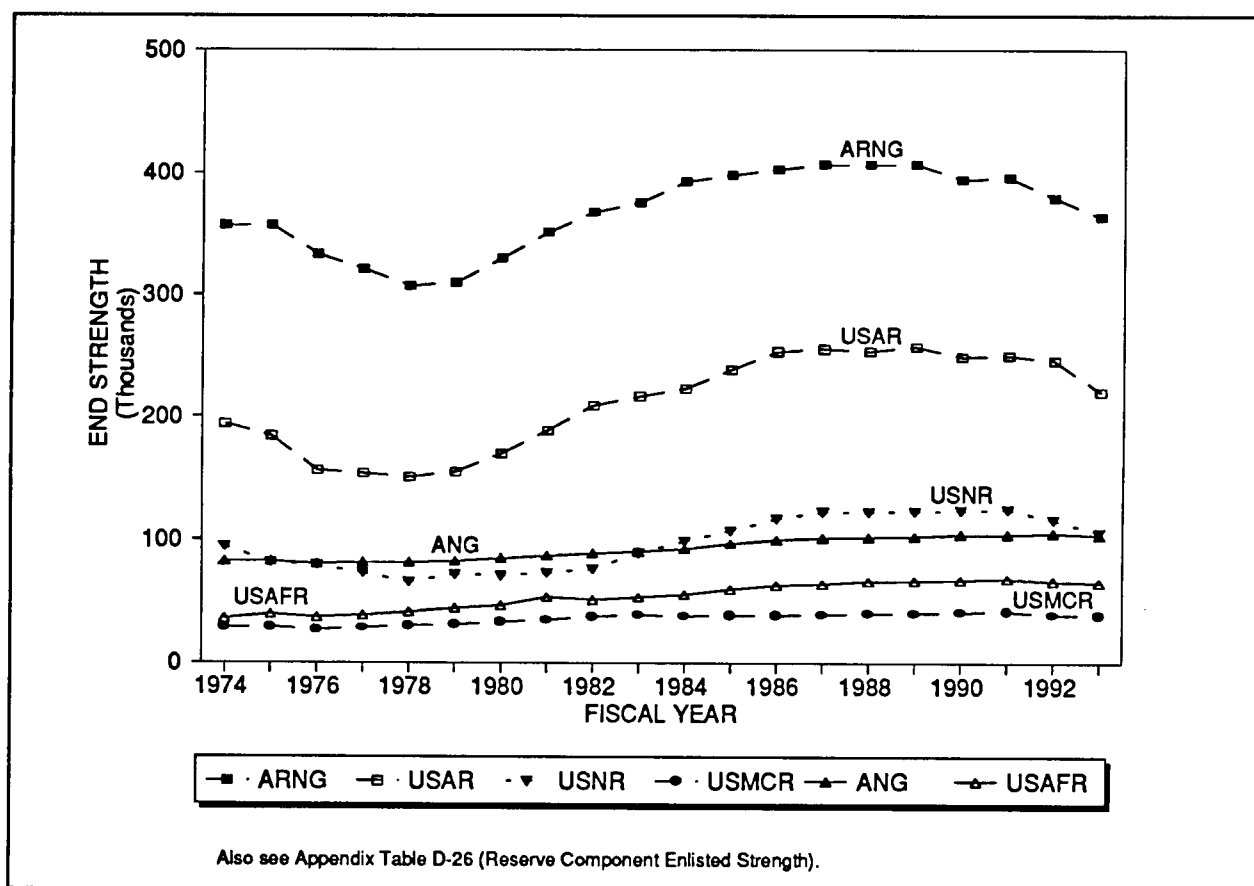


Figure 6.2. Reserve Component enlisted end-strength, FYs 1974-1993.

In FY 1993, the Reserve Component recruited 168,379 enlisted persons compared to the Active Component's 203,115. The largest Reserve Component recruiting program is that of the Army National Guard (ARNG). While the ARNG non-prior service recruiting mission is almost 26,000, prior service requirements are more than 41,000. Recognizing the importance of the experience provided by prior service personnel to the Reserve Forces, Congress established floors for the non-prior/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 These recruiting requirements will probably be applied to each of the Reserve Components.

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,

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

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, effect of recent mobilizations on propensity to enlist, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

The diversity of mission and force structure among the Reserve Component affects the demographic composition of units. A National Guard or Reserve 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 recruiting requirements.

The population representation profile of the Reserve Forces is different from the Active Component 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 Component to recruit for local unit vacancies within a 50-mile radius; and
- The impact of the Active Component's drawdown on National Guard and Reserve recruiting.

This chapter provides demographic characteristics and the distribution of FY 1993 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are given and, where applicable, are compared to prior service 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 (ANG) units, Reserve recruiters process their NPS applicants through Military Entrance Processing Stations (MEPS), following procedures almost identical to the Active Component.

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

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).

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 an 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 a 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. They 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 Reserve.

FY 1993 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 6.1. While Selected Reserve recruiting objectives increased 4 percent from FYs 1991 to 1992, recruiting decreased 12 percent from FYs 1992 to 1993 (from 191,000 to 168,000). Due to differences in mission and force structure, the size of the recruiting missions by component varied greatly. Therefore, comparisons between the Reserve Component percentages must be interpreted with care. The Army components, the ARNG and Army Reserve (USAR), had the largest Selected Reserve recruiting missions, recruiting 69 percent of total Reserve Component accessions (40 and 29 percent for the ARNG and USAR, respectively).

Table 6.1. FY 1993 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
Component	Non-Prior Service	Prior Service	Total	Prior Service Percent of Component Total	Enlisted End-Strength
Army National Guard	25,930	41,305	67,235	61.4	363,263
Army Reserve	20,871	28,564	49,435	57.8	219,610
Naval Reserve	5,036	21,380	26,416	80.9	105,254
USMC Reserve	4,996	3,238	8,234	39.3	38,092
Air National Guard	2,568	5,664	8,232	68.8	102,920
Air Force Reserve	923	7,904	8,827	89.5	64,720
DoD Total	60,324	108,055	168,379	64.2	893,859
Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).					

The Air Force Reserve (USAFR) had the highest proportion of prior service recruits (90 percent of its total recruiting effort), followed by the Naval Reserve (USNR) with 81 percent prior service accessions. The Marine Corps Reserve (USMCR) recruited the lowest proportion (39 percent). The proportion of Selected Reserve prior service recruits has increased over the past two years, from 57 percent in FY 1991 to 61 percent in FY 1992 to 64 percent in FY 1993. The increase in prior service accessions provides the Reserve Component with a more experienced personnel base, contributing to increased readiness to meet future missions.

The increase in availability of prior service recruits is a temporary phenomenon due to the larger number of active duty members leaving service. The drawdown of the active force will ultimately reduce the number of prior service individuals from which the Reserve Component can recruit. The numerical effects of the drawdown coupled with changes in the Reserve mission and increased combat risks may lead to difficulties in Reserve recruiting.³ "Future reserve recruits are likely to consider [the] risk, the costs and benefits associated with [serving], and the likelihood that security threats in the future will differ from those in the past" (p. 5).⁴ A decision to join the reserves tomorrow will involve more tradeoffs than in the past. "[P]atriotic duty, combat risk, family hardships, and financial losses during a mobilization, are likely to become more important in the reserve participation decision in the 1990s" (p. 1).⁵

Characteristics of Selected Reserve Accessions

Age. More than two-thirds of ARNG and USAR NPS recruits were 17 to 19 years old, as shown in Table 6.2. Half of the ANG and nearly 40 percent of USAFR NPS recruits were 17 to 19 years old.

A number of factors contributed to 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 1993, 43 and 45 percent, respectively, of ARNG and USAR NPS recruits were students still enrolled in high school.

Race/ethnicity. No substantive differences in the racial composition of Selected Reserve NPS and prior service accessions are evident in Table 6.3. The percentages for Blacks were higher than in the civilian youth and labor force. Blacks comprised approximately 16 percent of Selected Reserve NPS accessions compared to 14 percent in the 17- to 35-year-old youth population. 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 (8

³ See Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993).

⁴ Ibid.

⁵ Ibid.

and 10 percent, respectively); the USAR and USAFR recruited the highest proportions (22 and 23 percent, respectively); the ARNG and USNR recruited comparable proportions (14 and 12 percent, respectively).

Table 6.2. FY 1993 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve ¹	Air National Guard	Air Force Reserve	Total DoD	17-35 Year-Old Civilians
17-19	67.1	72.1	29.0	63.9	50.2	38.7	61.4	13.5
20-24	25.0	22.3	27.9	32.6	37.3	43.6	23.7	23.9
25-29	5.4	4.0	12.4	3.2	8.5	11.5	5.3	26.1
30-34	1.9	1.5	10.8	0.1	3.8	5.4	2.5	30.2
35-39	0.3	0.1	6.0	*	0.3	0.9	0.7	6.4
40-44	0.1	*	*	*	0.0	0.0	0.1	
45-49	*	*	*	*	0.0	0.0	*	
50+	*	*	*	*	0.0	0.0	*	
Unknown	0.2	*	15.0	0.1	0.0	0.0	6.4	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
* Less than .05 percent.								
¹ USMCR age data are calculated using derived data. Therefore, expect a 15-20% error rate.								
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.								

The proportion of Hispanic Selected Reserve NPS recruits was lower than the national population proportion (7 versus 12 percent). The USMCR had the highest proportion of Hispanic NPS recruits (10 percent). The proportion of Hispanic NPS recruits in the USAFR, ANG, and ARNG was much lower than the proportion of 18- to 24-year-old Hispanic youth in the national population (3, 6, and 6 percent, respectively, compared to 12 percent in the national population).

Hispanics represented 6 percent of prior service accessions. The civilian comparison group for prior service accessions, the 18- to 44-year-old civilian labor force, contained 9 percent Hispanics. Thus, the proportion of Hispanic prior service accessions was lower than in the national population. However, prior service accessions were constrained by the proportions of ethnic groups in the Active Component. Therefore, comparisons between prior service recruits and the national population should be interpreted cautiously.

Table 6.3. FY 1993 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race/Ethnicity (Percent)							
Race/Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
NON-PRIOR SERVICE							
White	77.7	66.9	74.8	74.4	81.5	70.2	73.5
Black	13.6	21.7	12.3	10.1	8.2	23.2	15.9
Hispanic	5.8	7.2	8.2	10.3	5.5	2.9	6.8
Other	2.9	4.2	4.8	5.2	4.8	3.7	3.8
PRIOR SERVICE							
White	71.4	58.8	73.1	67.5	81.4	75.0	69.1
Black	19.2	28.2	14.4	20.1	10.1	18.3	20.1
Hispanic	6.1	4.4	6.2	8.5	4.5	3.8	5.5
Other	3.3	8.6	6.3	3.9	4.1	2.9	5.3
TOTAL ACCESSIONS							
White	73.9	62.3	73.4	71.7	81.5	74.5	70.7
Black	17.0	25.5	14.0	14.1	9.5	18.8	18.6
Hispanic	6.0	5.6	6.6	9.6	4.8	3.7	6.0
Other	3.2	6.7	6.0	4.7	4.3	3.0	4.8
17-35 YEAR-OLD CIVILIANS (COMPARE TO NPS ACCESSIONS)							
White	Black	Hispanic	Other	Total			
70.0	14.4	11.7	3.9	100.0			
18-44 YEAR-OLD CIVILIAN LABOR FORCE (COMPARE TO PRIOR SERVICE ACCESSIONS)							
White	Black	Hispanic	Other	Total			
76.0	11.6	9.2	3.2	100.0			
Columns may not add to total due to rounding. Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.							

Black females represented the largest proportion of minority Reserve accessions (see Appendix Tables C-3 and C-11). Across the Reserve Component, the proportion of Black women (27 percent for NPS and 31 percent for prior service) was nearly twice that of Black men (14 and 19 percent for NPS and prior service, respectively). The USAR had the highest proportion of Black female recruits (32 percent for NPS and 42 percent for prior service).

Gender. The proportion of women joining the Selected Reserve was similar to the Active Component (approximately 15 percent in both). Table 6.4 reflects the gender percentages for NPS and prior service accessions by component. 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 prior service female recruits was lower than NPS female recruits.

Table 6.4. FY 1993 Selected Reserve Non-Prior Service and Prior Service Accessions by Gender (Percent)						
Component	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	87.6	12.4	91.8	8.3	90.1	9.9
Army Reserve	72.5	27.5	82.5	17.5	78.3	21.7
Naval Reserve	81.1	18.9	85.1	14.9	84.4	15.6
USMC Reserve	98.3	1.7	93.2	6.8	96.3	3.7
Air National Guard	77.4	22.6	84.0	16.0	82.0	18.1
Air Force Reserve	69.5	30.6	81.2	18.8	80.0	20.0
DoD Total	82.0	18.0	86.9	13.1	85.1	14.9
Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).						

Education. More Selected Reserve NPS recruits completed high school than was true for their civilian peers, as indicated in Table 6.5. Approximately 99 percent of FY 1993 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 82 percent of 18- to 24-year-old civilians.

Differences between Reserve Components in FY 1993 high school graduate NPS recruits were generally quite small. The ARNG has shown a large increase in Tier 1 recruits in the last two years, 85 percent in FY 1993 compared to 81 percent in FY 1992 and 65 percent in FY 1991. The USMCR and USAFR had the highest proportions of Tier 1 NPS accessions (98 and 96 percent, respectively). The ARNG had the highest proportion of Tier 2 and Tier 3 recruits (15 percent compared to 2 to 6 percent for the other components).

College experience refers to individuals who have completed at least one semester in either junior college or a four-year institution. 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.

Table 6.5. FY 1993 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**	85.1	95.0	94.3	97.9	93.8	95.5	90.9	82.4
Tier 2: GED, Alternate Credentials	14.0	2.8	4.6	2.1	5.0	3.7	7.8	
Tier 3: No Credentials	1.0	2.2	1.1	0.0	1.2	0.9	1.3	17.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	2.4	3.0	13.0	3.7	6.4	5.4	3.8	47.8
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 C-7 (Education by Component and Gender) and C-8 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.								

AFQT. FY 1993 Selected Reserve NPS accessions are compared with civilian youth by AFQT category, gender, and Reserve Component in Table 6.6. The percentage of Reserve male recruits who scored in AFQT Categories I to IIIA was greater than their civilian counterparts (69 versus 54 percent). Seventy-seven to 82 percent of USAR, USMCR, ANG, and USAFR NPS male accessions and 59 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 increased significantly from 54 percent in FY 1992 to 60 percent in FY 1993.

The greatest proportion of Selected Reserve NPS recruits came from the South Region (40 percent), followed by the North Central, Northeast, and West Regions (26, 19, and 15 percent, respectively). Representation from the South increased 2 percentage points from FY 1992 while the Northeast's representation decreased 3 percentage points. All regions except the West had representation ratios equal to or greater than 1.00. Only 2 of 9 states in the Northeast, 3 of 12 states in the North Central, and 5 of 17 states in the South had ratios less than 1.00.

Table 6.6. FY 1993 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component, and 1980 Civilians 18-23 Years Old (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	4.3	6.7	N/A	8.5	8.2	6.1	5.8	10.0
II	32.2	41.1	N/A	48.3	48.8	47.4	37.8	29.4
IIIA	22.7	29.1	N/A	23.1	20.5	28.4	24.9	14.4
IIIB	36.4	21.4	N/A	20.0	21.2	17.3	28.7	16.0
IV	2.3	1.8	N/A	0.0	0.0	0.0	1.7	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	0.1	1.3	0.8	1.2	0.0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0
FEMALES								
I	3.2	3.3	N/A	8.3	4.5	4.3	3.4	5.8
II	31.5	33.8	N/A	61.9	42.8	41.5	34.0	26.9
IIIA	25.6	29.8	N/A	21.4	28.1	30.1	28.3	16.2
IIIB	37.7	32.3	N/A	8.3	24.3	23.4	33.2	20.7
IV	0.5	0.7	N/A	0.0	0.0	0.0	0.6	21.7
V	0.0	0.0	N/A	0.0	0.0	0.0	0.0	8.6
Unknown	1.5	0.0	N/A	0.0	0.3	0.7	0.5	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 C-5 (AFQT by Component and Gender) and C-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. As in 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

Table 6.7. FY 1993 Selected Statistics for NPS Selected Reserve Enlisted Accessions by
Region, Division, and State with Civilians 18-24 Years Old

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	10,419	19.3	18.9	1.0
<i>New England Division</i>	3,942	7.3	4.8	1.5
Maine	373	0.7	0.5	1.5
New Hampshire	248	0.5	0.4	1.1
Vermont	236	0.4	0.2	1.9
Massachusetts	1,930	3.6	2.2	1.7
Rhode Island	317	0.6	0.4	1.6
Connecticut	838	1.6	1.2	1.3
<i>Middle Atlantic Division</i>	6,477	12.0	14.1	0.9
New York	2,567	4.8	6.7	0.7
New Jersey	1,151	2.1	2.9	0.7
Pennsylvania	2,759	5.1	4.5	1.1
NORTH CENTRAL REGION	14,075	26.1	25.1	1.0
<i>East North Central Division</i>	8,562	15.9	17.7	0.9
Ohio	1,656	3.1	4.4	0.7
Indiana	1,736	3.2	2.2	1.5
Illinois	2,487	4.6	4.9	0.9
Michigan	1,245	2.3	4.0	0.6
Wisconsin	1,438	2.7	2.1	1.3
<i>West North Central Division</i>	5,513	10.2	7.4	1.4
Minnesota	1,292	2.4	2.1	1.1
Iowa	1,102	2.0	1.2	1.8
Missouri	1,296	2.4	1.9	1.3
North Dakota	294	0.5	0.3	1.9
South Dakota	348	0.6	0.3	2.2
Nebraska	468	0.9	0.6	1.3
Kansas	713	1.3	1.0	1.3
SOUTH REGION	21,318	39.5	35.1	1.1
<i>South Atlantic Division</i>	9,436	17.5	17.8	1.0
Delaware	245	0.5	0.3	1.6
Maryland	1,288	2.4	1.8	1.3
District of Columbia	147	0.3	0.2	1.3
Virginia	1,601	3.0	2.5	1.2
West Virginia	763	1.4	0.8	1.9
North Carolina	1,416	2.6	2.8	0.9
South Carolina	1,176	2.2	1.6	1.4
Georgia	1,120	2.1	2.8	0.7
Florida	1,680	3.1	5.1	0.6
<i>East South Central Division</i>	4,776	8.8	6.5	1.4
Kentucky	912	1.7	1.3	1.3
Tennessee	955	1.8	2.5	0.7
Alabama	1,620	3.0	1.7	1.8
Mississippi	1,289	2.4	1.1	2.2
<i>West South Central Division</i>	7,106	13.2	10.8	1.2
Arkansas	1,264	2.3	0.8	3.0
Louisiana	1,891	3.5	1.5	2.4
Oklahoma	1,095	2.0	1.2	1.7
Texas	2,856	5.3	7.3	0.7

(Continued)

Table 6.7. FY 1993 Selected Statistics for NPS Selected Reserve Enlisted 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	Representation Ratio
WEST REGION	8,196	15.2	20.9	0.7
<i>Mountain Division</i>	3,024	5.6	5.4	1.0
Montana	367	0.7	0.3	2.1
Idaho	424	0.8	0.4	1.8
Wyoming	131	0.2	0.2	1.2
Colorado	416	0.8	1.5	0.5
New Mexico	412	0.8	0.6	1.3
Arizona	419	0.8	1.3	0.6
Utah	710	1.3	0.8	1.7
Nevada	145	0.3	0.4	0.6
<i>Pacific Division</i>	5,172	9.6	15.4	0.6
Washington	839	1.6	1.8	0.9
Oregon	652	1.2	1.2	1.0
California	3,082	5.7	11.9	0.5
Alaska	200	0.4	0.2	1.8
Hawaii	399	0.7	0.4	1.8
TOTAL (50 STATES + D.C.)	54,008	100.0	100.0	1.0

Note. Total of 50 states and District of Columbia excludes 6,316 individuals from territories and commonwealths and individuals with unknown state of origin.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as in the youth population -- for example, 10 percent of all recruits and 10 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youth in an area enlist in a Selected Reserve unit, while a ratio of more than 1.00 indicates above average market penetration. Ratios ranged from a low of 0.5 in California and Colorado to a high of 3.0 in Arkansas. Since approximately 12 percent of the nation's youth live in California, its ratio of 0.5, the lowest in the nation, was 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. Substantive differences exist 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 34 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 1993 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	7.5	11.0	1.8	10.7	1.9	0.8	6.7	4.3
20-24	26.8	26.6	22.1	56.8	13.9	11.0	24.8	10.5
25-29	19.6	19.2	23.0	19.0	19.5	20.3	19.9	12.5
30-34	14.3	13.3	17.7	7.0	18.2	21.4	15.1	14.6
35-39	10.0	9.8	14.2	3.1	12.9	15.3	10.9	14.3
40-44	9.1	8.4	10.8	1.7	13.2	12.8	9.6	12.8
45-49	7.6	7.2	6.4	1.4	11.7	10.8	7.8	10.7
50+	5.1	4.4	3.8	0.4	8.8	7.6	5.2	20.2
Unknown	*	0.2	0.3	*	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
* Less than .5 percent. Columns may not add to total due to rounding. Also see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.								

Age differences among the Components result from diverse mission requirements and retention. The mission drives the NPS/prior service mix in each of the Reserve Components. 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. Individuals in equipment-intensive or high-technology fields, such as those found more often in the USNR, ANG, and USAFR, usually are more experienced, and therefore are older.

Race/ethnicity. As shown in Table 6.9, the proportion of minority servicemembers 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 (10 percent) and "Other" racial minorities (5 percent).

Substantial gender differences existed in the racial and ethnic composition of Reserve Component members (Appendix Table C-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 (23 percent), compared to 24 percent in the 18- to 44-year-old civilian labor force.

Table 6.9. FY 1993 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-44 Years Old (Percent)

Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	74.7	64.4	78.7	71.4	84.7	75.9	73.9
Black	15.8	23.9	11.6	13.9	7.4	15.4	16.1
Hispanic	6.7	7.6	5.6	9.9	4.9	5.4	6.6
Other	2.8	4.1	4.1	4.8	3.0	3.3	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	62.0	48.3	70.9	64.0	77.4	66.2	60.3
Black	29.3	42.0	19.5	23.8	15.5	26.5	30.8
Hispanic	5.1	5.9	5.8	8.0	4.4	4.1	5.4
Other	3.7	3.8	3.7	4.3	2.8	3.2	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	73.7	61.1	77.4	71.1	83.7	74.1	72.1
Black	16.8	27.6	12.9	14.3	8.5	17.5	18.0
Hispanic	6.6	7.2	5.7	9.8	4.8	5.1	6.5
Other	2.9	4.1	4.1	4.8	3.0	3.3	3.4
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	11.6	9.2	3.2	100.0			

Columns may not add to total due to rounding.

Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Gender. The proportion of enlisted women was slightly greater in the Selected Reserve than in the Active Component (13 versus 12 percent, respectively). However, as Table 6.10 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 (19 percent). The USMCR had the lowest proportion (4 percent), followed by the ARNG (8 percent).

Table 6.10. FY 1993 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	92.4	79.3	83.9	96.6	86.1	81.5	86.8	54.3
Females	7.6	20.7	16.2	3.5	13.9	18.5	13.2	45.7
Also, see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.								

Marital status. Approximately half of Selected Reserve members were married (Table 6.11). This proportion is lower than for the comparable civilian population, and for enlisted members in the Active Component. The proportion of married female Selected Reserve members was much lower than the proportion of married female civilians (37 and 59 percent, respectively). This difference is in part explained by the younger age of women enlisted members.

Table 6.11. FY 1993 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	53.0	64.7
Female	36.7	59.4
Total	50.9	62.3
Also see Appendix Table C-16 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.		

Education. As shown in Table 6.12, 98 percent of FY 1993 Selected Reserve enlisted members had a high school diploma or alternative credential (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 6.12 indicates that a significant number of enlisted members gain college experience while in the Selected Reserve (4 percent of NPS accessions versus 13 percent of enlisted members).

Table 6.12. FY 1993 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**	86.4	91.1	95.7	96.7	97.5	99.1	91.3	89.3
Tier 2: GED, Alternate Credentials	9.9	5.4	3.1	3.1	2.3	0.9	6.2	
Tier 3: No Credentials	3.7	3.5	1.2	0.2	0.2	0.1	2.5	10.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	7.4	13.5	31.6	7.1	14.6	19.6	13.4	53.9
* 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 C-19 (Educational Tier by Component and Gender) and C-20 (Educational Tier by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.								

Representation within occupations. The assignment of Reserve Component 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 6.13 shows the occupational area distribution of Reserve and Active Components. The differences reflect each Reserve Component's unique mission requirements and force structure.

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 suggests that the occupational distribution among Active and Reserve Components varies and may preclude some direct transfers within the same skill. For example, 15 percent of active Navy enlisted members serve in electronics specialties, but USNR requirements account for only 8 percent of this skill area. On the other hand, only 7 percent of active Navy enlistees serve in the medical field while 9 percent of the USNR enlistees provide medical services. Similar occupational differences are found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS individuals to fill unit vacancies.

Table 6.13. Comparison of Reserve and Active Enlisted Occupational Areas in FY 1993 (Percent)

Occupational Code and Area		Reserve Components	Active Components
0	Infantry, Gun Crews, and Seamanship Specialists	22.6	16.3
1	Electronic Equipment Repairers	4.1	9.9
2	Communications and Intelligence Specialists	5.8	9.2
3	Medical and Dental Specialists	7.0	6.5
4	Other Allied Specialists	2.7	2.4
5	Functional Support and Administration	16.7	15.4
6	Electrical/Mechanical Equipment Repairers	16.4	19.7
7	Craftsmen	5.8	4.2
8	Service and Supply Handlers	10.3	8.6
9	Non-occupational*	8.4	7.7
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 B-19 and C-21 (Occupational Area by Service/Component and Gender) and B-20 and C-22 (Occupational Area by Service/Component and Race/Ethnicity).

Table 6.14. Comparison of FY 1993 Occupational Area Distribution of Enlisted Members by Active and Reserve Components (Percent)

Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	27.4	4.8	10.7	8.0	2.7	16.4	13.5	1.9	10.5	4.3
Army National Guard	34.4	1.5	6.4	4.8	2.5	9.5	14.7	3.6	11.5	11.1
Army Reserve	18.5	2.3	5.6	11.2	2.8	23.3	10.2	4.5	12.6	9.1
NAVY										
Active Component	9.0	15.3	10.0	6.9	0.9	9.5	26.0	6.4	5.1	11.0
Naval Reserve	12.9	8.3	7.9	9.4	1.5	20.0	20.5	12.7	3.9	2.8
MARINE CORPS										
Active Component	25.0	6.1	7.7	0.0	2.2	15.5	14.5	2.7	12.5	13.9
USMC Reserve	28.3	3.8	8.2	0.0	1.1	12.1	13.0	2.6	15.1	15.8
AIR FORCE										
Active Component	6.4	12.1	7.0	7.1	4.0	21.4	22.9	5.1	8.7	5.3
Air National Guard	6.3	11.7	3.5	4.2	5.1	21.3	27.0	9.4	7.7	3.8
USAF Reserve	9.5	6.5	2.3	10.2	3.3	25.1	26.1	8.1	6.9	2.1

* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsman, 8=Supply, 9=Non-Occupational.

Representation of minorities within occupations. As shown in Table 6.15, the greatest percentages of Whites, Hispanics, and "Other" racial groups in the Selected Reserve were in combat occupations (23, 23, and 22 percent, respectively). The largest percentages of Blacks were in functional support and administration (23 percent).

Table 6.15. FY 1993 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	23.3	20.0	23.3	22.3
1	Electronic Equipment Repairers	4.7	2.4	3.2	4.3
2	Communications and Intelligence Specialists	6.1	5.0	5.1	5.3
3	Medical and Dental Specialists	6.5	8.6	7.8	8.8
4	Other Allied Specialists	2.9	2.3	2.4	2.0
5	Functional Support and Administration	15.0	23.4	15.9	19.2
6	Electrical/Mechanical Equipment Repairers	17.4	12.4	16.9	15.6
7	Craftsmen	6.3	4.3	5.2	5.2
8	Service and Supply Handlers	9.3	14.0	11.5	8.0
9	Non-occupational*	8.5	7.6	8.7	9.3
Total		100.0	100.0	100.0	100.0
* Non-occupational includes patients, students, those with unassigned duties and unknowns. Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).					

Representation of women within occupations. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 6.16. Most National Guard and Reserve enlisted women were assigned to two occupational areas: functional support (42 percent) and medical (18 percent). Enlisted men were assigned primarily to infantry (25 percent) and electrical/mechanical equipment repair (18 percent).

The proportion of women in technical and craftsmen occupations was relatively low, as illustrated in Table 6.16. 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 depend 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 policy⁶ to open more specialties and assignments to women resulted in significant new opportunities for women in both the Active and Reserve components.

⁶Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Comparisons between FY 1992 and 1993 already show small changes in the proportion of women serving in infantry, gun crew, and seamanship specialties, from 3.7 to 6.9 percent. While, the distribution of women is beginning to reflect the new policy, it will be several years before its full effects are realized in the Reserve distributions.

Table 6.16. FY 1993 Occupational Areas of Selected Reserve Enlisted Personnel by Gender (Percent)			
Occupational Code and Area		Males	Females
0	Infantry, Gun Crews, and Seamanship Specialists	25.0	6.9
1	Electronic Equipment Repairers	4.5	1.9
2	Communications and Intelligence Specialists	6.0	5.0
3	Medical and Dental Specialists	5.4	17.9
4	Other Allied Specialists	2.8	2.0
5	Functional Support and Administration	12.9	41.8
6	Electrical/Mechanical Equipment Repairers	18.2	5.1
7	Craftsmen	6.5	1.9
8	Service and Supply Handlers	10.5	8.7
9	Non-occupational*	8.3	9.0
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 C-21 (Occupational Area by Component and Gender) and C-22 (Occupational Area by Component and Race/Ethnicity).			

Chapter 7

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 1993.¹ While the force drawdown continued in FY 1993, the Reserve Component has not experienced the magnitude of officer cuts that the Active Component has faced. Most of the force reductions in the Reserve Component have involved the enlisted members. The Selected Reserve officer corps of FY 1993 looks very similar to the officers of FY 1992. The FY 1993 force is only 2 percent smaller than the FY 1992 officer corps (149,430 and 151,849, respectively). Figure 7.1 shows the Reserve Component officer corps end-strengths for FYs 1974 to 1993.

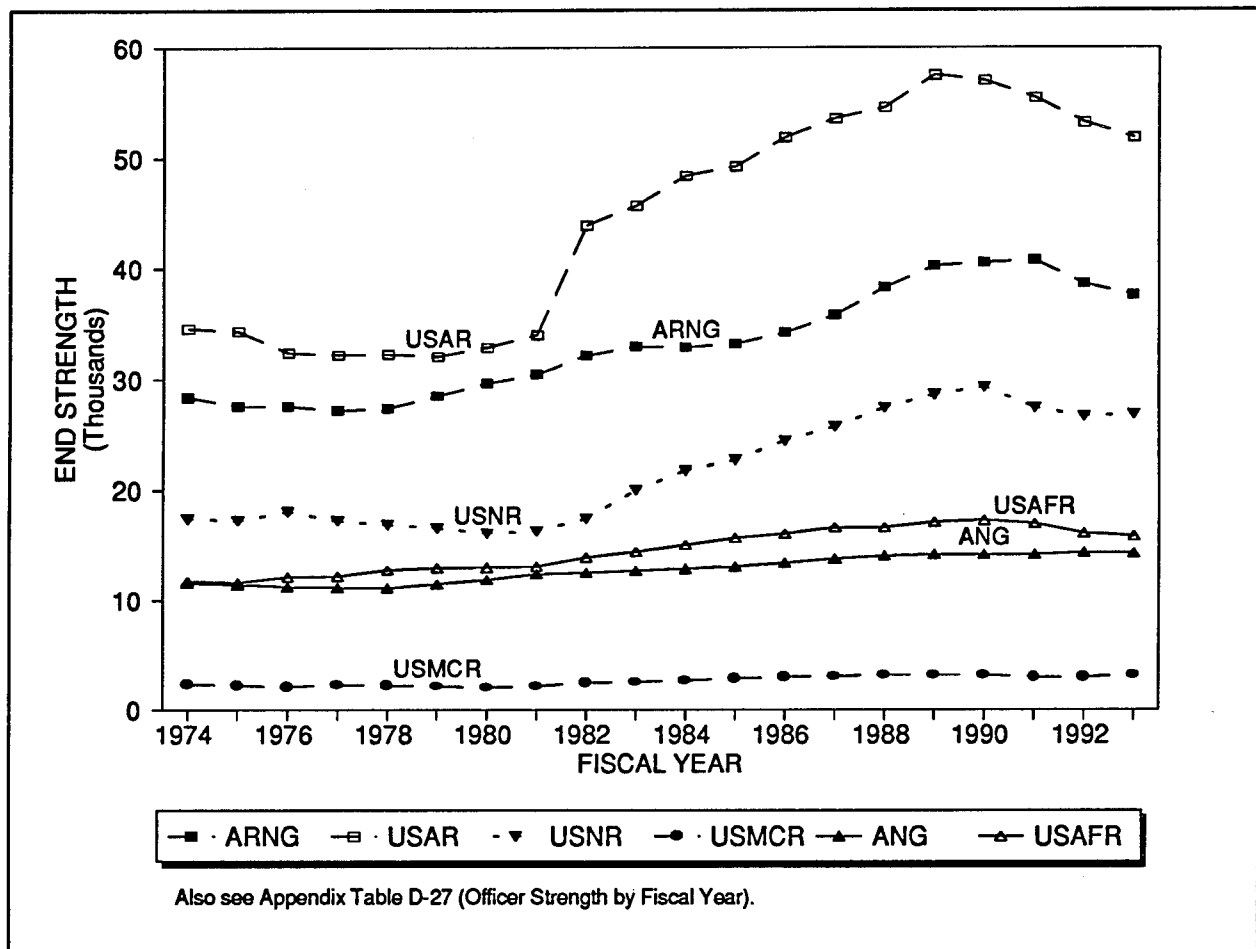


Figure 7.1. Reserve Component officer corps end-strength, FYs 1974-1993.

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

Table 7.1 compares the number and proportion of Reserve officer 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 53 percent of DoD officer accessions and 60 percent of total officer strength.

Table 7.1. FY 1993 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Component	Officer Accessions		Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	3,464	18.7	37,600	25.2
Army Reserve	6,428	34.6	51,829	34.7
Naval Reserve	4,979	26.8	26,775	17.9
USMC Reserve	797	4.3	3,142	2.1
Air National Guard	896	4.8	14,242	9.5
Air Force Reserve	1,997	10.8	15,842	10.6
Total	18,561	100.0	149,430	100.0
Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of officers as shown in Figure 7.2. The USAR and USAFR had the largest proportions of officers aged 40 and older (52 and 55 percent, respectively). Conversely, the ARNG and USMCR had the smallest proportions of officers 40 or older (33 and 31 percent, respectively). The ARNG, USAR, and ANG had greater proportions of officers aged 29 and younger (30, 14, and 11 percent, respectively) than the USMCR (9 percent).

Recruiting policies affect 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.

Race/ethnicity. The percentages of FY 1993 Selected Reserve officer accessions and officer corps by race/ethnicity are shown in Table 7.2. The proportions of Black and Hispanic officer accessions in the Selected Reserve were comparable to the proportions in the Active Components (in both the Active and Reserve Components, Blacks and Hispanics comprised approximately 7 and 3 percent, respectively, of officer accessions).

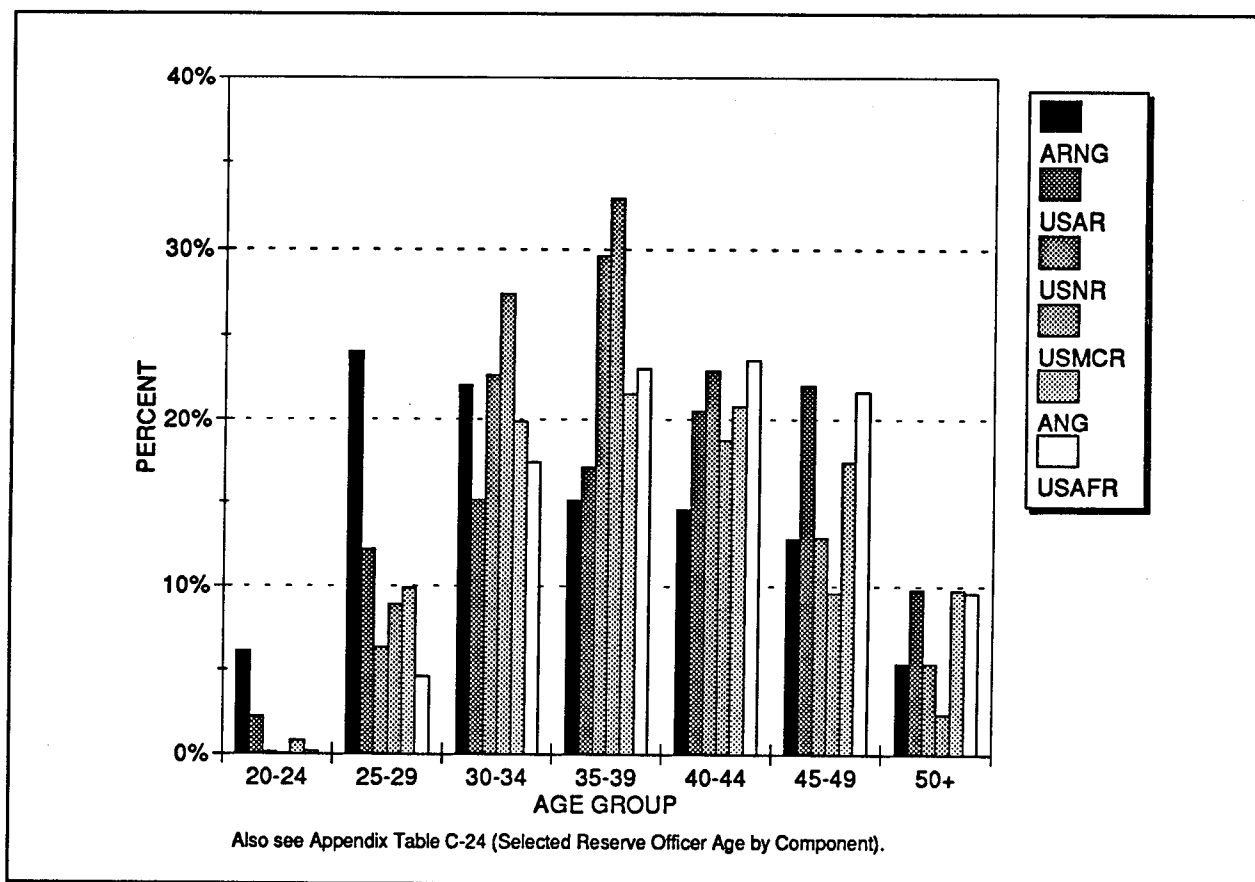


Figure 7.2. Percent of Selected Reserve officer corps by age group, FY 1993.

The Army Components of the Selected Reserve had the highest proportions of Black officers, while the USNR had the lowest. The Reserve Components differed in the proportion of officers with Hispanic backgrounds. The ARNG had the largest proportion of Hispanic officers (4 percent), the USNR the smallest (2 percent). Hispanics comprised approximately 3 percent of the officer corps in each of the other Reserve Components.

Gender. Women comprised 19 percent of Selected Reserve officer accessions and 16 percent of the Selected Reserve officer corps, as shown in Table 7.3. The proportion of Selected Reserve female officer accessions was identical to that of the Active Component (each 19 percent). However, the proportion of women in the Selected Reserve officer corps was larger than in the Active Component (16 and 13 percent, respectively).

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 USAFR officers were females. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Table 7.2. FY 1993 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Component	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	84.7	8.3	3.8	3.2	100.0
Army Reserve	73.3	11.9	2.7	12.1	100.0
Naval Reserve	88.1	2.3	1.5	8.1	100.0
USMC Reserve	90.2	5.5	3.0	1.3	100.0
Air National Guard	87.7	6.6	3.0	2.7	100.0
Air Force Reserve	87.9	6.4	3.1	2.7	100.0
Total DoD	82.4	7.5	2.7	7.4	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	86.7	7.3	3.9	2.2	100.0
Army Reserve	81.2	11.7	2.7	4.4	100.0
Naval Reserve	90.4	3.0	1.2	5.4	100.0
USMC Reserve	92.8	4.0	2.0	1.2	100.0
Air National Guard	91.5	3.9	2.5	2.2	100.0
Air Force Reserve	91.1	4.7	2.1	2.1	100.0
Total DoD	86.5	7.4	2.6	3.5	100.0
Rows may not add to totals due to rounding. Also see Appendix Table C-27 (Race/Ethnicity by Component).					

Table 7.3. FY 1993 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	11.4	25.5	13.4	6.2	19.8	26.5	18.6
Officer Corps	9.1	22.4	14.4	5.2	11.5	22.3	16.2
Also see Appendix Table C-25 (Gender by Component).							

Marital status. In FY 1993, a higher proportion of Selected Reserve officers than enlisted members was married (Table 7.4). Like the Active Component, more males (both officers and enlisted) were married than females. As detailed in Appendix Table C-26, the proportion of married male Selected Reserve officers (77 percent) was slightly larger than the

proportion of the male civilian college graduate labor force who was 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 (63 percent).

Table 7.4. FY 1993 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	76.5	72.5	53.0	64.7
Females	53.2	62.7	36.7	59.4
Total	72.7	68.3	50.9	62.3
Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Age, Marital Status, and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.				

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 1993, 32 percent of ARNG officer accessions received their commissions through the ARNG Officer Candidate Schools (OCS) located in each state and territory; 27 percent of ANG officer accessions were commissioned through its Academy of Military Science (AMS) located in Tennessee (Table 7.5).

Table 7.5. FY 1993 Source of Commission of Selected Reserve Officer Accessions (Percent)							
Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Academy	1.1	4.1	12.1	6.3	7.8	6.2	6.2
ROTC- Scholarship	6.7	13.7	15.3	0.0	7.5	10.0	11.5
ROTC- No Scholarship	36.5	35.6	3.2	12.9	15.4	22.3	23.7
OCS/OTS/PLC	6.6	5.9	27.1	80.4	13.2	20.9	16.9
ANG AMS/ARNG OCS	31.6	5.2	0.0	0.0	26.7	1.0	9.1
Direct Appointment	14.9	26.8	32.5	0.0	28.2	38.8	26.3
Other	2.7	8.7	9.7	0.4	1.2	0.9	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table C-33 (Officers by Source of Commission and Component).							

The great variance among the Reserve Components in the sources of commission is shown in Table 7.5. In the USNR, ANG, and USAFR, the largest source of commissions was through direct appointments. The overwhelming majority of USMCR officer accessions (80 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. The Army's components rely heavily on the Reserve Officer Training Corps (ROTC), primarily without scholarships, as a commissioning source. Forty-three percent of the ARNG and 49 percent of the USAR officer accessions received their commissions from the ROTC program.

Significant variance is evident (Table 7.6) in the educational attainment of FY 1993 Selected Reserve officer accessions and the officer corps. Eighty-four percent of all officer accessions were college graduates. The most notable increases were 5-percentage-point improvements since FY 1992 for the ARNG, ANG, and USAFR. The USNR had the highest proportion of officer accessions with at least a college degree (99.9 percent); the ARNG had the lowest proportion (59 percent).

Table 7.6. FY 1993 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	40.7	14.2	0.1	1.5	17.0	5.7	16.0
College Graduate (B.A., B.S., etc.)	49.9	62.5	62.0	77.5	60.1	56.7	59.4
Advanced Degree (M.A., Ph.D., etc.)	9.4	23.3	37.9	21.0	22.9	37.6	24.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	32.4	12.5	0.1	1.5	8.3	2.9	13.9
College Graduate (B.A., B.S., etc.)	50.6	56.4	64.2	71.5	62.9	49.2	56.4
Advanced Degree (M.A., Ph.D., etc.)	17.1	31.1	35.8	26.9	28.8	47.9	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.							
* Excludes unknowns.							
Also see Appendix Table C-28 (Education by Component).							

The proportion of Reserve Component officers with at least an undergraduate degree was slightly higher than that of its officer accessions, particularly for the ARNG and ANG. While 59 percent of ARNG and 83 percent of ANG officer accessions had a college degree, the proportion of officers with college credentials increased to 68 and 92 percent, respectively.

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

Representation within occupations. The distribution of officers across occupational areas is shown in Table 7.7 for both the Active and Reserve Component. The largest proportions of Reserve Component officers (57 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 (37 and 40 percent, respectively), but a greater proportion of officers in health care (20 and 18 percent, respectively).

Table 7.7. FY 1993 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	FY 1993 Reserve Components	FY 1993 Active Components
General Officers and Executives	0.4	0.4
Tactical Operations	36.6	39.9
Intelligence	5.1	4.7
Engineering and Maintenance	9.5	11.5
Scientists and Professionals	5.2	4.9
Health Care	20.3	18.1
Administration	9.1	6.8
Supply, Procurement, and Allied Occupations	9.6	8.8
Non-Occupational*	4.3	5.0
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 C-30 (Occupational Area by Component) and B-27 (Occupational Area by Service).		

Differences in occupational assignment among the Reserve Components are shown in Table 7.8. With the exception of USAR, the largest proportion of officers in each component was in tactical operations. The ARNG and USMCR had the greatest proportions of officers in tactical operations (48 and 59 percent, respectively). The USAR and USAFR had the smallest proportions of officers in tactical operations (25 and 29 percent, respectively).

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, 17, and 26 percent, respectively). Fourteen percent of ANG officers were assigned to health care positions.

Table 7.8. Comparison of FY 1993 Occupational Area Distribution of Officers by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	39.1	6.7	9.7	3.8	22.6	6.3	10.2	1.2
Army National Guard	0.5	48.3	2.3	8.7	3.3	10.4	6.9	9.5	10.1
Army Reserve	0.2	24.5	4.5	8.8	6.4	30.5	10.2	11.6	3.4
NAVY									
Active Component	0.4	41.0	3.3	9.3	3.9	18.9	5.4	6.4	11.4
Naval Reserve	0.2	42.4	10.3	8.8	3.6	17.0	8.9	7.5	1.4
MARINE CORPS									
Active Component	0.4	55.7	3.4	6.6	2.9	0.0	6.9	11.9	12.3
USMC Reserve	0.3	58.5	4.4	6.5	5.2	0.0	7.3	13.5	4.3
AIR FORCE									
Active Component	0.4	36.9	4.2	15.7	7.1	16.9	8.2	8.6	2.1
Air National Guard	0.9	42.8	2.3	14.0	3.9	13.9	13.3	6.3	2.6
USAF Reserve	0.5	28.7	7.4	11.4	9.8	25.7	7.5	8.8	0.3
* Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administrators, 7=Supply, Procurement, and Allied, 8=Non-Occupational.									

Representation of women within occupations. The occupational assignments by gender of Selected Reserve officers are shown in Table 7.9. More than half (56 percent) of all female officers were assigned to health care positions and 16 percent to administration positions. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across the components, 56 percent of female officers served in health care positions, ranging from 35 percent in the ARNG to 64 percent in the USAR. Two percent of USAR female officers held tactical operations positions compared to 8 percent in the ANG. As in 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 policies.

Table 7.9. FY 1993 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	43.1	3.3	36.6
Intelligence	5.2	4.5	5.1
Engineering and Maintenance	10.2	5.8	9.5
Scientists and Professionals	5.8	2.1	5.2
Health Care	13.4	56.0	20.3
Administration	7.9	15.5	9.1
Supply, Procurement, and Allied Occupations	9.7	9.0	9.6
Non-Occupational**	4.4	3.8	4.3
Total	100.0	100.0	100.0
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 C-31 (Occupational Area by Component and Gender).			

Representation of minorities within occupations. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 7.10. 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 (38 and 33 percent, respectively); the largest percentages of Black and "Other" racial category officers were in health care occupations (27 and 30 percent, respectively).

As detailed in Appendix Table C-32, there were race/ethnicity differences among Reserve Components by occupational areas. In tactical operations, the greatest differences were in the ANG (45 percent of Whites compared to 17 percent of Blacks). In the health care occupations, the largest diversity was in the USAFR where 48 percent of "Other" racial categories, 41 percent of Blacks, and 32 percent of Hispanics served in health care, compared to 24 percent of Whites.

Table 7.10. FY 1993 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	0.4	0.1	0.4
Tactical Operations	38.4	21.1	32.7	27.5	36.6
Intelligence	5.4	2.3	3.3	5.1	5.1
Engineering and Maintenance	9.4	10.5	10.8	9.1	9.5
Scientists and Professionals	5.5	3.5	2.9	3.8	5.2
Health Care	19.3	27.1	21.3	30.2	20.3
Administration	8.6	14.6	11.0	8.2	9.1
Supply, Procurement, and Allied Occupations	9.1	15.1	11.7	8.1	9.6
Non-Occupational*	4.0	5.7	5.8	8.0	4.3
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).					

Chapter 8

REPRESENTATION REVISITED

Representation is a perennial and enigmatic issue for the Department of Defense.¹ Since the days of the colonial militias, critics have dissected the quantity, quality, characteristics, and charter of those who defend our nation. Though debates regarding the draft have diminished after two decades of success with a force of volunteers, old and new questions are raised over who serves, where, for what type of missions, and when. Representation focuses on the first "W." In contemplating "who" serves, military personnel planners and policymakers, Congress, the press, and the public ask how old, how diverse in terms of race/ethnicity and gender, how attached (or encumbered) by family ties, how educated, how affluent, how bright or how high-scoring on standardized selection tests, and how geographically diverse the force should be. The answers are elusive.

FY 1993: A Summary

The snapshot for FY 1993 shows that the military is not exactly a microcosm of society. Even when the comparative civilian population is restricted to the military-employable age ranges, the military comprises a younger workforce. Except in the officer ranks, Blacks are overrepresented relative to their appropriate population proportions. Hispanics are consistently underrepresented within the military spheres, with the notable exception that they tend to be slightly overrepresented in infantry, guncrew, and seamanship occupations. As expected, whether in enlisted or officer accessions, total active duty enlisted or officer corps, or the Selected Reserve, women are greatly underrepresented.

Newcomers to the military are less likely than their civilian age counterparts to be married, but as time goes on military members come to resemble the civilian sector in terms of marital status. Among military enlisted personnel, there is a greater proportion of high school graduates but a smaller percentage of college-educated members compared to civilians. Aptitude and reading levels run higher in the military than the non-military sector. In terms of socioeconomic status, neither the high nor the low ends of the distribution are well represented among the backgrounds of new recruits. And, geographically, the military "draw" is somewhat disproportionately high from the South and disproportionately low from the Northeast regions of the country.

Evaluating Representation

How should these statistics be evaluated? Are there too many Blacks in the enlisted ranks and too few among the officers? Are there too few Hispanics and women? According to expert

¹See Sellman, W.S., *Current Events and Social Representation in the Military*, Symposium presented at the 99th Annual Convention of the American Psychological Association, San Francisco, August 1991; Sellman, W.S., *Military Manpower Planning in the 1990s: Waging War and Reducing the Force*, Invited address presented at the 99th Annual Convention of the American Psychological Association, San Francisco, August 1991.

opinion,² deviations from population proportions are not necessarily a cause for concern. Absolute representation is not a realistic expectation, especially for a military force comprised of volunteers rather than conscripts, and the degree to which subgroup representation is deemed acceptable depends on the subgroup or characteristic in question and the national security situation at hand.

Aptitude and education standards and goals reduce the likelihood of achieving distributions that mirror the civilian population. Moreover, the lack of representation as evidenced by the relatively high aptitude and reading levels among those in uniform is celebrated by the Services and expected by Congress. Marital status parity, on the other hand, causes some trepidation, given that the military as well as the family are "greedy" institutions,³ placing great and, at times, competing demands upon servicemembers. It is hardly surprising that women are drastically underrepresented relative to their population strengths. Geographic variation has come to the fore intermittently, with passing concern that certain areas suffer high rates of disqualification. During Operation Desert Storm, neighborhoods from which activated Reserve Component units were drawn felt the toll of war.

The economic status of volunteers for service has been wildly exaggerated. The very poor are not pressed into service and neither are the very rich. The assessment of the minority, and in particular the Black, content of the force varies. Since integration was achieved in the military (well before the civilian sector), the increasing--and now steady--minority presence has been both lauded and lamented. The opportunities afforded by the military, including education, training, employment, and fair compensation, are recognized for their drawing power. A smaller military, therefore, jeopardizes the continued receipt of benefits and denies such benefits to would-be recruits. However, when the burdens of war arise, the negative implications of a high concentration of Black servicemembers loom.

Regardless of the lack of consensus and the wavering opinions on appropriate representation levels, monitoring the composition of the force is important. Though there may be no correct proportion or formula for achieving "proper" representation, tracking demographic and background characteristic trends has useful policy implications. According to Under Secretary of Defense (Personnel and Readiness) Edwin Dorn, "Defense leadership must remain vigilant to protect the gains in equal opportunity and win more. We cannot rest on our laurels."⁴ In addition to Defense's commitment to diversity, by charting the characteristics of military members the Services are better able to formulate policies that enhance the recruitment, training, satisfaction, retention, and preparation of their personnel. Information on the quantity and qualities of the total force is no longer collected in expectation that the 1972-extinguished draft will make a spontaneous recovery, but to enable policymakers to understand the needs, issues, and concerns confronting those in the military and those who may contemplate joining.

²See Eitelberg, M.J., *Military Representation: Reflections and Random Observations*, presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, October 1989.

³See Segal, M.W., "The Military and the Family as Greedy Institutions," *Armed Forces and Society*, 13(1), Fall 1986, pp. 9-38.

⁴Dorn, Edwin, "My Commitment to Equal Opportunity," *Defense Issues*, 9(12), February 17, 1994.

For example, though no one flinches because the percentage of women in the military is nowhere near the 50-percent mark, their growing proportion is noticeable and notable. As women become more visible and viable to the military mission, their roles and progress will require watching. The increase of women and of servicemembers with spouses (including dual-military couples) and/or children certainly has policy implications. Issues include, but are not limited to, assignment, deployment, compensation, and services. The stresses of marriage and military life were highlighted when the Marine Corps tried to discourage marriage among first-term Marines. Though this policy decision to phase out the enlistment of married Marines was quickly rescinded, this incident is indicative of the need to keep abreast of member characteristics.

Eyes on Diversity

Diversity, change, and deviation from the status quo have effects on the functioning of the force. Such effects need not be permanently disruptive but rather, "diversity can be a source of strength."⁵ The Navy is attempting to put episodes like "Tailhook" behind it. Similarly, the other Services are attempting to eliminate harassment and forge ahead in expanding opportunities for women. With peacekeeping and humanitarian assistance increasingly on the military's agenda, and its operating tempo picking up, women can be expected to become a more visible presence, including continued and increased exposure to the stresses and dangers associated with a military career.

The future course of racial and ethnic minority participation remains complex. Though Blacks are still more favorably disposed to enlist than Whites, the decline in enlistment propensity among Black youth, in particular, is one important factor in the representation equation. The drop in propensity is variously interpreted. One plausible hypothesis has it that youth believe that the military is no longer "hiring," so why bother dreaming about "being all you can be," or "aiming high," or being one of "the few, the proud," or "going full speed ahead?" The downsizing of the military has increased the awareness that the military is a limited tenure organization, a revelation that may reduce its sheen.

In addition to the drawdown's negative effects on recruiting, recent deployments have called attention to the fact that being in the military entails adversities as well as advantages.⁶ Whether the reaction to the Gulf War is short-lived remains to be seen.⁷ Similarly, the mounting effects of peacekeeping and "hot spot" encounters on recruiting and representation within both the Active and Reserve Components remain in the offing. Furthermore, when confronted with smaller numerical requirements, planners are tempted to levy higher selection standards. To the

⁵Ibid.

⁶ For an economic analysis of the supply of Selected Reserve recruits in the post-Desert Storm era, see Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993).

⁷ For Reserve members' expectations of mobilization, see Elig, T., Oliver, L., & Harris, B., *1991 Survey of Total Army Military Personnel: Initial Surveys of Mobilized Reserve Components* (Alexandria, VA: U.S. Army Research Institute, August 1991).

degree that the Services' recruiting efforts can afford this option, minorities--Blacks and Hispanics--are more likely to be adversely affected because average aptitude score differences between Whites and minorities favor the former. So, just how to interpret current and future minority representation is difficult at best.

In addition to recognizing the multifarious set of factors impinging upon a single group's representation, it is important to consider that the representation of distinct subgroups is interwoven. Members are not just unidimensionally male or female; White, Black, Hispanic, or Other; high- or low-quality; affluent, middle class, or disadvantaged; married or single; from the cities, suburbs, or rural areas throughout America. Rather, those in uniform and those hoping to be so suited comprise a constellation of factors. When watching the increasing proportions of women in the military, it is important to keep the representation and possible shrinking proportions of racial and ethnic minorities in view. The repercussions of quality demands should be similarly monitored. Actually, although the Services continue to grapple with quality, the issue now at hand is whether there is too much quality, or at least how much quality is enough?⁸ Not only is it wise to be mindful that representation levels of one group characteristic will have effects on other member characteristics, but the confluence of member characteristics is important in its own right.

Clearly, military personnel are no longer overwhelmingly single, young, White men marching off to war. Readiness today depends on diverse people and it depends on them at least as much as it does on technology. Defense must be responsible and responsive to its increasingly diversified force. Over the past few years, this varied constellation of volunteers has shown stellar performance in places like Grenada, Panama, the Persian Gulf, Somalia, and Bosnia. As the operating tempo picks up, confronting situations such as those in Rwanda, Haiti, and North Korea, Defense will require meeting the needs of a diverse yet cohesive force that will be asked to orchestrate their duties toward preparing for and accomplishing varied missions.

Rather than representation becoming an obsolete idea, discussions may lead to the desire to add to the monitored groups and military experiences. For example, it may not be farfetched that by focusing on religious affiliation, the need for chaplains and services could be better configured. Also, tracking the characteristics of those leaving service, as well as applicants, accessions, and Active and Reserve Component members, may be warranted to help ensure their progress and to enhance recruiting. Civilians and their characteristics may also require increasing attention; the military establishment relies on their services and may increase such reliance in the future.

All in all, representation was, is, and will continue to be an important issue. However, rather than trying to achieve some elusive proportion, military planners might better place emphasis on monitoring equal opportunity, fairness, and the need for modifications to personnel policy and services.

⁸See Green, B.F. and Mavor, A.S. (Eds.), *Modeling Cost and Performance for Military Enlistment: Report of a Workshop* (Washington, DC: National Academy Press, 1994).

Appendix A - Tables: Active Component Applicants

Table A-1. FY 1993 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

AGE	a. Number	SERVICE															17-35 YR OLD CIVILIANS		
		ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD					
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	27,582	6,951	34,533	18,670	4,772	23,442	15,696	1,284	16,980	8,066	3,620	11,686	70,014	16,627	86,641	1,685,768	1,576,049	3,261,817	
18	26,852	6,961	33,813	20,196	4,796	24,992	14,351	1,010	15,361	9,014	3,834	12,848	70,413	16,601	87,014	1,675,462	1,661,090	3,336,552	
19	17,474	4,455	21,929	12,868	3,099	15,967	7,662	574	8,236	6,369	2,646	9,015	44,373	10,774	55,147	1,645,608	1,619,220	3,264,828	
20	11,551	2,974	14,525	8,053	1,875	9,928	4,164	321	4,485	4,752	1,898	6,650	28,520	7,068	35,588	1,546,137	1,625,226	3,171,363	
21	7,935	2,074	10,009	5,094	1,189	6,283	2,520	228	2,748	3,227	1,340	4,567	18,776	4,831	23,607	1,643,345	1,696,198	3,339,543	
22	5,884	1,662	7,546	3,475	856	4,331	1,717	139	1,856	2,620	1,053	3,673	13,696	3,710	17,406	1,737,168	1,797,377	3,534,545	
23	4,147	1,317	5,464	2,379	594	2,973	1,023	109	1,132	1,865	766	2,631	9,414	2,786	12,200	1,826,084	1,944,546	3,770,630	
24	2,804	923	3,727	1,487	401	1,888	567	52	619	1,153	480	1,633	6,011	1,856	7,867	1,807,396	1,878,886	3,686,282	
25+	7,924	3,394	11,318	5,391	2,060	7,451	925	111	1,036	1,897	937	2,834	16,137	6,502	22,639	22,629,122	23,202,048	45,831,170	
TOTAL		112,153	30,711	142,864	77,613	19,642	97,255	48,625	3,828	52,453	38,963	16,574	55,537	277,354	70,755	348,109	36,196,090	37,000,640	73,196,730
b. Percent																			
16-17	24.59%	22.63%	24.17%	24.06%	24.29%	24.10%	32.28%	33.54%	32.37%	20.70%	21.84%	21.04%	25.24%	23.50%	24.89%	4.66%	4.26%	4.46%	
18	23.94%	22.67%	23.67%	26.02%	24.42%	25.70%	29.51%	26.38%	29.29%	23.13%	23.13%	23.13%	25.39%	23.46%	25.00%	4.63%	4.49%	4.56%	
19	15.58%	14.51%	15.35%	16.58%	15.78%	16.42%	15.76%	14.99%	15.70%	16.35%	15.96%	16.23%	16.00%	15.23%	15.84%	4.55%	4.38%	4.46%	
20	10.30%	9.68%	10.17%	10.38%	9.55%	10.21%	8.56%	8.39%	8.55%	12.20%	11.45%	11.97%	10.28%	9.99%	10.22%	4.27%	4.39%	4.33%	
21	7.08%	6.75%	7.01%	6.56%	6.05%	6.46%	5.18%	5.96%	5.24%	8.28%	8.08%	8.22%	6.77%	6.83%	6.78%	4.54%	4.58%	4.56%	
22	5.25%	5.41%	5.28%	4.48%	4.36%	4.45%	3.53%	3.63%	3.54%	6.72%	6.35%	6.61%	4.94%	5.24%	5.00%	4.80%	4.86%	4.83%	
23	3.70%	4.29%	3.82%	3.07%	3.02%	3.06%	2.10%	2.85%	2.16%	4.79%	4.62%	4.74%	3.39%	3.94%	3.50%	5.04%	5.26%	5.15%	
24	2.50%	3.01%	2.61%	1.92%	2.04%	1.94%	1.17%	1.36%	1.18%	2.96%	2.90%	2.94%	2.17%	2.62%	2.26%	4.99%	5.08%	5.04%	
25+	7.07%	11.05%	7.92%	6.95%	10.49%	7.66%	1.90%	2.90%	1.98%	4.87%	5.65%	5.10%	5.82%	9.19%	6.50%	62.52%	62.71%	62.61%	
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 1993.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table A-2. FY 1993 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										17-35 YEAR OLD MARRIED CIVILIANS	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total			
16-17	310	127	437	69,704	16,500	86,204	70,014	16,627	86,641		49,475	
18	1,096	416	1,512	69,317	16,185	85,502	70,413	16,601	87,014		142,029	
19	1,776	732	2,508	42,597	10,042	52,639	44,373	10,774	55,147		275,946	
20	2,133	884	3,017	26,387	6,184	32,571	28,520	7,068	35,588		421,286	
21	2,164	860	3,024	16,612	3,971	20,583	18,776	4,831	23,607		497,363	
22	2,047	753	2,800	11,649	2,957	14,606	13,696	3,710	17,406		882,653	
23	1,721	706	2,427	7,693	2,080	9,773	9,414	2,786	12,200		1,048,913	
24	1,343	591	1,934	4,668	1,265	5,933	6,011	1,856	7,867		1,370,424	
25	1,098	491	1,589	2,990	859	3,849	4,088	1,350	5,438		1,646,228	
26	931	415	1,346	2,035	676	2,711	2,966	1,091	4,057		1,784,039	
27	743	405	1,148	1,504	551	2,055	2,247	956	3,203		2,015,401	
28	571	241	812	1,056	404	1,460	1,627	645	2,272		2,291,399	
29	457	230	687	739	348	1,087	1,196	578	1,774		2,480,037	
30	414	187	601	604	250	854	1,018	437	1,455		2,922,355	
31	325	153	478	495	229	724	820	382	1,202		2,887,750	
32	303	136	439	365	144	509	668	280	948		2,933,615	
33	273	146	419	300	135	435	573	281	854		3,009,682	
34	241	131	372	265	136	401	506	267	773		3,166,039	
35	97	34	131	65	47	112	162	81	243		3,313,197	
36+	178	78	256	88	76	164	266	154	420		NA	
TOTAL	18,221	7,716	25,937	259,133	63,039	322,172	277,354	70,755	348,109		33,137,831	

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table A-2 (Continued). FY 1993 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										17-35 YEAR OLD	
	MARRIED					UNMARRIED					TOTAL DoD	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	1.70%	1.65%	1.68%	26.90%	26.17%	26.76%	25.24%	23.50%	24.89%	25.24%	23.50%	24.89%
18	6.02%	5.39%	5.83%	26.75%	25.67%	26.54%	25.39%	23.46%	25.00%	25.39%	23.46%	25.00%
19	9.75%	9.49%	9.67%	16.44%	15.93%	16.34%	16.00%	15.23%	15.84%	16.00%	15.23%	15.84%
20	11.71%	11.46%	11.63%	10.18%	9.81%	10.11%	10.28%	9.99%	10.22%	10.28%	9.99%	10.22%
21	11.88%	11.15%	11.66%	6.41%	6.30%	6.39%	6.77%	6.83%	6.78%	6.77%	6.83%	6.78%
22	11.23%	9.76%	10.80%	4.50%	4.69%	4.53%	4.94%	5.24%	5.00%	4.94%	5.24%	5.00%
23	9.45%	9.15%	9.36%	2.97%	3.30%	3.03%	3.39%	3.94%	3.50%	3.39%	3.94%	3.50%
24	7.37%	7.66%	7.46%	1.80%	2.01%	1.84%	2.17%	2.62%	2.26%	2.17%	2.62%	2.26%
25	6.03%	6.36%	6.13%	1.15%	1.36%	1.19%	1.47%	1.91%	1.56%	1.47%	1.91%	1.56%
26	5.11%	5.38%	5.19%	0.79%	1.07%	0.84%	1.07%	1.54%	1.17%	1.07%	1.54%	1.17%
27	4.08%	5.25%	4.43%	0.58%	0.87%	0.64%	0.81%	1.35%	0.92%	0.81%	1.35%	0.92%
28	3.13%	3.12%	3.13%	0.41%	0.64%	0.45%	0.59%	0.91%	0.65%	0.59%	0.91%	0.65%
29	2.51%	2.98%	2.65%	0.29%	0.55%	0.34%	0.43%	0.82%	0.51%	0.43%	0.82%	0.51%
30	2.27%	2.42%	2.32%	0.23%	0.40%	0.27%	0.37%	0.62%	0.42%	0.37%	0.62%	0.42%
31	1.78%	1.98%	1.84%	0.19%	0.36%	0.22%	0.30%	0.54%	0.35%	0.30%	0.54%	0.35%
32	1.66%	1.76%	1.69%	0.14%	0.23%	0.16%	0.24%	0.40%	0.27%	0.24%	0.40%	0.27%
33	1.50%	1.89%	1.62%	0.12%	0.21%	0.14%	0.21%	0.40%	0.25%	0.21%	0.40%	0.25%
34	1.32%	1.70%	1.43%	0.10%	0.22%	0.12%	0.18%	0.38%	0.22%	0.18%	0.38%	0.22%
35	0.53%	0.44%	0.51%	0.03%	0.07%	0.03%	0.06%	0.11%	0.07%	0.06%	0.11%	0.07%
36+	0.98%	1.01%	0.99%	0.03%	0.12%	0.05%	0.10%	0.22%	0.12%	0.10%	0.22%	0.12%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1993.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table A-3. FY 1993 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

[illegible]

Table A-4. FY 1993 Applicants* for Active Component Enlistment by Ethnicity and Service

ETHNICITY	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD			
	#	%	#	%	#	%	#	%	#	%		
MEXICAN	4,582	3.21%	3,413	3.51%	2,774	5.29%	742	1.34%	11,511	3.31%		
PUERTO RICAN	2,525	1.77%	922	0.95%	515	0.98%	297	0.53%	4,259	1.22%		
CUBAN	85	0.06%	83	0.09%	37	0.07%	16	0.03%	221	0.06%		
LATIN AMER.	1,570	1.10%	644	0.66%	478	0.91%	231	0.42%	2,923	0.84%		
OTHER HISP.	2,395	1.68%	2,764	2.84%	1,493	2.85%	1,194	2.15%	7,846	2.25%		
ALEUTIAN	4	0.00%	9	0.01%	6	0.01%	3	0.01%	22	0.01%		
ESKIMO	25	0.02%	14	0.01%	16	0.03%	2	0.00%	57	0.02%		
N. AMER. INDIAN	1,169	0.82%	692	0.71%	568	1.08%	274	0.49%	2,703	0.78%		
CHINESE	172	0.12%	124	0.13%	62	0.12%	53	0.10%	411	0.12%		
JAPANESE	94	0.07%	96	0.10%	22	0.04%	62	0.11%	274	0.08%		
KOREAN	449	0.31%	177	0.18%	102	0.19%	125	0.23%	853	0.25%		
INDIAN	120	0.08%	54	0.06%	21	0.04%	31	0.06%	226	0.06%		
FILIPINO	1,217	0.85%	1,699	1.75%	267	0.51%	555	1.00%	3,738	1.07%		
VIETNAMESE	352	0.25%	332	0.34%	103	0.20%	65	0.12%	852	0.24%		
OTHER ASIAN	713	0.50%	531	0.55%	236	0.45%	481	0.87%	1,961	0.56%		
MELANESIAN	14	0.01%	2	0.00%	4	0.01%	4	0.01%	24	0.01%		
MICRONESIAN	136	0.10%	15	0.02%	6	0.01%	6	0.01%	163	0.05%		
POLYNESIAN	182	0.13%	90	0.09%	19	0.04%	27	0.05%	318	0.09%		
OTHER PACIFIC	175	0.12%	75	0.08%	42	0.08%	46	0.08%	338	0.10%		
OTHER/NONE**	126,756	88.72%	85,478	87.89%	45,647	87.02%	51,296	92.36%	309,177	88.82%		
UNKNOWN	129	0.09%	41	0.04%	35	0.07%	27	0.05%	232	0.07%		
TOTAL	142,864	100.00%	97,255	100.00%	52,453	100.00%	55,537	100.00%	348,109	100.00%		

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

** "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 1993 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	GENDER	AFQT CATEGORY						TOTAL
		I	II	IIIA	IIIB	IV	V	
ARMY								
Male	4,876	33,251	24,004	27,258	19,129	2,651	984	112,153
Female	706	7,894	7,259	8,181	5,981	441	249	30,711
Total	5,582	41,145	31,263	35,439	25,110	3,092	1,233	142,864
NAVY								
Male	3,955	26,796	16,815	19,635	8,839	858	715	77,613
Female	457	6,050	5,065	5,407	2,360	140	163	19,642
Total	4,412	32,846	21,880	25,042	11,199	998	878	97,255
MARINE CORPS								
Male	1,516	15,473	11,857	14,053	4,899	312	515	48,625
Female	106	1,265	1,142	906	356	11	42	3,828
Total	1,622	16,738	12,999	14,959	5,255	323	557	52,453
AIR FORCE								
Male	2,048	15,194	8,951	7,640	2,565	163	2,402	38,963
Female	482	5,345	4,086	4,101	1,546	68	946	16,574
Total	2,530	20,539	13,037	11,741	4,111	231	3,348	55,537
TOTAL DoD								
Male	12,395	90,714	61,627	68,586	35,432	3,984	4,616	277,354
Female	1,751	20,554	17,552	18,595	10,243	660	1,400	70,755
Total	14,146	111,268	79,179	87,181	45,675	4,644	6,016	348,109
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
* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993. Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).								

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

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 1993 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	GENDER	AFQT CATEGORY						TOTAL	
		I	II	IIIA	IIIB	IV	V		Other/Unk.
ARMY									
	Male	4.35%	29.65%	21.40%	24.30%	17.06%	2.36%	0.88%	100.00%
	Female	2.30%	25.70%	23.64%	26.64%	19.48%	1.44%	0.81%	100.00%
	Total	3.91%	28.80%	21.88%	24.81%	17.58%	2.16%	0.86%	100.00%
NAVY									
	Male	5.10%	34.53%	21.67%	25.30%	11.39%	1.11%	0.92%	100.00%
	Female	2.33%	30.80%	25.79%	27.53%	12.02%	0.71%	0.83%	100.00%
	Total	4.54%	33.77%	22.50%	25.75%	11.52%	1.03%	0.90%	100.00%
MARINE CORPS									
	Male	3.12%	31.82%	24.38%	28.90%	10.08%	0.64%	1.06%	100.00%
	Female	2.77%	33.05%	29.83%	23.67%	9.30%	0.29%	1.10%	100.00%
	Total	3.09%	31.91%	24.78%	28.52%	10.02%	0.62%	1.06%	100.00%
AIR FORCE									
	Male	5.26%	39.00%	22.97%	19.61%	6.58%	0.42%	6.16%	100.00%
	Female	2.91%	32.25%	24.65%	24.74%	9.33%	0.41%	5.71%	100.00%
	Total	4.56%	36.98%	23.47%	21.14%	7.40%	0.42%	6.03%	100.00%
TOTAL DoD									
	Male	4.47%	32.71%	22.22%	24.73%	12.78%	1.44%	1.66%	100.00%
	Female	2.47%	29.05%	24.81%	26.28%	14.48%	0.93%	1.98%	100.00%
	Total	4.06%	31.96%	22.75%	25.04%	13.12%	1.33%	1.73%	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 1993.									
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).									

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

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 1993 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	5,057	33,689	21,692	19,899	9,943	934	895
Black	180	4,155	6,305	10,797	10,745	1,360	205
Hispanic	127	1,912	2,215	3,242	3,058	531	72
Other	218	1,389	1,051	1,501	1,364	267	61
Total	5,582	41,145	31,263	35,439	25,110	3,092	1,233
NAVY							
White	3,976	27,145	15,786	14,474	4,773	327	683
Black	126	2,793	3,495	6,840	4,325	423	107
Hispanic	157	1,843	1,791	2,513	1,348	124	50
Other	153	1,065	808	1,215	753	124	38
Total	4,412	32,846	21,880	25,042	11,199	998	878
MARINE CORPS							
White	1,471	13,958	9,396	9,638	2,712	137	457
Black	48	1,154	1,705	2,770	1,530	120	39
Hispanic	52	1,095	1,438	1,901	726	50	35
Other	51	531	460	650	287	16	26
Total	1,622	16,738	12,999	14,959	5,255	323	557
AIR FORCE							
White	2,331	17,312	9,894	7,801	1,991	95	2,803
Black	69	1,777	1,985	2,757	1,577	100	280
Hispanic	48	689	648	683	312	15	85
Other	82	761	510	500	231	21	180
Total	2,530	20,539	13,037	11,741	4,111	231	3,348
TOTAL DoD							
White	12,835	92,104	56,768	51,812	19,419	1,493	4,838
Black	423	9,879	13,490	23,164	18,177	2,003	631
Hispanic	384	5,539	6,092	8,339	5,444	720	242
Other	504	3,746	2,829	3,866	2,635	428	305
Total	14,146	111,268	79,179	87,181	45,675	4,644	6,016

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

Table A-6 (Continued). FY 1993 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY					
	I	II	IIIA	IIIB	IV	V Other/Unk.
ARMY						
White	5.49%	36.58%	23.55%	21.60%	10.79%	1.01%
Black	0.53%	12.31%	18.68%	31.99%	31.84%	4.03%
Hispanic	1.14%	17.14%	19.85%	29.06%	27.41%	4.76%
Other	3.73%	23.74%	17.96%	25.65%	23.31%	4.56%
Total	3.91%	28.80%	21.88%	24.81%	17.58%	2.16%
NAVY						
White	5.92%	40.42%	23.50%	21.55%	7.11%	0.49%
Black	0.70%	15.42%	19.30%	37.77%	23.88%	2.34%
Hispanic	2.01%	23.55%	22.89%	32.11%	17.22%	1.58%
Other	3.68%	25.63%	19.44%	29.23%	18.12%	2.98%
Total	4.54%	33.77%	22.50%	25.75%	11.52%	1.03%
MARINE CORPS						
White	3.89%	36.96%	24.88%	25.52%	7.18%	0.36%
Black	0.65%	15.67%	23.15%	37.61%	20.77%	1.63%
Hispanic	0.98%	20.67%	27.15%	35.89%	13.71%	0.94%
Other	2.52%	26.27%	22.76%	32.16%	14.20%	0.79%
Total	3.09%	31.91%	24.78%	28.52%	10.02%	0.62%
AIR FORCE						
White	5.52%	41.00%	23.43%	18.47%	4.71%	0.22%
Black	0.81%	20.80%	23.23%	32.26%	18.46%	1.17%
Hispanic	1.94%	27.78%	26.13%	27.54%	12.58%	0.60%
Other	3.59%	33.30%	22.32%	21.88%	10.11%	0.92%
Total	4.56%	36.98%	23.47%	21.14%	7.40%	0.42%
TOTAL DoD						
White	5.36%	38.49%	23.73%	21.65%	8.12%	0.62%
Black	0.62%	14.58%	19.91%	34.18%	26.82%	2.96%
Hispanic	1.43%	20.70%	22.77%	31.16%	20.34%	2.69%
Other	3.52%	26.17%	19.77%	27.01%	18.41%	2.99%
Total	4.06%	31.96%	22.75%	25.04%	13.12%	1.33%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.
Rows may not add to totals due to rounding.

Table A-7. FY 1993 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	100,412	89.53%	6,432	5.74%	5,309	4.73%	112,153	100.00%
Female	28,659	93.32%	1,094	3.56%	958	3.12%	30,711	100.00%
Total	129,071	90.35%	7,526	5.27%	6,267	4.39%	142,864	100.00%
NAVY								
Male	69,026	88.94%	6,113	7.88%	2,474	3.19%	77,613	100.00%
Female	18,184	92.58%	1,094	5.57%	364	1.85%	19,642	100.00%
Total	87,210	89.67%	7,207	7.41%	2,838	2.92%	97,255	100.00%
MARINE CORPS								
Male	46,413	95.45%	1,310	2.69%	902	1.86%	48,625	100.00%
Female	3,733	97.52%	40	1.04%	55	1.44%	3,828	100.00%
Total	50,146	95.60%	1,350	2.57%	957	1.82%	52,453	100.00%
AIR FORCE								
Male	37,794	97.00%	732	1.88%	437	1.12%	38,963	100.00%
Female	16,135	97.35%	245	1.48%	194	1.17%	16,574	100.00%
Total	53,929	97.10%	977	1.76%	631	1.14%	55,537	100.00%
TOTAL DoD								
Male	253,645	91.45%	14,587	5.26%	9,122	3.29%	277,354	100.00%
Female	66,711	94.28%	2,473	3.50%	1,571	2.22%	70,755	100.00%
Total	320,356	92.03%	17,060	4.90%	10,693	3.07%	348,109	100.00%
18-24 YR OLD CIVILIANS								
Male	9,543,378	80.32%	**	0.00%	2,337,821	19.68%	11,881,199	100.00%
Female	10,327,674	84.50%	**	0.00%	1,894,870	15.50%	12,222,544	100.00%
Total	19,871,052	82.44%	**	0.00%	4,232,691	17.56%	24,103,743	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

** 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 1993.

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

** 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 1993.

Table A-8. FY 1993 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	81,905	88.92%	5,691	6.18%	4,513	4.90%	92,109	100.00%
Black	31,598	93.63%	1,171	3.47%	978	2.90%	33,747	100.00%
Hispanic	10,139	90.88%	476	4.27%	542	4.86%	11,157	100.00%
Other	5,429	92.79%	188	3.21%	234	4.00%	5,851	100.00%
Total	129,071	90.35%	7,526	5.27%	6,267	4.39%	142,864	100.00%
NAVY								
White	59,262	88.23%	5,624	8.37%	2,278	3.39%	67,164	100.00%
Black	16,888	93.26%	894	4.94%	327	1.81%	18,109	100.00%
Hispanic	7,184	91.80%	491	6.27%	151	1.93%	7,826	100.00%
Other	3,876	93.26%	198	4.76%	82	1.97%	4,156	100.00%
Total	87,210	89.67%	7,207	7.41%	2,838	2.92%	97,255	100.00%
MARINE CORPS								
White	36,062	95.48%	1,069	2.83%	638	1.69%	37,769	100.00%
Black	7,088	96.23%	141	1.91%	137	1.86%	7,366	100.00%
Hispanic	5,065	95.62%	100	1.89%	132	2.49%	5,297	100.00%
Other	1,931	95.55%	40	1.98%	50	2.47%	2,021	100.00%
Total	50,146	95.60%	1,350	2.57%	957	1.82%	52,453	100.00%
AIR FORCE								
White	40,929	96.93%	812	1.92%	486	1.15%	42,227	100.00%
Black	8,353	97.75%	95	1.11%	97	1.14%	8,545	100.00%
Hispanic	2,409	97.14%	39	1.57%	32	1.29%	2,480	100.00%
Other	2,238	97.94%	31	1.36%	16	0.70%	2,285	100.00%
Total	53,929	97.10%	977	1.76%	631	1.14%	55,537	100.00%
TOTAL DoD								
White	218,158	91.18%	13,196	5.52%	7,915	3.31%	239,269	100.00%
Black	63,927	94.33%	2,301	3.40%	1,539	2.27%	67,767	100.00%
Hispanic	24,797	92.66%	1,106	4.13%	857	3.20%	26,760	100.00%
Other	13,474	94.14%	457	3.19%	382	2.67%	14,313	100.00%
Total	320,356	92.03%	17,060	4.90%	10,693	3.07%	348,109	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,711,368	87.23%	**	0.00%	2,154,599	12.77%	16,865,967	100.00%
Black	2,627,293	75.54%	**	0.00%	850,511	24.46%	3,477,804	100.00%
Hispanic	1,742,706	61.95%	**	0.00%	1,070,300	38.05%	2,813,006	100.00%
Other	789,684	83.39%	**	0.00%	157,280	16.61%	946,964	100.00%
Total	19,871,051	82.44%	**	0.00%	4,232,690	17.56%	24,103,741	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1993.

** 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 1993.

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

Table B-1. FY 1993 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

AGE		SERVICE												TOTAL DoD				17-35 YR OLD CIVILIANS			
		ARMY			NAVY			MARINE CORPS			AIR FORCE										
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total		
a. Number		17	2,241	442	2,683	1,947	443	2,390	1,333	101	1,434	606	248	854	6,127	1,234	7,361	1,685,768	1,576,049	3,261,817	
		18	16,634	3,033	19,667	18,103	2,833	20,936	13,791	672	14,463	7,726	2,276	10,002	56,254	8,814	65,068	1,675,462	1,661,090	3,336,552	
		19	13,989	2,360	16,349	14,869	1,737	16,606	9,217	335	9,552	6,150	1,577	7,727	44,225	6,009	50,234	1,645,608	1,619,220	3,264,828	
		20	8,873	1,522	10,395	8,120	1,030	9,150	4,068	189	4,257	3,624	979	4,603	24,685	3,720	28,405	1,546,137	1,625,226	3,171,363	
		21	5,589	1,073	6,662	4,405	585	4,990	1,992	112	2,104	2,274	647	2,921	14,260	2,417	16,677	1,643,345	1,696,198	3,339,543	
		22	4,013	827	4,840	2,748	421	3,169	1,201	78	1,279	1,595	432	2,027	9,557	1,758	11,315	1,737,168	1,797,377	3,534,545	
		23	3,112	602	3,714	1,612	269	1,881	642	44	686	931	307	1,238	6,297	1,222	7,519	1,826,084	1,944,546	3,770,630	
		24	2,213	480	2,693	1,020	168	1,188	398	20	418	563	203	766	4,194	871	5,065	1,807,396	1,878,886	3,686,282	
		25+	5,472	1,462	6,934	2,317	527	2,844	498	44	542	854	297	1,151	9,141	2,330	11,471	22,629,122	23,202,048	45,831,170	
TOTAL		62,136	11,801	73,937	55,141	8,013	63,154	33,154	1,595	34,735	24,323	6,966	31,289	174,740	28,375	203,115	36,196,090	37,000,640	73,196,730		
b. Percent		17	3.61%	3.75%	3.63%	3.53%	5.53%	3.78%	4.02%	6.33%	4.13%	2.49%	3.56%	2.73%	3.51%	4.35%	3.62%	4.66%	4.26%	4.46%	
		18	26.77%	25.70%	26.60%	32.83%	35.36%	33.15%	41.61%	42.13%	41.64%	31.76%	32.67%	31.97%	32.19%	31.06%	32.04%	4.63%	4.49%	4.56%	
		19	22.51%	20.00%	22.11%	26.97%	21.68%	26.29%	27.81%	21.00%	27.50%	25.28%	22.64%	24.70%	25.31%	21.18%	24.73%	4.55%	4.38%	4.46%	
		20	14.28%	12.90%	14.06%	14.73%	12.85%	14.49%	12.28%	11.85%	12.26%	14.90%	14.05%	14.71%	14.13%	13.11%	13.98%	4.27%	4.39%	4.33%	
		21	8.99%	9.09%	9.01%	7.99%	7.30%	7.90%	6.01%	7.02%	6.06%	9.35%	9.29%	9.34%	8.16%	8.52%	8.21%	4.54%	4.58%	4.56%	
		22	6.46%	7.01%	6.55%	4.98%	5.25%	5.02%	3.62%	4.89%	3.68%	6.56%	6.20%	6.48%	5.47%	6.20%	5.57%	4.80%	4.86%	4.83%	
		23	5.01%	5.10%	5.02%	2.92%	3.36%	2.98%	1.94%	2.76%	1.97%	3.83%	4.41%	3.96%	3.60%	4.31%	3.70%	5.04%	5.26%	5.15%	
		24	3.56%	4.07%	3.64%	1.85%	2.10%	1.88%	1.20%	1.25%	1.20%	2.31%	2.91%	2.45%	2.40%	3.07%	2.49%	4.99%	5.08%	5.04%	
		25+	8.81%	12.39%	9.38%	4.20%	6.58%	4.50%	1.50%	2.76%	1.56%	3.51%	4.26%	3.68%	5.23%	8.21%	5.65%	62.52%	62.71%	62.61%	
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%	100.00%	

Columns may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-2. FY 1993 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY						TOTAL DoD			17-35 YEAR OLD	
	MARRIED			UNMARRIED			TOTAL			MARRIED CIVILIANS	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Total	Total
17	76	19	95	6,051	1,215	7,266	6,127	1,234	7,361	7,361	49,475
18	1,190	271	1,461	55,064	8,543	63,607	56,254	8,814	65,068	65,068	142,029
19	2,132	468	2,600	42,093	5,541	47,634	44,225	6,009	50,234	50,234	275,946
20	2,222	486	2,708	22,463	3,234	25,697	24,685	3,720	28,405	28,405	421,286
21	2,035	472	2,507	12,225	1,945	14,170	14,260	2,417	16,677	16,677	497,363
22	1,902	429	2,331	7,655	1,329	8,984	9,557	1,758	11,315	11,315	882,653
23	1,676	347	2,023	4,621	875	5,496	6,297	1,222	7,519	7,519	1,048,913
24	1,331	307	1,638	2,863	564	3,427	4,194	871	5,065	5,065	1,370,424
25	942	200	1,142	1,701	370	2,071	2,643	570	3,213	3,213	1,646,228
26	726	201	927	1,105	238	1,343	1,831	439	2,270	2,270	1,784,039
27	560	161	721	818	172	990	1,378	333	1,711	1,711	2,015,401
28	384	120	504	512	151	663	896	271	1,167	1,167	2,291,399
29	306	91	397	357	107	464	663	198	861	861	2,480,037
30	233	60	293	266	81	347	499	141	640	640	2,922,355
31	156	38	194	237	50	287	393	88	481	481	2,887,750
32	139	45	184	172	47	219	311	92	403	403	2,933,615
33	109	42	151	115	41	156	224	83	307	307	3,009,682
34	101	37	138	97	48	145	198	85	283	283	3,166,039
35	27	10	37	19	12	31	46	22	68	68	3,313,197
36+	46	7	53	13	1	14	59	8	67	67	NA
TOTAL	16,293	3,811	20,104	158,447	24,564	183,011	174,740	28,375	203,115	203,115	33,137,831

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-2 (Continued). FY 1993 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										17-35 YEAR OLD MARRIED CIVILIANS	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.47%	0.50%	0.47%	3.82%	4.95%	3.97%	3.51%	4.35%	3.62%			0.15%
18	7.30%	7.11%	7.27%	34.75%	34.78%	34.76%	32.19%	31.06%	32.04%			0.43%
19	13.09%	12.28%	12.93%	26.57%	22.56%	26.03%	25.31%	21.18%	24.73%			0.83%
20	13.64%	12.75%	13.47%	14.18%	13.17%	14.04%	14.13%	13.11%	13.98%			1.27%
21	12.49%	12.39%	12.47%	7.72%	7.92%	7.74%	8.16%	8.52%	8.21%			1.50%
22	11.67%	11.26%	11.59%	4.83%	5.41%	4.91%	5.47%	6.20%	5.57%			2.66%
23	10.29%	9.11%	10.06%	2.92%	3.56%	3.00%	3.60%	4.31%	3.70%			3.17%
24	8.17%	8.06%	8.15%	1.81%	2.30%	1.87%	2.40%	3.07%	2.49%			4.14%
25	5.78%	5.25%	5.68%	1.07%	1.51%	1.13%	1.51%	2.01%	1.58%			4.97%
26	4.46%	5.27%	4.61%	0.70%	0.97%	0.73%	1.05%	1.55%	1.12%			5.38%
27	3.44%	4.22%	3.59%	0.52%	0.70%	0.54%	0.79%	1.17%	0.84%			6.08%
28	2.36%	3.15%	2.51%	0.32%	0.61%	0.36%	0.51%	0.96%	0.57%			6.91%
29	1.88%	2.39%	1.97%	0.23%	0.44%	0.25%	0.38%	0.70%	0.42%			7.48%
30	1.43%	1.57%	1.46%	0.17%	0.33%	0.19%	0.29%	0.50%	0.32%			8.82%
31	0.96%	1.00%	0.96%	0.15%	0.20%	0.16%	0.22%	0.31%	0.24%			8.71%
32	0.85%	1.18%	0.92%	0.11%	0.19%	0.12%	0.18%	0.32%	0.20%			8.85%
33	0.67%	1.10%	0.75%	0.07%	0.17%	0.09%	0.13%	0.29%	0.15%			9.08%
34	0.62%	0.97%	0.69%	0.06%	0.20%	0.08%	0.11%	0.30%	0.14%			9.55%
35	0.17%	0.26%	0.18%	0.01%	0.05%	0.02%	0.03%	0.08%	0.03%			10.00%
36+	0.28%	0.18%	0.26%	0.01%	0.00%	0.01%	0.03%	0.03%	0.03%			----
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 1993.

Table B-3. FY 1993 Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

[illegible]

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1993.

Table B-4. FY 1993 NPS Active Component Enlisted Accessions by Ethnicity and Service

ETHNICITY	SERVICE										TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	2,237	3.03%	2,205	3.49%	1,849	5.32%	407	1.30%	6,698	3.30%		
PUERTO RICAN	1,021	1.38%	517	0.82%	297	0.86%	148	0.47%	1,983	0.98%		
CUBAN	46	0.06%	58	0.09%	24	0.07%	15	0.05%	143	0.07%		
LATIN AMER.	505	0.68%	239	0.38%	203	0.58%	82	0.26%	1,029	0.51%		
OTHER HISP.	1,154	1.56%	2,666	4.22%	981	2.82%	697	2.23%	5,498	2.71%		
ALEUTIAN	6	0.01%	3	0.00%	5	0.01%	1	0.00%	15	0.01%		
ESKIMO	8	0.01%	7	0.01%	7	0.02%	2	0.01%	24	0.01%		
N. AMER. INDIAN	515	0.70%	405	0.64%	341	0.98%	160	0.51%	1,421	0.70%		
CHINESE	57	0.08%	57	0.09%	29	0.08%	27	0.09%	170	0.08%		
JAPANESE	41	0.06%	62	0.10%	16	0.05%	35	0.11%	154	0.08%		
KOREAN	255	0.34%	135	0.21%	76	0.22%	71	0.23%	537	0.26%		
INDIAN	49	0.07%	34	0.05%	9	0.03%	16	0.05%	108	0.05%		
FILIPINO	542	0.73%	892	1.41%	181	0.52%	261	0.83%	1,876	0.92%		
VIETNAMESE	133	0.18%	179	0.28%	56	0.16%	23	0.07%	391	0.19%		
OTHER ASIAN	303	0.41%	267	0.42%	143	0.41%	198	0.63%	911	0.45%		
MELANESIAN	7	0.01%	1	0.00%	1	0.00%	0	0.00%	9	0.00%		
MICRONESIAN	46	0.06%	9	0.01%	2	0.01%	0	0.00%	57	0.03%		
POLYNESIAN	58	0.08%	39	0.06%	10	0.03%	10	0.03%	117	0.06%		
OTHER PACIFIC	92	0.12%	31	0.05%	23	0.07%	15	0.05%	161	0.08%		
OTHER/NONE *	66,812	90.36%	55,338	87.62%	30,470	87.72%	29,114	93.05%	181,734	89.47%		
UNKNOWN	50	0.07%	10	0.02%	12	0.03%	7	0.02%	79	0.04%		
TOTAL	73,937	100.00%	63,154	100.00%	34,735	100.00%	31,289	100.00%	203,115	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-5. FY 1993 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	AFQT CATEGORY								
	GENDER	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY									
	Male	2,908	22,332	17,756	17,111	1,443	0	586	62,136
	Female	351	4,047	4,151	3,034	98	0	120	11,801
	Total	3,259	26,379	21,907	20,145	1,541	0	706	73,937
NAVY									
	Male	2,798	21,636	13,994	16,605	16	0	92	55,141
	Female	181	2,888	2,643	2,282	2	0	17	8,013
	Total	2,979	24,524	16,637	18,887	18	0	109	63,154
MARINE CORPS									
	Male	1,046	11,562	9,832	10,675	13	0	12	33,140
	Female	51	629	583	331	0	0	1	1,595
	Total	1,097	12,191	10,415	11,006	13	0	13	34,735
AIR FORCE									
	Male	1,425	11,335	6,765	4,725	46	0	27	24,323
	Female	236	2,958	2,290	1,465	10	0	7	6,966
	Total	1,661	14,293	9,055	6,190	56	0	34	31,289
TOTAL DoD									
	Male	8,177	66,865	48,347	49,116	1,518	0	717	174,740
	Female	819	10,522	9,667	7,112	110	0	145	28,375
	Total	8,996	77,387	58,014	56,228	1,628	0	862	203,115
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).									

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 1993 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	GENDER	AFQT CATEGORY						TOTAL	
		I	II	IIIA	IIIB	IV	V		Other/Unk.
ARMY									
	Male	4.68%	35.94%	28.58%	27.54%	2.32%	0.00%	0.94%	100.00%
	Female	2.97%	34.29%	35.17%	25.71%	0.83%	0.00%	1.02%	100.00%
	Total	4.41%	35.68%	29.63%	27.25%	2.08%	0.00%	0.95%	100.00%
NAVY									
	Male	5.07%	39.24%	25.38%	30.11%	0.03%	0.00%	0.17%	100.00%
	Female	2.26%	36.04%	32.98%	28.48%	0.02%	0.00%	0.21%	100.00%
	Total	4.72%	38.83%	26.34%	29.91%	0.03%	0.00%	0.17%	100.00%
MARINE CORPS									
	Male	3.16%	34.89%	29.67%	32.21%	0.04%	0.00%	0.04%	100.00%
	Female	3.20%	39.44%	36.55%	20.75%	0.00%	0.00%	0.06%	100.00%
	Total	3.16%	35.10%	29.98%	31.69%	0.04%	0.00%	0.04%	100.00%
AIR FORCE									
	Male	5.86%	46.60%	27.81%	19.43%	0.19%	0.00%	0.11%	100.00%
	Female	3.39%	42.46%	32.87%	21.03%	0.14%	0.00%	0.10%	100.00%
	Total	5.31%	45.68%	28.94%	19.78%	0.18%	0.00%	0.11%	100.00%
TOTAL DoD									
	Male	4.68%	38.27%	27.67%	28.11%	0.87%	0.00%	0.41%	100.00%
	Female	2.89%	37.08%	34.07%	25.06%	0.39%	0.00%	0.51%	100.00%
	Total	4.43%	38.10%	28.56%	27.68%	0.80%	0.00%	0.42%	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).									

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 1993 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY					
	I	II	IIIA	IIIB	IV	V
Other/Unk.						
TOTAL						
ARMY						
White	2,998	21,527	14,940	10,664	771	0
Black	102	2,810	4,693	6,779	545	0
Hispanic	65	1,224	1,573	1,903	151	0
Other	94	818	701	799	74	0
Total	3,259	26,379	21,907	20,145	1,541	0
NAVY						
White	2,679	20,107	11,772	10,077	8	0
Black	71	1,900	2,669	5,948	7	0
Hispanic	142	1,832	1,657	2,046	2	0
Other	87	685	539	816	1	0
Total	2,979	24,524	16,637	18,887	18	0
MARINE CORPS						
White	1,008	10,256	7,562	7,085	5	0
Black	23	761	1,334	2,078	3	0
Hispanic	28	805	1,143	1,374	3	0
Other	38	369	376	469	2	0
Total	1,097	12,191	10,415	11,006	13	0
AIR FORCE						
White	1,526	12,141	6,863	4,301	40	0
Black	48	1,191	1,388	1,322	14	0
Hispanic	31	493	472	349	2	0
Other	56	468	332	218	0	0
Total	1,661	14,293	9,055	6,190	56	0
TOTAL DoD						
White	8,211	64,031	41,137	32,127	824	0
Black	244	6,662	10,084	16,127	569	0
Hispanic	266	4,354	4,845	5,672	158	0
Other	275	2,340	1,948	2,302	77	0
Total	8,996	77,387	58,014	56,228	1,628	0

Table B-6 (Continued). FY 1993 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
		I	II	IIIA	IIIB	IV	V	
ARMY								
White	5.84%	41.91%	29.09%	20.76%	1.50%	0.00%	0.91%	100.00%
Black	0.68%	18.61%	31.07%	44.89%	3.61%	0.00%	1.15%	100.00%
Hispanic	1.31%	24.66%	31.69%	38.34%	3.04%	0.00%	0.95%	100.00%
Other	3.75%	32.65%	27.98%	31.90%	2.95%	0.00%	0.76%	100.00%
Total	4.41%	35.68%	29.63%	27.25%	2.08%	0.00%	0.95%	100.00%
NAVY								
White	5.99%	44.96%	26.32%	22.53%	0.02%	0.00%	0.17%	100.00%
Black	0.67%	17.89%	25.13%	56.01%	0.07%	0.00%	0.23%	100.00%
Hispanic	2.50%	32.23%	29.15%	35.99%	0.04%	0.00%	0.11%	100.00%
Other	4.08%	32.13%	25.28%	38.27%	0.05%	0.00%	0.19%	100.00%
Total	4.72%	38.83%	26.34%	29.91%	0.03%	0.00%	0.17%	100.00%
MARINE CORPS								
White	3.89%	39.56%	29.17%	27.33%	0.02%	0.00%	0.04%	100.00%
Black	0.55%	18.11%	31.75%	49.46%	0.07%	0.00%	0.05%	100.00%
Hispanic	0.83%	24.00%	34.08%	40.97%	0.09%	0.00%	0.03%	100.00%
Other	3.03%	29.43%	29.98%	37.40%	0.16%	0.00%	0.00%	100.00%
Total	3.16%	35.10%	29.98%	31.69%	0.04%	0.00%	0.04%	100.00%
AIR FORCE								
White	6.13%	48.76%	27.56%	17.27%	0.16%	0.00%	0.12%	100.00%
Black	1.21%	30.04%	35.01%	33.34%	0.35%	0.00%	0.05%	100.00%
Hispanic	2.30%	36.55%	34.99%	25.87%	0.15%	0.00%	0.15%	100.00%
Other	5.21%	43.58%	30.91%	20.30%	0.00%	0.00%	0.00%	100.00%
Total	5.31%	45.68%	28.94%	19.78%	0.18%	0.00%	0.11%	100.00%
TOTAL DoD								
White	5.59%	43.58%	28.00%	21.87%	0.56%	0.00%	0.40%	100.00%
Black	0.72%	19.66%	29.76%	47.59%	1.68%	0.00%	0.60%	100.00%
Hispanic	1.73%	28.36%	31.56%	36.95%	1.03%	0.00%	0.36%	100.00%
Other	3.95%	33.60%	27.97%	33.05%	1.11%	0.00%	0.33%	100.00%
Total	4.43%	38.10%	28.56%	27.68%	0.80%	0.00%	0.42%	100.00%

Rows may not add to totals due to rounding.

Rows may not add to totals due to rounding.

Table B-7. FY 1993 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	57,468	92.49%	4,164	6.70%	504	0.81%	62,136	100.00%
Female	11,310	95.84%	457	3.87%	34	0.29%	11,801	100.00%
Total	68,778	93.02%	4,621	6.25%	538	0.73%	73,937	100.00%
NAVY								
Male	50,680	91.91%	3,428	6.22%	1,033	1.87%	55,141	100.00%
Female	7,561	94.36%	371	4.63%	81	1.01%	8,013	100.00%
Total	58,241	92.22%	3,799	6.02%	1,114	1.76%	63,154	100.00%
MARINE CORPS								
Male	31,787	95.92%	1,266	3.82%	87	0.26%	33,140	100.00%
Female	1,574	98.68%	20	1.25%	1	0.06%	1,595	100.00%
Total	33,361	96.04%	1,286	3.70%	88	0.25%	34,735	100.00%
AIR FORCE								
Male	23,998	98.66%	304	1.25%	21	0.09%	24,323	100.00%
Female	6,892	98.94%	73	1.05%	1	0.01%	6,966	100.00%
Total	30,890	98.72%	377	1.20%	22	0.07%	31,289	100.00%
TOTAL DoD								
Male	163,933	93.82%	9,162	5.24%	1,645	0.94%	174,740	100.00%
Female	27,337	96.34%	921	3.25%	117	0.41%	28,375	100.00%
Total	191,270	94.17%	10,083	4.96%	1,762	0.87%	203,115	100.00%
18-24 YR OLD CIVILIANS								
Male	9,543,378	80.32%	*	*	2,337,821	19.68%	11,881,199	100.00%
Female	10,327,674	84.50%	*	*	1,894,870	15.50%	12,222,544	100.00%
Total	19,871,052	82.44%	*	*	4,232,691	17.56%	24,103,743	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 1993.

* 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 1993.

Table B-8. FY 1993 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		TOTAL	
	#	%	#	%	#	%	#	%
ARMY								
White	47,174	91.84%	3,736	7.27%	456	0.89%	51,366	100.00%
Black	14,530	96.21%	525	3.48%	48	0.32%	15,103	100.00%
Hispanic	4,693	94.56%	249	5.02%	21	0.42%	4,963	100.00%
Other	2,381	95.05%	111	4.43%	13	0.52%	2,505	100.00%
Total	68,778	93.02%	4,621	6.25%	538	0.73%	73,937	100.00%
NAVY								
White	40,918	91.50%	2,885	6.45%	915	2.05%	44,718	100.00%
Black	10,076	94.89%	434	4.09%	109	1.03%	10,619	100.00%
Hispanic	5,248	92.31%	366	6.44%	71	1.25%	5,685	100.00%
Other	1,999	93.76%	114	5.35%	19	0.89%	2,132	100.00%
Total	58,241	92.22%	3,799	6.02%	1,114	1.76%	63,154	100.00%
MARINE CORPS								
White	24,816	95.72%	1,042	4.02%	68	0.26%	25,926	100.00%
Black	4,069	96.86%	121	2.88%	11	0.26%	4,201	100.00%
Hispanic	3,262	97.26%	85	2.53%	7	0.21%	3,354	100.00%
Other	1,214	96.81%	38	3.03%	2	0.16%	1,254	100.00%
Total	33,361	96.04%	1,286	3.70%	88	0.25%	34,735	100.00%
AIR FORCE								
White	24,574	98.69%	307	1.23%	20	0.08%	24,901	100.00%
Black	3,930	99.12%	35	0.88%	0	0.00%	3,965	100.00%
Hispanic	1,332	98.74%	17	1.26%	0	0.00%	1,349	100.00%
Other	1,054	98.14%	18	1.68%	2	0.19%	1,074	100.00%
Total	30,890	98.72%	377	1.20%	22	0.07%	31,289	100.00%
TOTAL DoD								
White	137,482	93.58%	7,970	5.43%	1,459	0.99%	146,911	100.00%
Black	32,605	96.21%	1,115	3.29%	168	0.50%	33,888	100.00%
Hispanic	14,535	94.68%	717	4.67%	99	0.64%	15,351	100.00%
Other	6,648	95.45%	281	4.03%	36	0.52%	6,965	100.00%
Total	191,270	94.17%	10,083	4.96%	1,762	0.87%	203,115	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,711,368	87.23%	*	0.00%	2,154,599	12.77%	16,865,967	100.00%
Black	2,627,293	75.54%	*	0.00%	850,511	24.46%	3,477,804	100.00%
Hispanic	1,742,706	61.95%	*	0.00%	1,070,300	38.05%	2,813,006	100.00%
Other	789,684	83.39%	*	0.00%	157,280	16.61%	946,964	100.00%
Total	19,871,051	82.44%	0	0.00%	4,232,690	17.56%	24,103,741	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 1993.

Table B-9. FY 1993 Active Component Enlisted Accessions by Quality, Service, and Gender

GENDER	QUALITY					
	HIGH QUALITY *		NON-HIGH QUALITY		TOTAL	
	#	%	#	%	#	%
ARMY						
Male	39,581	63.70%	22,555	36.30%	62,136	100.00%
Female	8,160	69.15%	3,641	30.85%	11,801	100.00%
Total	47,741	64.57%	26,196	35.43%	73,937	100.00%
NAVY						
Male	34,469	62.51%	20,672	37.49%	55,141	100.00%
Female	5,328	66.49%	2,685	33.51%	8,013	100.00%
Total	39,797	63.02%	23,357	36.98%	63,154	100.00%
MARINE CORPS						
Male	21,487	64.84%	11,653	35.16%	33,140	100.00%
Female	1,247	78.18%	348	21.82%	1,595	100.00%
Total	22,734	65.45%	12,001	34.55%	34,735	100.00%
AIR FORCE						
Male	19,214	79.00%	5,109	21.00%	24,323	100.00%
Female	5,424	77.86%	1,542	22.14%	6,966	100.00%
Total	24,638	78.74%	6,651	21.26%	31,289	100.00%
TOTAL DoD						
Male	114,751	65.67%	59,989	34.33%	174,740	100.00%
Female	20,159	71.04%	8,216	28.96%	28,375	100.00%
Total	134,910	66.42%	68,205	33.58%	203,115	100.00%

* High Quality Accessions are AFOT Category I - III A high school graduates

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

Table B-10. FY 1993 Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	36,261	70.59%	15,105	29.41%	51,366	100.00%
Black	7,252	48.02%	7,851	51.98%	15,103	100.00%
Hispanic	2,699	54.38%	2,264	45.62%	4,963	100.00%
Other	1,529	61.04%	976	38.96%	2,505	100.00%
Total	47,741	64.57%	26,196	35.43%	73,937	100.00%
NAVY						
White	31,073	69.49%	13,645	30.51%	44,718	100.00%
Black	4,225	39.79%	6,394	60.21%	10,619	100.00%
Hispanic	3,288	57.84%	2,397	42.16%	5,685	100.00%
Other	1,211	56.80%	921	43.20%	2,132	100.00%
Total	39,797	63.02%	23,357	36.98%	63,154	100.00%
MARINE CORPS						
White	18,014	69.48%	7,912	30.52%	25,926	100.00%
Black	2,043	48.63%	2,158	51.37%	4,201	100.00%
Hispanic	1,925	57.39%	1,429	42.61%	3,354	100.00%
Other	752	59.97%	502	40.03%	1,254	100.00%
Total	22,734	65.45%	12,001	34.55%	34,735	100.00%
AIR FORCE						
White	20,225	81.22%	4,676	18.78%	24,901	100.00%
Black	2,596	65.47%	1,369	34.53%	3,965	100.00%
Hispanic	980	72.65%	369	27.35%	1,349	100.00%
Other	837	77.93%	237	22.07%	1,074	100.00%
Total	24,638	78.74%	6,651	21.26%	31,289	100.00%
TOTAL DoD						
White	105,573	71.86%	41,338	28.14%	146,911	100.00%
Black	16,116	47.56%	17,772	52.44%	33,888	100.00%
Hispanic	8,892	57.92%	6,459	42.08%	15,351	100.00%
Other	4,329	62.15%	2,636	37.85%	6,965	100.00%
Total	134,910	66.42%	68,205	33.58%	203,115	100.00%

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

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

Table B-11. FY 1993 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	MALES			FEMALES			TOTAL			18-24 YR OLD CIVILIANS		
	#	%		#	%		#	%		MALES	%	TOTAL
NORTHEAST REGION	26,224	86.71%		4,019	13.29%		30,243	100.00%		51.37%	48.63%	100.00%
<i>New England Division</i>	7,218	87.70%		1,012	12.30%		8,230	100.00%		49.45%	50.55%	100.00%
Maine	1,183	85.29%		204	14.71%		1,387	100.00%		52.39%	47.61%	100.00%
New Hampshire	922	88.15%		124	11.85%		1,046	100.00%		61.49%	38.51%	100.00%
Vermont	422	87.73%		59	12.27%		481	100.00%		43.86%	56.14%	100.00%
Massachusetts	2,769	88.18%		371	11.82%		3,140	100.00%		48.05%	51.95%	100.00%
Rhode Island	487	89.36%		58	10.64%		545	100.00%		38.26%	61.74%	100.00%
Connecticut	1,435	87.98%		196	12.02%		1,631	100.00%		51.30%	48.70%	100.00%
<i>Middle Atlantic Division</i>	19,006	86.34%		3,007	13.66%		22,013	100.00%		52.02%	47.98%	100.00%
New York	8,451	85.44%		1,440	14.56%		9,891	100.00%		52.87%	47.13%	100.00%
New Jersey	3,054	87.38%		441	12.62%		3,495	100.00%		51.11%	48.89%	100.00%
Pennsylvania	7,501	86.95%		1,126	13.05%		8,627	100.00%		51.31%	48.69%	100.00%
NORTH CENTRAL REGION	41,106	86.92%		6,185	13.08%		47,291	100.00%		48.91%	51.09%	100.00%
<i>East North Central Division</i>	29,262	86.84%		4,435	13.16%		33,697	100.00%		47.56%	52.44%	100.00%
Ohio	8,700	87.32%		1,263	12.68%		9,963	100.00%		47.28%	52.72%	100.00%
Indiana	4,175	88.87%		523	11.13%		4,698	100.00%		45.36%	54.64%	100.00%
Illinois	6,970	86.88%		1,053	13.12%		8,023	100.00%		46.77%	53.23%	100.00%
Michigan	6,880	85.36%		1,180	14.64%		8,060	100.00%		52.19%	47.81%	100.00%
Wisconsin	2,537	85.91%		416	14.09%		2,953	100.00%		43.52%	56.48%	100.00%
<i>West North Central Division</i>	11,844	87.13%		1,750	12.87%		13,594	100.00%		52.10%	47.90%	100.00%
Minnesota	2,091	88.27%		278	11.73%		2,369	100.00%		54.05%	45.95%	100.00%
Iowa	1,874	86.92%		282	13.08%		2,156	100.00%		51.82%	48.18%	100.00%
Missouri	4,062	87.22%		595	12.78%		4,657	100.00%		55.44%	44.56%	100.00%
North Dakota	374	83.67%		73	16.33%		447	100.00%		49.05%	50.95%	100.00%
South Dakota	598	84.46%		110	15.54%		708	100.00%		45.85%	54.15%	100.00%
Nebraska	1,124	85.80%		186	14.20%		1,310	100.00%		40.84%	59.16%	100.00%
Kansas	1,721	88.39%		226	11.61%		1,947	100.00%		51.90%	48.10%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-11 (Continued). FY 1993 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	
	#	%	#	%	#	%	%	%
SOUTH REGION	72,137	85.07%	12,659	14.93%	84,796	100.00%	48.58%	51.42%
<i>South Atlantic Division</i>	<i>35,292</i>	<i>84.18%</i>	<i>6,632</i>	<i>15.82%</i>	<i>41,924</i>	<i>100.00%</i>	<i>47.38%</i>	<i>52.62%</i>
Delaware	420	88.24%	56	11.76%	476	100.00%	47.57%	52.43%
Maryland	3,120	85.76%	518	14.24%	3,638	100.00%	53.07%	46.93%
D.C.	173	86.07%	28	13.93%	201	100.00%	46.04%	53.96%
Virginia	5,017	83.91%	962	16.09%	5,979	100.00%	40.62%	59.38%
West Virginia	1,987	89.38%	236	10.62%	2,223	100.00%	45.93%	54.07%
North Carolina	5,313	84.13%	1,002	15.87%	6,315	100.00%	45.62%	54.38%
South Carolina	3,274	82.74%	683	17.26%	3,957	100.00%	52.43%	47.57%
Georgia	5,468	83.21%	1,103	16.79%	6,571	100.00%	46.78%	53.22%
Florida	10,520	83.73%	2,044	16.27%	12,564	100.00%	48.64%	51.36%
<i>East South Central Division</i>	<i>12,229</i>	<i>85.46%</i>	<i>2,080</i>	<i>14.54%</i>	<i>14,309</i>	<i>100.00%</i>	<i>49.70%</i>	<i>50.30%</i>
Kentucky	2,742	88.31%	363	11.69%	3,105	100.00%	53.09%	46.91%
Tennessee	3,527	85.71%	588	14.29%	4,115	100.00%	49.03%	50.97%
Alabama	3,841	84.62%	698	15.38%	4,539	100.00%	45.10%	54.90%
Mississippi	2,119	83.10%	431	16.90%	2,550	100.00%	54.53%	45.47%
<i>West South Central Division</i>	<i>24,616</i>	<i>86.18%</i>	<i>3,947</i>	<i>13.82%</i>	<i>28,563</i>	<i>100.00%</i>	<i>49.89%</i>	<i>50.11%</i>
Arkansas	2,337	86.91%	352	13.09%	2,689	100.00%	55.31%	44.69%
Louisiana	3,705	82.74%	773	17.26%	4,478	100.00%	50.22%	49.78%
Oklahoma	2,990	87.71%	419	12.29%	3,409	100.00%	50.05%	49.95%
Texas	15,584	86.64%	2,403	13.36%	17,987	100.00%	49.23%	50.77%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-11 (Continued). FY 1993 NPS Active Component Enlisteds 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	
	#	%	#	%	#	%	%	%
WEST REGION	34,274	86.54%	5,333	13.46%	39,607	100.00%	49.08%	50.92%
<i>Mountain Division</i>	11,326	85.76%	1,881	14.24%	13,207	100.00%	49.06%	50.94%
Montana	892	85.03%	157	14.97%	1,049	100.00%	53.38%	46.62%
Idaho	870	85.38%	149	14.62%	1,019	100.00%	59.50%	40.50%
Wyoming	535	85.60%	90	14.40%	625	100.00%	47.19%	52.81%
Colorado	2,798	86.22%	447	13.78%	3,245	100.00%	49.77%	50.23%
New Mexico	1,376	83.60%	270	16.40%	1,646	100.00%	52.17%	47.83%
Arizona	3,029	86.10%	489	13.90%	3,518	100.00%	46.37%	53.63%
Utah	859	89.67%	99	10.33%	958	100.00%	43.87%	56.13%
Nevada	967	84.31%	180	15.69%	1,147	100.00%	46.86%	53.14%
<i>Pacific Division</i>	22,948	86.92%	3,452	13.08%	26,400	100.00%	49.08%	50.92%
Washington	3,761	85.83%	621	14.17%	4,382	100.00%	51.08%	48.92%
Oregon	2,581	86.49%	403	13.51%	2,984	100.00%	48.98%	51.02%
California	15,903	87.36%	2,301	12.64%	18,204	100.00%	48.86%	51.14%
Alaska	355	84.52%	65	15.48%	420	100.00%	49.91%	50.09%
Hawaii	348	84.88%	62	15.12%	410	100.00%	46.93%	53.07%
UNITED STATES SUBTOTAL	173,741	86.04%	28,196	13.96%	201,937	100.00%	49.29%	50.71%
TERRITORIES, POSSESSIONS, OR UNKNOWN	999	84.80%	179	15.20%	1,178	100.00%		
TOTAL	174,740	86.03%	28,375	13.97%	203,115	100.00%		

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-12. FY 1993 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
	#	%	#	%	#	%	#	%			%	%	%	%
NORTHEAST REGION	23,956	79.21%	3,739	12.36%	1,592	5.26%	956	3.16%			76.13%	11.85%	8.30%	3.72%
<i>New England Division</i>	<i>7,490</i>	<i>91.01%</i>	<i>360</i>	<i>4.37%</i>	<i>240</i>	<i>2.92%</i>	<i>140</i>	<i>1.70%</i>			<i>88.47%</i>	<i>3.59%</i>	<i>5.42%</i>	<i>2.52%</i>
Maine	1,342	96.76%	11	0.79%	10	0.72%	24	1.73%			100.00%	0.00%	0.00%	0.00%
New Hampshire	1,012	96.75%	12	1.15%	10	0.96%	12	1.15%			96.58%	0.00%	0.00%	3.42%
Vermont	476	98.96%	1	0.21%	1	0.21%	3	0.62%			98.11%	0.00%	0.00%	1.89%
Massachusetts	2,809	89.46%	159	5.06%	109	3.47%	63	2.01%			87.63%	4.40%	5.40%	2.57%
Rhode Island	496	91.01%	28	5.14%	14	2.57%	7	1.28%			90.16%	2.75%	3.63%	3.46%
Connecticut	1,355	83.08%	149	9.14%	96	5.89%	31	1.90%			80.31%	5.71%	11.04%	2.94%
<i>Middle Atlantic Division</i>	<i>16,466</i>	<i>74.80%</i>	<i>3,379</i>	<i>15.35%</i>	<i>1,352</i>	<i>6.14%</i>	<i>816</i>	<i>3.71%</i>			<i>71.93%</i>	<i>14.66%</i>	<i>9.28%</i>	<i>4.12%</i>
New York	6,697	67.71%	1,775	17.95%	868	8.78%	551	5.57%			63.47%	16.78%	14.75%	5.00%
New Jersey	2,314	66.21%	701	20.06%	326	9.33%	154	4.41%			68.53%	17.09%	9.76%	4.61%
Pennsylvania	7,455	86.41%	903	10.47%	158	1.83%	111	1.29%			86.78%	9.93%	0.78%	2.50%
NORTH CENTRAL REGION	40,161	84.92%	5,226	11.05%	981	2.07%	923	1.95%			81.91%	12.09%	3.38%	2.62%
<i>East North Central Division</i>	<i>28,125</i>	<i>83.46%</i>	<i>4,236</i>	<i>12.57%</i>	<i>760</i>	<i>2.26%</i>	<i>576</i>	<i>1.71%</i>			<i>79.43%</i>	<i>14.25%</i>	<i>3.98%</i>	<i>2.34%</i>
Ohio	8,646	86.78%	1,111	11.15%	100	1.00%	106	1.06%			86.50%	11.74%	0.60%	1.17%
Indiana	4,130	87.91%	422	8.98%	102	2.17%	44	0.94%			86.21%	10.66%	0.50%	2.63%
Illinois	5,887	73.38%	1,502	18.72%	420	5.23%	214	2.67%			67.96%	17.24%	12.05%	2.75%
Michigan	6,751	83.76%	1,068	13.25%	103	1.28%	138	1.71%			76.60%	19.16%	1.40%	2.84%
Wisconsin	2,711	91.80%	133	4.50%	35	1.19%	74	2.51%			89.83%	6.92%	0.69%	2.56%
<i>West North Central Division</i>	<i>12,036</i>	<i>88.54%</i>	<i>990</i>	<i>7.28%</i>	<i>221</i>	<i>1.63%</i>	<i>347</i>	<i>2.55%</i>			<i>87.82%</i>	<i>6.92%</i>	<i>1.96%</i>	<i>3.30%</i>
Minnesota	2,220	93.71%	55	2.32%	27	1.14%	67	2.83%			84.95%	5.74%	4.14%	5.17%
Iowa	2,049	95.04%	45	2.09%	24	1.11%	38	1.76%			92.91%	2.87%	2.20%	2.02%
Missouri	3,956	84.95%	594	12.75%	48	1.03%	59	1.27%			88.04%	9.45%	0.00%	2.50%
North Dakota	408	91.28%	6	1.34%	2	0.45%	31	6.94%			96.98%	0.00%	0.00%	3.02%
South Dakota	624	88.14%	9	1.27%	6	0.85%	69	9.75%			90.80%	0.58%	0.66%	7.96%
Nebraska	1,161	88.63%	76	5.80%	39	2.98%	34	2.60%			86.04%	11.22%	1.61%	1.13%
Kansas	1,618	83.10%	205	10.53%	75	3.85%	49	2.52%			85.35%	10.42%	1.89%	2.34%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-12 (Continued). FY 1993 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	54,696	64.50%	22,460	26.49%	6,050	7.13%	1,590	1.88%	63.64%	23.21%	10.78%	2.36%
<i>South Atlantic Division</i>	<i>26,815</i>	<i>63.96%</i>	<i>12,898</i>	<i>30.77%</i>	<i>1,370</i>	<i>3.27%</i>	<i>841</i>	<i>2.01%</i>	<i>64.34%</i>	<i>25.98%</i>	<i>7.19%</i>	<i>2.49%</i>
Delaware	352	73.95%	110	23.11%	5	1.05%	9	1.89%	61.41%	30.50%	3.55%	4.54%
Maryland	2,268	62.34%	1,214	33.37%	59	1.62%	97	2.67%	48.41%	44.54%	3.92%	3.13%
D.C.	26	12.94%	169	84.08%	2	1.00%	4	1.99%	20.76%	68.98%	7.13%	3.13%
Virginia	3,927	65.68%	1,708	28.57%	139	2.32%	205	3.43%	70.06%	21.00%	4.75%	4.20%
West Virginia	2,116	95.19%	85	3.82%	7	0.31%	15	0.67%	96.48%	1.49%	1.58%	0.46%
North Carolina	3,973	62.91%	2,121	33.59%	86	1.36%	135	2.14%	73.50%	22.60%	1.91%	1.99%
South Carolina	1,817	45.92%	2,080	52.57%	27	0.68%	33	0.83%	50.39%	45.24%	1.59%	2.78%
Georgia	3,550	54.03%	2,847	43.33%	109	1.66%	65	0.99%	63.84%	30.47%	3.47%	2.22%
Florida	8,786	69.93%	2,564	20.41%	936	7.45%	278	2.21%	64.09%	16.73%	17.26%	1.93%
<i>East South Central Division</i>	<i>9,729</i>	<i>67.99%</i>	<i>4,309</i>	<i>30.11%</i>	<i>135</i>	<i>0.94%</i>	<i>136</i>	<i>0.95%</i>	<i>71.57%</i>	<i>27.47%</i>	<i>0.45%</i>	<i>0.52%</i>
Kentucky	2,739	88.21%	312	10.05%	31	1.00%	23	0.74%	91.46%	8.08%	0.00%	0.46%
Tennessee	3,205	77.89%	831	20.19%	36	0.87%	43	1.04%	72.21%	26.20%	0.47%	1.13%
Alabama	2,562	56.44%	1,886	41.55%	45	0.99%	46	1.01%	65.77%	33.83%	0.40%	0.00%
Mississippi	1,223	47.96%	1,280	50.20%	23	0.90%	24	0.94%	55.33%	43.65%	1.02%	0.00%
<i>West South Central Division</i>	<i>18,152</i>	<i>63.55%</i>	<i>5,253</i>	<i>18.39%</i>	<i>4,545</i>	<i>15.91%</i>	<i>613</i>	<i>2.15%</i>	<i>57.69%</i>	<i>16.07%</i>	<i>22.98%</i>	<i>3.27%</i>
Arkansas	1,965	73.08%	656	24.40%	42	1.56%	26	0.97%	71.86%	24.05%	0.63%	3.45%
Louisiana	2,494	55.69%	1,815	40.53%	120	2.68%	49	1.09%	63.19%	31.76%	1.58%	3.47%
Oklahoma	2,750	80.67%	352	10.33%	97	2.85%	210	6.16%	76.51%	11.90%	3.01%	8.58%
Texas	10,943	60.84%	2,430	13.51%	4,286	23.83%	328	1.82%	52.00%	12.75%	32.92%	2.33%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-12 (Continued). FY 1993 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	
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	27,927	70.51%	2,376	6.00%	5,940	15.00%	3,364	8.49%	60.70%	4.79%	26.18%	8.33%
<i>Mountain Division</i>	10,264	77.72%	500	3.79%	1,722	13.04%	721	5.46%	75.68%	2.32%	18.71%	3.30%
Montana	960	91.52%	3	0.29%	11	1.05%	75	7.15%	89.84%	0.46%	3.98%	5.72%
Idaho	965	94.70%	4	0.39%	29	2.85%	21	2.06%	85.52%	0.00%	11.28%	3.20%
Wyoming	566	90.56%	12	1.92%	37	5.92%	10	1.60%	89.85%	0.00%	7.59%	2.56%
Colorado	2,495	76.89%	195	6.01%	448	13.81%	107	3.30%	80.98%	4.76%	10.90%	3.36%
New Mexico	860	52.25%	47	2.86%	576	34.99%	163	9.90%	47.97%	1.11%	44.45%	6.47%
Arizona	2,637	74.96%	139	3.95%	506	14.38%	236	6.71%	63.67%	1.24%	34.00%	1.10%
Utah	875	91.34%	16	1.67%	31	3.24%	36	3.76%	91.33%	0.50%	5.21%	2.95%
Nevada	906	78.99%	84	7.32%	84	7.32%	73	6.36%	75.73%	6.94%	12.61%	4.73%
<i>Pacific Division</i>	17,663	66.91%	1,876	7.11%	4,218	15.98%	2,643	10.01%	55.42%	5.66%	28.81%	10.10%
Washington	3,842	87.68%	157	3.58%	143	3.26%	240	5.48%	87.90%	3.38%	1.18%	7.53%
Oregon	2,763	92.59%	42	1.41%	72	2.41%	107	3.59%	91.96%	0.84%	4.30%	2.90%
California	10,595	58.20%	1,625	8.93%	3,967	21.79%	2,017	11.08%	47.35%	6.53%	36.71%	9.41%
Alaska	317	75.48%	28	6.67%	10	2.38%	65	15.48%	70.01%	10.64%	2.62%	16.74%
Hawaii	146	35.61%	24	5.85%	26	6.34%	214	52.20%	40.46%	1.51%	0.54%	57.48%
UNITED STATES SUBTOTAL	146,740	72.67%	33,801	16.74%	14,563	7.21%	6,833	3.38%	69.97%	14.43%	11.67%	3.93%
TERRITORIES, POSSESSIONS, OR UNKNOWN	171	14.52%	87	7.39%	788	66.89%	132	11.21%				
TOTAL	146,911	72.33%	33,888	16.68%	15,351	7.56%	6,965	3.43%				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-13. FY 1993 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE												CIVILIAN LABOR FORCE											
	ARMY				NAVY				MARINE CORPS				AIR FORCE				TOTAL DoD				17 YR AND OLDER			
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total	
a. Number																								
17-19	36,516	5,420	41,936	36,222	5,649	41,871	24,434	1,111	25,545	15,978	4,385	20,363	113,150	16,565	129,715	2,896,175	2,576,453	5,472,628						
20-24	154,966	22,790	177,756	142,969	16,943	159,912	74,911	3,240	78,151	80,187	18,713	98,900	453,033	61,686	514,719	7,043,364	6,232,520	13,275,884						
25-29	90,332	13,065	103,397	82,038	9,852	91,890	23,284	1,356	24,640	69,737	12,601	82,338	265,391	36,874	302,265	8,703,507	7,191,194	15,894,701						
30-34	63,903	9,721	73,624	64,822	7,547	72,369	15,527	885	16,412	65,724	8,902	74,626	209,976	27,055	237,031	10,228,752	8,260,699	18,489,451						
35-39	49,808	5,985	55,793	44,053	4,171	48,224	10,423	445	10,868	48,280	6,706	54,986	152,564	17,307	169,871	9,934,353	8,250,452	18,184,805						
40-44	18,725	1,899	20,624	18,002	1,404	19,406	3,287	117	3,404	18,875	2,400	21,275	58,889	5,820	64,709	8,686,704	7,553,520	16,240,224						
45-49	4,731	514	5,245	4,323	317	4,640	851	24	875	3,198	228	3,426	13,103	1,083	14,186	7,272,984	6,345,026	13,618,010						
50+	695	103	798	537	35	572	113	2	115	207	5	212	1,552	145	1,697	14,193,679	11,434,533	25,628,212						
Unknown	991	171	1,162	2	1	3	4	48	52	0	0	0	997	220	1,217	0	0	0						
TOTAL																								
420,667	59,668	480,335	392,968	45,919	438,887	152,834	7,228	160,062	302,186	53,940	356,126	1,268,655	166,755	1,435,410	68,959,518	57,844,397	126,803,915							
b. Percent																								
17-19	8.68%	9.08%	8.73%	9.22%	12.30%	9.54%	15.99%	15.37%	15.96%	5.29%	8.13%	5.72%	8.92%	9.93%	9.04%	4.20%	4.45%	4.32%						
20-24	36.84%	38.19%	37.01%	36.38%	36.90%	36.44%	49.01%	44.83%	48.83%	26.54%	34.69%	27.77%	35.71%	36.99%	35.86%	10.21%	10.77%	10.47%						
25-29	21.47%	21.90%	21.53%	20.88%	21.46%	20.94%	15.23%	18.76%	15.39%	23.08%	23.36%	23.12%	20.92%	22.11%	21.06%	12.62%	12.43%	12.53%						
30-34	15.19%	16.29%	15.33%	16.50%	16.44%	16.49%	10.16%	12.24%	10.25%	21.75%	16.50%	20.95%	16.55%	16.22%	16.51%	14.83%	14.28%	14.58%						
35-39	11.84%	10.03%	11.62%	11.21%	9.08%	10.99%	6.82%	6.16%	6.79%	15.98%	12.43%	15.44%	12.03%	10.38%	11.83%	14.41%	14.26%	14.34%						
40-44	4.45%	3.18%	4.29%	4.58%	3.06%	4.42%	2.15%	1.62%	2.13%	6.25%	4.45%	5.97%	4.64%	3.49%	4.51%	12.60%	13.06%	12.81%						
45-49	1.12%	0.86%	1.09%	1.10%	0.69%	1.06%	0.56%	0.33%	0.55%	1.06%	0.42%	0.96%	1.03%	0.65%	0.99%	10.55%	10.97%	10.74%						
50+	0.17%	0.17%	0.17%	0.14%	0.08%	0.13%	0.07%	0.03%	0.07%	0.07%	0.01%	0.06%	0.12%	0.09%	0.12%	20.58%	19.77%	20.21%						
Unknown	0.24%	0.29%	0.24%	0.00%	0.00%	0.00%	0.00%	0.66%	0.03%	0.00%	0.00%	0.00%	0.08%	0.13%	0.08%	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%	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 1993.																								

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-14. FY 1993 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED		UNMARRIED		TOTAL DoD				PERCENT MARRIED		MARRIED CIVILIANS IN LABOR FORCE	
	MARRIED		MARRIED		UNMARRIED		UNMARRIED		TOTAL		MARRIED		UNMARRIED		TOTAL		MARRIED		MARRIED			
	Males	Females	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Total			
17	34	12	46	2,138	476	2,614	2,172	488	2,660	1.57%	2.46%	1.73%	11,875									
18	1,077	264	1,341	34,805	5,324	40,129	35,882	5,588	41,470	3.00%	4.72%	3.23%	79,160									
19	6,812	1,476	8,288	68,284	9,013	77,297	75,096	10,489	85,585	9.07%	14.07%	9.68%	196,186									
20	16,187	3,151	19,338	79,800	9,342	89,142	95,987	12,493	108,480	16.86%	25.22%	17.83%	295,266									
21	27,628	4,741	32,369	76,472	8,722	85,194	104,100	13,463	117,563	26.54%	35.22%	27.53%	355,586									
22	36,966	5,963	42,929	63,936	8,060	71,996	100,902	14,023	114,925	36.64%	42.52%	37.35%	637,982									
23	38,423	5,597	44,020	44,838	6,265	51,103	83,261	11,862	95,123	46.15%	47.18%	46.28%	820,783									
24	38,378	5,067	43,445	30,405	4,778	35,183	68,783	9,845	78,628	55.80%	51.47%	55.25%	1,093,332									
25	38,371	4,836	43,207	21,798	3,889	25,687	60,169	8,725	68,894	63.77%	55.43%	62.72%	1,306,907									
26	38,145	4,602	42,747	17,061	3,332	20,393	55,206	7,934	63,140	69.10%	58.00%	67.70%	1,476,867									
27	37,837	4,168	42,005	13,838	2,876	16,714	51,675	7,044	58,719	73.22%	59.17%	71.54%	1,714,120									
28	38,012	4,107	42,119	11,696	2,718	14,414	49,708	6,825	56,533	76.47%	60.18%	74.50%	1,856,374									
29	38,310	3,865	42,175	10,323	2,481	12,804	48,633	6,346	54,979	78.77%	60.90%	76.71%	2,058,969									
30	37,273	3,801	41,074	8,675	2,334	11,009	45,948	6,135	52,083	81.12%	61.96%	78.86%	2,407,504									
31	36,274	3,549	39,823	7,594	2,186	9,780	43,868	5,735	49,603	82.69%	61.88%	80.28%	2,397,652									
32	35,587	3,462	39,049	6,734	1,984	8,718	42,321	5,446	47,767	84.09%	63.57%	81.75%	2,456,638									
33	33,793	3,272	37,065	6,089	1,849	7,938	39,882	5,121	45,003	84.73%	63.89%	82.36%	2,520,553									
34	32,513	2,968	35,481	5,444	1,650	7,094	37,957	4,618	42,575	85.66%	64.27%	83.34%	2,626,087									
35	31,056	2,732	33,788	4,898	1,525	6,423	35,954	4,257	40,211	86.38%	64.18%	84.03%	2,761,913									
36	29,697	2,447	32,144	4,520	1,484	6,004	34,217	3,931	38,148	86.79%	62.25%	84.26%	2,667,430									
37	27,757	2,220	29,977	4,059	1,277	5,336	31,816	3,497	35,313	87.24%	63.48%	84.89%	2,657,383									
38	24,206	1,938	26,144	3,458	1,158	4,616	27,664	3,096	30,760	87.50%	62.60%	84.99%	2,556,702									
39	20,089	1,534	21,623	2,824	992	3,816	22,913	2,526	25,439	87.68%	60.73%	85.00%	2,660,662									
40	16,176	1,242	17,418	2,102	740	2,842	18,278	1,982	20,260	88.50%	62.66%	85.97%	2,480,250									
41	13,093	839	13,932	1,715	611	2,326	14,808	1,450	16,258	88.42%	57.86%	85.69%	2,514,238									
42	9,864	643	10,507	1,252	426	1,678	11,116	1,069	12,185	88.74%	60.15%	86.23%	2,260,454									
43	7,442	471	7,913	928	309	1,237	8,370	780	9,150	88.91%	60.38%	86.48%	2,375,555									
44	5,662	298	5,960	655	241	896	6,317	539	6,856	89.63%	55.29%	86.93%	2,358,344									
45+	13,221	662	13,883	1,434	566	2,000	14,655	1,228	15,883	90.21%	53.91%	87.41%	29,348,197									
Unknown	329	60	389	668	160	828	997	220	1,217	33.00%	27.27%	31.96%	0									
TOTAL	730,212	79,987	810,199	538,443	86,768	625,211	1,268,655	166,755	1,435,410	57.56%	47.97%	56.44%	78,952,969									

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-14 (Continued). FY 1993 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY						MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.00%	0.02%	0.01%	0.40%	0.55%	0.42%	0.17%	0.29%	0.19%
18	0.15%	0.33%	0.17%	6.46%	6.14%	6.42%	2.83%	3.35%	2.89%
19	0.93%	1.85%	1.02%	12.68%	10.39%	12.36%	5.92%	6.29%	5.96%
20	2.22%	3.94%	2.39%	14.82%	10.77%	14.26%	7.57%	7.49%	7.56%
21	3.78%	5.93%	4.00%	14.20%	10.05%	13.63%	8.21%	8.07%	8.19%
22	5.06%	7.45%	5.30%	11.87%	9.29%	11.52%	7.95%	8.41%	8.01%
23	5.26%	7.00%	5.43%	8.33%	7.22%	8.17%	6.56%	7.11%	6.63%
24	5.26%	6.33%	5.36%	5.65%	5.51%	5.63%	5.42%	5.90%	5.48%
25	5.25%	6.05%	5.33%	4.05%	4.48%	4.11%	4.74%	5.23%	4.80%
26	5.22%	5.75%	5.28%	3.17%	3.84%	3.26%	4.35%	4.76%	4.40%
27	5.18%	5.21%	5.18%	2.57%	3.31%	2.67%	4.07%	4.22%	4.09%
28	5.21%	5.13%	5.20%	2.17%	3.13%	2.31%	3.92%	4.09%	3.94%
29	5.25%	4.83%	5.21%	1.92%	2.86%	2.05%	3.83%	3.81%	3.83%
30	5.10%	4.75%	5.07%	1.61%	2.69%	1.76%	3.62%	3.68%	3.63%
31	4.97%	4.44%	4.92%	1.41%	2.52%	1.56%	3.46%	3.44%	3.46%
32	4.87%	4.33%	4.82%	1.25%	2.29%	1.39%	3.34%	3.27%	3.33%
33	4.63%	4.09%	4.57%	1.13%	2.13%	1.27%	3.14%	3.07%	3.14%
34	4.45%	3.71%	4.38%	1.01%	1.90%	1.13%	2.99%	2.77%	2.97%
35	4.25%	3.42%	4.17%	0.91%	1.76%	1.03%	2.83%	2.55%	2.80%
36	4.07%	3.06%	3.97%	0.84%	1.71%	0.96%	2.70%	2.36%	2.66%
37	3.80%	2.78%	3.70%	0.75%	1.47%	0.85%	2.51%	2.10%	2.46%
38	3.31%	2.42%	3.23%	0.64%	1.33%	0.74%	2.18%	1.86%	2.14%
39	2.75%	1.92%	2.67%	0.52%	1.14%	0.61%	1.81%	1.51%	1.77%
40	2.22%	1.55%	2.15%	0.39%	0.85%	0.45%	1.44%	1.19%	1.41%
41	1.79%	1.05%	1.72%	0.32%	0.70%	0.37%	1.17%	0.87%	1.13%
42	1.35%	0.80%	1.30%	0.23%	0.49%	0.27%	0.88%	0.64%	0.85%
43	1.02%	0.59%	0.98%	0.17%	0.36%	0.20%	0.66%	0.47%	0.64%
44	0.78%	0.37%	0.74%	0.12%	0.28%	0.14%	0.50%	0.32%	0.48%
45+	1.81%	0.83%	1.71%	0.27%	0.65%	0.32%	1.16%	0.74%	1.11%
Unknown	0.05%	0.08%	0.05%	0.12%	0.18%	0.13%	0.08%	0.13%	0.08%
TOTAL	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 1993.

Table B-15. FY 1993 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												18-44 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
White	257,700	25,337	283,037	276,271	28,037	304,308	107,944	4,252	112,196	235,855	37,546	273,401	877,770	95,172	972,942
Black	118,653	28,873	147,526	65,942	12,514	78,456	26,786	1,961	28,747	47,275	12,883	60,158	258,656	56,231	314,887
Hispanic	22,095	2,328	24,423	27,727	3,808	31,535	12,998	655	13,653	11,581	1,955	13,536	74,401	8,746	83,147
Other	22,219	3,130	25,349	23,028	1,560	24,588	5,106	360	5,466	7,475	1,556	9,031	57,828	6,606	64,434
TOTAL	420,667	59,668	480,335	392,968	45,919	438,887	152,834	7,228	160,062	302,186	53,940	356,126	1,268,655	166,755	1,435,410
b. Percent															
White	61.26%	42.46%	58.92%	70.30%	61.06%	69.34%	70.63%	58.83%	70.10%	78.05%	69.61%	76.77%	69.19%	57.07%	67.78%
Black	28.21%	48.39%	30.71%	16.78%	27.25%	17.88%	17.53%	27.13%	17.96%	15.64%	23.88%	16.89%	20.39%	33.72%	21.94%
Hispanic	5.25%	3.90%	5.08%	7.06%	8.29%	7.19%	8.50%	9.06%	8.53%	3.83%	3.62%	3.80%	5.86%	5.24%	5.79%
Other	5.28%	5.25%	5.28%	5.86%	3.40%	5.60%	3.34%	4.98%	3.41%	2.47%	2.88%	2.54%	4.56%	3.96%	4.49%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-16. FY 1993 Active Component Enlisted Members by Ethnicity and Service

ETHNICITY	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	#	%		#	%		#	%		#	%		#	%	
MEXICAN	8,932	1.86%		11,445	2.61%		8,824	5.51%		8,019	2.25%		37,220	2.59%	
PUERTO RICAN	8,762	1.82%		4,727	1.08%		1,734	1.08%		2,886	0.81%		18,109	1.26%	
CUBAN	255	0.05%		390	0.09%		111	0.07%		203	0.06%		959	0.07%	
LATIN AMER.	1,660	0.35%		744	0.17%		649	0.41%		15	0.00%		3,068	0.21%	
OTHER HISP.	4,814	1.00%		14,229	3.24%		2,335	1.46%		2,413	0.68%		23,791	1.66%	
ALEUTIAN	22	0.00%		20	0.00%		13	0.01%		11	0.00%		66	0.00%	
ESKIMO	48	0.01%		38	0.01%		37	0.02%		18	0.01%		141	0.01%	
N. AMER. INDIAN	1,588	0.33%		2,038	0.46%		1,185	0.74%		2,252	0.63%		7,063	0.49%	
CHINESE	229	0.05%		270	0.06%		97	0.06%		207	0.06%		803	0.06%	
JAPANESE	249	0.05%		493	0.11%		97	0.06%		503	0.14%		1,342	0.09%	
KOREAN	970	0.20%		539	0.12%		207	0.13%		334	0.09%		2,050	0.14%	
INDIAN	324	0.07%		146	0.03%		83	0.05%		15	0.00%		568	0.04%	
FILIPINO	2,755	0.57%		17,404	3.97%		939	0.59%		3,579	1.00%		24,677	1.72%	
VIETNAMESE	360	0.07%		591	0.13%		163	0.10%		0	0.00%		1,114	0.08%	
OTHER ASIAN	1,204	0.25%		859	0.20%		337	0.21%		1,821	0.51%		4,221	0.29%	
MELANESIAN	206	0.04%		50	0.01%		12	0.01%		0	0.00%		268	0.02%	
MICRONESIAN	245	0.05%		163	0.04%		83	0.05%		2	0.00%		493	0.03%	
POLYNESIAN	582	0.12%		365	0.08%		97	0.06%		10	0.00%		1,054	0.07%	
GUAMANIAN	0	0.00%		0	0.00%		9	0.01%		19	0.01%		28	0.00%	
OTHER PACIFIC	568	0.12%		149	0.03%		144	0.09%		9	0.00%		870	0.06%	
OTHER/NONE *	446,148	92.88%		383,302	87.34%		142,823	89.23%		333,807	93.73%		1,306,080	90.99%	
UNKNOWN	414	0.09%		925	0.21%		83	0.05%		3	0.00%		1,425	0.10%	
TOTAL	480,335	100.00%		438,887	100.00%		160,062	100.00%		356,126	100.00%		1,435,410	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-17. FY 1993 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3		#	%
	#	%	#	%	#	%		
ARMY								
Male	396,433	94.24%	22,516	5.35%	1,718	0.41%	420,667	100.00%
Female	58,776	98.51%	788	1.32%	104	0.17%	59,668	100.00%
Total	455,209	94.77%	23,304	4.85%	1,822	0.38%	480,335	100.00%
NAVY								
Male	362,619	92.28%	17,699	4.50%	12,650	3.22%	392,968	100.00%
Female	44,993	97.98%	847	1.84%	79	0.17%	45,919	100.00%
Total	407,612	92.87%	18,546	4.23%	12,729	2.90%	438,887	100.00%
MARINE CORPS								
Male	143,459	93.87%	9,058	5.93%	317	0.21%	152,834	100.00%
Female	6,945	96.08%	283	3.92%	0	0.00%	7,228	100.00%
Total	150,404	93.97%	9,341	5.84%	317	0.20%	160,062	100.00%
AIR FORCE								
Male	301,349	99.72%	802	0.27%	35	0.01%	302,186	100.00%
Female	53,809	99.76%	125	0.23%	6	0.01%	53,940	100.00%
Total	355,158	99.73%	927	0.26%	41	0.01%	356,126	100.00%
TOTAL DoD								
Male	1,203,860	94.89%	50,075	3.95%	14,720	1.16%	1,268,655	100.00%
Female	164,523	98.66%	2,043	1.23%	189	0.11%	166,755	100.00%
Total	1,368,383	95.33%	52,118	3.63%	14,909	1.04%	1,435,410	100.00%
18-44 YR OLD CIVILIAN WORKFORCE								
Male	40,754,113	87.27%	*	0.00%	5,943,268	12.73%	46,697,381	100.00%
Female	36,111,520	91.75%	*	0.00%	3,247,281	8.25%	39,358,801	100.00%
Total	76,865,633	89.32%	*	0.00%	9,190,548	10.68%	86,056,181	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Sources: Civilian data from Bureau of Labor Statistics Current Population Survey; EIA, September 1993

* 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 1993.

Table B-18. FY 1993 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	265,514	93.81%	16,236	5.74%	1,287	0.45%	283,037	100.00%
Black	142,607	96.67%	4,568	3.10%	351	0.24%	147,526	100.00%
Hispanic	23,058	94.41%	1,275	5.22%	90	0.37%	24,423	100.00%
Other	24,030	94.80%	1,225	4.83%	94	0.37%	25,349	100.00%
Total	455,209	94.77%	23,304	4.85%	1,822	0.38%	480,335	100.00%
NAVY								
White	280,032	92.02%	14,283	4.69%	9,993	3.28%	304,308	100.00%
Black	74,967	95.55%	2,027	2.58%	1,462	1.86%	78,456	100.00%
Hispanic	28,769	91.23%	1,740	5.52%	1,026	3.25%	31,535	100.00%
Other	23,844	96.97%	496	2.02%	248	1.01%	24,588	100.00%
Total	407,612	92.87%	18,546	4.23%	12,729	2.90%	438,887	100.00%
MARINE CORPS								
White	105,474	94.01%	6,502	5.80%	220	0.20%	112,196	100.00%
Black	26,916	93.63%	1,773	6.17%	58	0.20%	28,747	100.00%
Hispanic	12,855	94.16%	768	5.63%	30	0.22%	13,653	100.00%
Other	5,159	94.38%	298	5.45%	9	0.16%	5,466	100.00%
Total	150,404	93.97%	9,341	5.84%	317	0.20%	160,062	100.00%
AIR FORCE								
White	272,574	99.70%	791	0.29%	36	0.01%	273,401	100.00%
Black	60,074	99.86%	82	0.14%	2	0.00%	60,158	100.00%
Hispanic	13,496	99.70%	39	0.29%	1	0.01%	13,536	100.00%
Other	9,014	99.81%	15	0.17%	2	0.02%	9,031	100.00%
Total	355,158	99.73%	927	0.26%	41	0.01%	356,126	100.00%
TOTAL DoD								
White	923,594	94.93%	37,812	3.89%	11,536	1.19%	972,942	100.00%
Black	304,564	96.72%	8,450	2.68%	1,873	0.59%	314,887	100.00%
Hispanic	78,178	94.02%	3,822	4.60%	1,147	1.38%	83,147	100.00%
Other	62,047	96.30%	2,034	3.16%	353	0.55%	64,434	100.00%
Total	1,368,383	95.33%	52,118	3.63%	14,909	1.04%	1,435,410	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
White	60,569,636	92.67%	*	0.00%	4,788,362	7.33%	65,357,998	100.00%
Black	8,687,094	87.11%	*	0.00%	1,285,014	12.89%	9,972,109	100.00%
Hispanic	5,096,791	64.21%	*	0.00%	2,840,754	35.79%	7,937,546	100.00%
Other	2,512,112	90.09%	*	0.00%	276,418	9.91%	2,788,530	100.00%
Total	76,865,633	89.32%	0	0.00%	9,190,548	10.68%	86,056,181	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 1993.

* 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 1993.

Table B-19. FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Gender

a. Number	GENDER	OCCUPATIONAL AREA										TOTAL
		Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY												
Male	128,822	21,345	45,176	28,308	11,361	57,004	60,669	8,365	42,081	17,536	420,667	
Female	2,676	1,706	5,991	9,907	1,455	21,837	3,994	739	8,422	2,941	59,668	
Total	131,498	23,051	51,167	38,215	12,816	78,841	64,663	9,104	50,503	20,477	480,335	
NAVY												
Male	36,226	62,640	37,697	23,654	3,342	33,611	107,973	26,301	20,064	41,460	392,968	
Female	3,315	4,388	6,050	6,590	636	7,896	5,970	1,779	2,342	6,953	45,919	
Total	39,541	67,028	43,747	30,244	3,978	41,507	113,943	28,080	22,406	48,413	438,887	
MARINE CORPS												
Male	40,022	9,434	11,851	0	3,279	21,442	22,551	4,154	18,878	21,223	152,834	
Female	0	281	465	0	243	3,426	594	154	1,115	950	7,228	
Total	40,022	9,715	12,316	0	3,522	24,868	23,145	4,308	19,993	22,173	160,062	
AIR FORCE												
Male	21,294	40,038	20,566	16,348	12,633	54,665	78,148	17,240	26,243	15,011	302,186	
Female	1,483	2,870	4,359	8,851	1,641	21,676	3,318	982	4,866	3,894	53,940	
Total	22,777	42,908	24,925	25,199	14,274	76,341	81,466	18,222	31,109	18,905	356,126	
TOTAL DoD												
Male	226,364	133,457	115,290	68,310	30,615	166,722	269,341	56,060	107,266	95,230	1,268,655	
Female	7,474	9,245	16,865	25,348	3,975	54,835	13,876	3,654	16,745	14,738	166,755	
Total	233,838	142,702	132,155	93,658	34,590	221,557	283,217	59,714	124,011	109,968	1,435,410	

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

Table B-19 (Continued). FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent	GENDER	OCCUPATIONAL AREA									TOTAL	
		Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply		Non- Occupational*
ARMY												
	Male	30.62%	5.07%	10.74%	6.73%	2.70%	13.55%	14.42%	1.99%	10.00%	4.17%	100.00%
	Female	4.48%	2.86%	10.04%	16.60%	2.44%	36.60%	6.69%	1.24%	14.11%	4.93%	100.00%
	Total	27.38%	4.80%	10.65%	7.96%	2.67%	16.41%	13.46%	1.90%	10.51%	4.26%	100.00%
NAVY												
	Male	9.22%	15.94%	9.59%	6.02%	0.85%	8.55%	27.48%	6.69%	5.11%	10.55%	100.00%
	Female	7.22%	9.56%	13.18%	14.35%	1.39%	17.20%	13.00%	3.87%	5.10%	15.14%	100.00%
	Total	9.01%	15.27%	9.97%	6.89%	0.91%	9.46%	25.96%	6.40%	5.11%	11.03%	100.00%
MARINE CORPS												
	Male	26.19%	6.17%	7.75%	0.00%	2.15%	14.03%	14.76%	2.72%	12.35%	13.89%	100.00%
	Female	0.00%	3.89%	6.43%	0.00%	3.36%	47.40%	8.22%	2.13%	15.43%	13.14%	100.00%
	Total	25.00%	6.07%	7.69%	0.00%	2.20%	15.54%	14.46%	2.69%	12.49%	13.85%	100.00%
AIR FORCE												
	Male	7.05%	13.25%	6.81%	5.41%	4.18%	18.09%	25.86%	5.71%	8.68%	4.97%	100.00%
	Female	2.75%	5.32%	8.08%	16.41%	3.04%	40.19%	6.15%	1.82%	9.02%	7.22%	100.00%
	Total	6.40%	12.05%	7.00%	7.08%	4.01%	21.44%	22.88%	5.12%	8.74%	5.31%	100.00%
TOTAL DoD												
	Male	17.84%	10.52%	9.09%	5.38%	2.41%	13.14%	21.23%	4.42%	8.46%	7.51%	100.00%
	Female	4.48%	5.54%	10.11%	15.20%	2.38%	32.88%	8.32%	2.19%	10.04%	8.84%	100.00%
	Total	16.29%	9.94%	9.21%	6.52%	2.41%	15.44%	19.73%	4.16%	8.64%	7.66%	100.00%

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

Rows may not add to totals due to rounding.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table B-20. FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA										Non- Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply			
ARMY												
White	84,702	14,304	33,517	20,847	7,738	31,845	41,642	5,583	28,489	14,370	283,037	
Black	32,576	6,607	13,164	12,456	3,746	37,536	16,426	2,724	17,999	4,292	147,526	
Hispanic	7,300	1,100	2,154	2,336	641	4,631	2,943	380	1,889	1,049	24,423	
Other	6,920	1,040	2,332	2,576	691	4,829	3,652	417	2,126	766	25,349	
Total	131,498	23,051	51,167	38,215	12,816	78,841	64,663	9,104	50,503	20,477	480,335	
NAVY												
White	26,809	53,994	30,904	19,428	3,225	23,468	81,172	21,430	11,187	32,691	304,308	
Black	8,149	7,226	9,641	5,620	410	10,786	17,149	3,371	6,966	9,138	78,456	
Hispanic	3,187	4,117	2,547	2,613	234	2,909	7,818	1,765	1,383	4,962	31,535	
Other	1,396	1,691	655	2,583	109	4,344	7,804	1,514	2,870	1,622	24,588	
Total	39,541	67,028	43,747	30,244	3,978	41,507	113,943	28,080	22,406	48,413	438,887	
MARINE CORPS												
White	29,400	8,072	8,482	0	2,801	13,939	17,245	3,095	12,240	16,922	112,196	
Black	5,616	979	2,651	0	458	7,233	3,502	729	5,151	2,428	28,747	
Hispanic	3,580	444	844	0	181	2,700	1,699	330	1,847	2,028	13,653	
Other	1,426	220	339	0	82	996	699	154	755	795	5,466	
Total	40,022	9,715	12,316	0	3,522	24,868	23,145	4,308	19,993	22,173	160,062	
AIR FORCE												
White	18,421	36,415	19,596	17,444	11,736	50,402	66,885	14,411	22,696	15,395	273,401	
Black	3,215	4,228	4,018	5,504	1,810	20,076	9,962	2,723	6,345	2,277	60,158	
Hispanic	797	1,323	887	1,196	435	3,367	2,941	641	1,250	699	13,536	
Other	344	942	424	1,055	293	2,496	1,678	447	818	534	9,031	
Total	22,777	42,908	24,925	25,199	14,274	76,341	81,466	18,222	31,109	18,905	356,126	
TOTAL DoD												
White	159,332	112,785	92,499	57,719	25,500	119,654	206,944	44,519	74,612	79,378	972,942	
Black	49,556	19,040	29,474	23,580	6,424	75,631	47,039	9,547	36,461	18,135	314,887	
Hispanic	14,864	6,984	6,432	6,145	1,491	13,607	15,401	3,116	6,369	8,738	83,147	
Other	10,086	3,893	3,750	6,214	1,175	12,665	13,833	2,532	6,569	3,717	64,434	
Total	233,838	142,702	132,155	93,658	34,590	221,557	283,217	59,714	124,011	109,968	1,435,410	

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

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

Table B-20 (Continued). FY 1993 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA										Non-Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply			
ARMY												
White	29.93%	5.05%	11.84%	7.37%	2.73%	11.25%	14.71%	1.97%	10.07%	5.08%	100.00%	
Black	22.08%	4.48%	8.92%	8.44%	2.54%	25.44%	11.13%	1.85%	12.20%	2.91%	100.00%	
Hispanic	29.89%	4.50%	8.82%	9.56%	2.62%	18.96%	12.05%	1.56%	7.73%	4.30%	100.00%	
Other	27.30%	4.10%	9.20%	10.16%	2.73%	19.05%	14.41%	1.65%	8.39%	3.02%	100.00%	
Total	27.38%	4.80%	10.65%	7.96%	2.67%	16.41%	13.46%	1.90%	10.51%	4.26%	100.00%	
NAVY												
White	8.81%	17.74%	10.16%	6.38%	1.06%	7.71%	26.67%	7.04%	3.68%	10.74%	100.00%	
Black	10.39%	9.21%	12.29%	7.16%	0.52%	13.75%	21.86%	4.30%	8.88%	11.65%	100.00%	
Hispanic	10.11%	13.06%	8.08%	8.29%	0.74%	9.22%	24.79%	5.60%	4.39%	15.73%	100.00%	
Other	5.68%	6.88%	2.66%	10.51%	0.44%	17.67%	31.74%	6.16%	11.67%	6.60%	100.00%	
Total	9.01%	15.27%	9.97%	6.89%	0.91%	9.46%	25.96%	6.40%	5.11%	11.03%	100.00%	
MARINE CORPS												
White	26.20%	7.19%	7.56%	0.00%	2.50%	12.42%	15.37%	2.76%	10.91%	15.08%	100.00%	
Black	19.54%	3.41%	9.22%	0.00%	1.59%	25.16%	12.18%	2.54%	17.92%	8.45%	100.00%	
Hispanic	26.22%	3.25%	6.18%	0.00%	1.33%	19.78%	12.44%	2.42%	13.53%	14.85%	100.00%	
Other	26.09%	4.02%	6.20%	0.00%	1.50%	18.22%	12.79%	2.82%	13.81%	14.54%	100.00%	
Total	25.00%	6.07%	7.69%	0.00%	2.20%	15.54%	14.46%	2.69%	12.49%	13.85%	100.00%	
AIR FORCE												
White	6.74%	13.32%	7.17%	6.38%	4.29%	18.44%	24.46%	5.27%	8.30%	5.63%	100.00%	
Black	5.34%	7.03%	6.68%	9.15%	3.01%	33.37%	16.56%	4.53%	10.55%	3.79%	100.00%	
Hispanic	5.89%	9.77%	6.55%	8.84%	3.21%	24.87%	21.73%	4.74%	9.23%	5.16%	100.00%	
Other	3.81%	10.43%	4.69%	11.68%	3.24%	27.64%	18.58%	4.95%	9.06%	5.91%	100.00%	
Total	6.40%	12.05%	7.00%	7.08%	4.01%	21.44%	22.88%	5.12%	8.74%	5.31%	100.00%	
TOTAL DoD												
White	16.38%	11.59%	9.51%	5.93%	2.62%	12.30%	21.27%	4.58%	7.67%	8.16%	100.00%	
Black	15.74%	6.05%	9.36%	7.49%	2.04%	24.02%	14.94%	3.03%	11.58%	5.76%	100.00%	
Hispanic	17.88%	8.40%	7.74%	7.39%	1.79%	16.36%	18.52%	3.75%	7.66%	10.51%	100.00%	
Other	15.65%	6.04%	5.82%	9.64%	1.82%	19.66%	21.47%	3.93%	10.19%	5.77%	100.00%	
Total	16.29%	9.94%	9.21%	6.52%	2.41%	15.44%	19.73%	4.16%	8.64%	7.66%	100.00%	

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

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

Table B-21. FY 1993 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups

AGE	SERVICE						CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
a. FY 1993 Active Component Officer Accessions										
20	1	0.02%	1	0.02%	1	0.10%	1	0.02%	4	0.03%
21	164	3.22%	134	3.34%	28	2.69%	94	2.01%	420	2.83%
22	1,437	28.19%	1,060	26.43%	275	26.44%	785	16.77%	3,557	23.99%
23	1,035	20.31%	768	19.15%	240	23.08%	1,226	26.19%	3,269	22.05%
24	526	10.32%	266	6.63%	139	13.37%	578	12.35%	1,509	10.18%
25	354	6.95%	209	5.21%	87	8.37%	248	5.30%	898	6.06%
26	338	6.63%	269	6.71%	77	7.40%	242	5.17%	926	6.24%
27	253	4.96%	201	5.01%	85	8.17%	175	3.74%	714	4.82%
28	203	3.98%	138	3.44%	42	4.04%	130	2.78%	513	3.46%
29	165	3.24%	137	3.42%	25	2.40%	119	2.54%	446	3.01%
30	105	2.06%	147	3.67%	17	1.63%	132	2.82%	401	2.70%
31	83	1.63%	132	3.29%	1	0.10%	102	2.18%	318	2.14%
32	63	1.24%	97	2.42%	0	0.00%	108	2.31%	268	1.81%
33	47	0.92%	96	2.39%	1	0.10%	73	1.56%	217	1.46%
34	31	0.61%	87	2.17%	0	0.00%	63	1.35%	181	1.22%
35	29	0.57%	52	1.30%	0	0.00%	37	0.79%	118	0.80%
36+	221	4.34%	177	4.41%	3	0.29%	160	3.42%	561	3.78%
Unknown	42	0.82%	39	0.97%	19	1.83%	408	8.72%	508	3.43%
TOTAL	5,097	100.00%	4,010	100.00%	1,040	100.00%	4,681	100.00%	14,828	100.00%
b. FY 1993 Active Component Officer Corps										
17-19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
20-24	7,143	9.52%	6,283	9.88%	1,864	11.26%	5,924	7.05%	21,214	8.87%
25-29	18,089	24.10%	16,038	25.21%	5,010	30.28%	18,352	21.83%	57,489	24.02%
30-34	16,578	22.09%	13,563	21.32%	3,435	20.76%	18,550	22.06%	52,126	21.78%
35-39	14,365	19.14%	11,967	18.81%	2,834	17.13%	17,513	20.83%	46,679	19.51%
40-44	11,281	15.03%	9,268	14.57%	2,244	13.56%	14,677	17.46%	37,470	15.66%
45-49	5,505	7.33%	4,629	7.28%	956	5.78%	7,076	8.42%	18,166	7.59%
50+	1,924	2.56%	1,778	2.80%	185	1.12%	1,578	1.88%	5,465	2.28%
Unknown	177	0.24%	82	0.13%	19	0.11%	406	0.48%	684	0.29%
TOTAL	75,062	100.00%	63,608	100.00%	16,547	100.00%	84,076	100.00%	239,293	100.00%
									31,076,241	100.00%

* Comparison group for officer 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 (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 1993.

Table B-22. FY 1993 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE						TOTAL DoD		CIVILIAN	
	ARMY	NAVY	MARINE CORPS		AIR FORCE		#	%	#	%
	#	%	#	%	#	%	#	%	#	%
a. FY 1993 Active Component Officer Accessions										
Males	4,133	81.09%	3,302	82.34%	981	94.33%	3,676	78.53%	6,339,834	48.54%
Females	964	18.91%	708	17.66%	59	5.67%	1,005	21.47%	6,720,599	51.46%
TOTAL	5,097	100.00%	4,010	100.00%	1,040	100.00%	4,681	100.00%	13,060,433	100.00%
b. FY 1993 Active Component Officer Corps										
Males	64,431	85.84%	55,495	87.25%	16,015	96.78%	71,824	85.43%	17,486,678	56.43%
Females	10,631	14.16%	8,113	12.75%	532	3.22%	12,252	14.57%	13,499,563	43.57%
TOTAL	75,062	100.00%	63,608	100.00%	16,547	100.00%	84,076	100.00%	30,986,241	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 1993.

Table B-23. FY 1993 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Groups

GENDER	SERVICE								CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 1993 Active Component Officer Accessions										
Males	24.68%	75.32%	31.80%	68.20%	26.81%	73.19%	29.19%	70.81%	28.17%	71.83%
Females	28.84%	71.16%	30.23%	69.77%	13.56%	86.44%	28.46%	71.54%	28.73%	71.27%
TOTAL	25.47%	74.53%	31.52%	68.48%	26.06%	73.94%	29.03%	70.97%	28.27%	71.73%
b. FY 1993 Active Component Officer Corps										
Males	75.69%	24.31%	72.73%	27.27%	72.60%	27.40%	79.25%	20.75%	75.89%	24.11%
Females	53.17%	46.83%	48.72%	51.28%	47.37%	52.63%	55.91%	44.09%	52.99%	47.01%
TOTAL	72.50%	27.50%	69.67%	30.33%	71.79%	28.21%	75.85%	24.15%	72.88%	27.12%

* 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 1993.

Table B-24. FY 1993 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 1993 Active Component Officer Accessions																								
White	4,275	83.87%			3,336	83.19%			886	85.19%			4,012	85.71%			12,509	84.36%			10,951,949	83.86%		
Black	442	8.67%			262	6.53%			73	7.02%			312	6.67%			1,089	7.34%			872,150	6.68%		
Hispanic	141	2.77%			199	4.96%			49	4.71%			50	1.07%			439	2.96%			487,022	3.73%		
Other	239	4.69%			213	5.31%			32	3.08%			307	6.56%			791	5.33%			749,312	5.74%		
TOTAL	5,097	100.00%			4,010	100.00%			1,040	100.00%			4,681	100.00%			14,828	100.00%			13,060,433	100.00%		
b. FY 1993 Active Component Officer Corps																								
White	61,999	82.60%			56,660	89.08%			14,983	90.55%			75,350	89.62%			208,992	87.34%			26,378,765	87.83%		
Black	8,375	11.16%			2,881	4.53%			766	4.63%			4,773	5.68%			16,795	7.02%			1,914,364	6.37%		
Hispanic	1,852	2.47%			1,786	2.81%			474	2.86%			1,656	1.97%			5,768	2.41%			105,934	0.35%		
Other	2,836	3.78%			2,281	3.59%			324	1.96%			2,297	2.73%			7,738	3.23%			1,633,678	5.44%		
TOTAL	75,062	100.00%			63,608	100.00%			16,547	100.00%			84,076	100.00%			239,293	100.00%			30,032,741	100.00%		

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

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Columns may not add to totals due to rounding.

* Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table B-25. FY 1993 Active Component Officer Accessions and Officer Corps by Education and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
EDUCATION	#	%	#	%	#	%	#	%	#	%
a. FY 1993 Active Component Officer Accessions										
Less than 4-year college graduate	31	0.61%	20	0.50%	6	0.58%	176	3.76%	233	1.57%
4-year college graduate	4,137	81.17%	2,388	59.55%	984	94.62%	3,648	77.93%	11,157	75.24%
Greater than 4-year college graduate	397	7.79%	130	3.24%	28	2.69%	572	12.22%	1,127	7.60%
Unknown	532	10.44%	1,472	36.71%	22	2.12%	285	6.09%	2,311	15.59%
TOTAL	5,097	100.00%	4,010	100.00%	1,040	100.00%	4,681	100.00%	14,828	100.00%
b. FY 1993 Active Component Officer Corps										
Less than 4-year college graduate	560	0.75%	1,750	2.75%	670	4.05%	346	0.41%	3,326	1.39%
4-year college graduate	43,073	57.38%	35,585	55.94%	13,197	79.75%	38,304	45.56%	130,159	54.39%
Greater than 4-year college graduate	28,995	38.63%	19,336	30.40%	2,648	16.00%	42,409	50.44%	93,388	39.03%
Unknown	2,434	3.24%	6,937	10.91%	32	0.19%	3,017	3.59%	12,420	5.19%
TOTAL	75,062	100.00%	63,608	100.00%	16,547	100.00%	84,076	100.00%	239,293	100.00%

Columns may not add to totals due to rounding.

Table B-26. FY 1993 Active Component Officer Accessions by Occupational Area and Service

SERVICE	a. Number	OCCUPATIONAL AREA							Non-Occupational*	TOTAL
		General Officers	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	
ARMY	0	0	1,991	281	856	151	1,201	247	358	12
NAVY	1	1	82	93	287	144	992	199	228	1,984
MARINE CORPS	0	0	69	0	1	56	0	2	3	909
AIR FORCE	0	0	594	193	955	338	1,011	345	342	903
TOTAL DoD	1	1	2,736	567	2,099	689	3,204	793	931	3,808
b. Percent										
ARMY	0.00%	0.00%	39.06%	5.51%	16.79%	2.96%	23.56%	4.85%	7.02%	0.24%
NAVY	0.02%	0.02%	2.04%	2.32%	7.16%	3.59%	24.74%	4.96%	5.69%	49.48%
MARINE CORPS	0.00%	0.00%	6.63%	0.00%	0.10%	5.38%	0.00%	0.19%	0.29%	87.40%
AIR FORCE	0.00%	0.00%	12.69%	4.12%	20.40%	7.22%	21.60%	7.37%	7.31%	19.29%
TOTAL DoD	0.01%	0.01%	18.45%	3.82%	14.16%	4.65%	21.61%	5.35%	6.28%	25.68%
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.										
TOTAL DoD	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Table B-27. FY 1993 Active Component Officer Corps by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA								TOTAL	
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied		Non- Occupational**
a. Number										
ARMY	362	29,378	5,009	7,257	2,879	16,947	4,703	7,665	862	75,062
NAVY	238	26,092	2,073	5,927	2,446	12,040	3,436	4,086	7,270	63,608
MARINE CORPS	68	8,859	547	1,053	458	0	1,096	1,895	1,950	15,926
AIR FORCE	297	30,992	3,486	13,237	5,994	14,245	6,866	7,231	1,728	84,076
TOTAL DoD	965	95,321	11,115	27,474	11,777	43,232	16,101	20,877	11,810	238,672
b. Percent										
ARMY	0.48%	39.14%	6.67%	9.67%	3.84%	22.58%	6.27%	10.21%	1.15%	100.00%
NAVY	0.37%	41.02%	3.26%	9.32%	3.85%	18.93%	5.40%	6.42%	11.43%	100.00%
MARINE CORPS	0.43%	55.63%	3.43%	6.61%	2.88%	0.00%	6.88%	11.90%	12.24%	100.00%
AIR FORCE	0.35%	36.86%	4.15%	15.74%	7.13%	16.94%	8.17%	8.60%	2.06%	100.00%
TOTAL DoD	0.40%	39.94%	4.66%	11.51%	4.93%	18.11%	6.75%	8.75%	4.95%	100.00%

* Calculations do not include 621 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.

Table B-28. FY 1993 Active Component Officer Corps by Occupational Area, Service, and Gender

a. Number	GENDER	OCCUPATIONAL AREA								TOTAL	
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied		Non-Occupational**
ARMY											
	Males	359	28,748	4,284	6,110	2,600	11,548	3,604	6,399	779	64,431
	Females	3	630	725	1,147	279	5,399	1,099	1,266	83	10,631
	Total	362	29,378	5,009	7,257	2,879	16,947	4,703	7,665	862	75,062
NAVY											
	Males	236	25,629	1,807	5,603	2,148	8,168	1,159	3,782	6,963	55,495
	Females	2	463	266	324	298	3,872	2,277	304	307	8,113
	Total	238	26,092	2,073	5,927	2,446	12,040	3,436	4,086	7,270	63,608
MARINE CORPS											
	Males	67	8,837	507	997	427	0	903	1,787	1,875	15,400
	Females	1	22	40	56	31	0	193	108	75	526
	Total	68	8,859	547	1,053	458	0	1,096	1,895	1,950	15,926
AIR FORCE											
	Males	294	29,796	2,825	11,732	5,260	8,758	5,324	6,266	1,569	71,824
	Females	3	1,196	661	1,505	734	5,487	1,542	965	159	12,252
	Total	297	30,992	3,486	13,237	5,994	14,245	6,866	7,231	1,728	84,076
TOTAL DoD											
	Males	956	93,010	9,423	24,442	10,435	28,474	10,990	18,234	11,186	207,150
	Females	9	2,311	1,692	3,032	1,342	14,758	5,111	2,643	624	31,522
	Total	965	95,321	11,115	27,474	11,777	43,232	16,101	20,877	11,810	238,672
* Calculations do not include 615 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.											

* Calculations do not include 615 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.

Table B-28 (Continued). FY 1993 Active Component Officer Corps by Occupational Area, Service, and Gender

b. Percent

GENDER	General Officers*	OCCUPATIONAL AREA						Non-Occupational**	TOTAL	
		Tactical Operations	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied			
ARMY										
Males	0.56%	44.62%	6.65%	9.48%	4.04%	17.92%	5.59%	9.93%	1.21%	100.00%
Females	0.03%	5.93%	6.82%	10.79%	2.62%	50.79%	10.34%	11.91%	0.78%	100.00%
Total	0.48%	39.14%	6.67%	9.67%	3.84%	22.58%	6.27%	10.21%	1.15%	100.00%
NAVY										
Males	0.43%	46.18%	3.26%	10.10%	3.87%	14.72%	2.09%	6.82%	12.55%	100.00%
Females	0.02%	5.71%	3.28%	3.99%	3.67%	47.73%	28.07%	3.75%	3.78%	100.00%
Total	0.37%	41.02%	3.26%	9.32%	3.85%	18.93%	5.40%	6.42%	11.43%	100.00%
MARINE CORPS										
Males	0.44%	57.38%	3.29%	6.47%	2.77%	0.00%	5.86%	11.60%	12.18%	100.00%
Females	0.19%	4.18%	7.60%	10.65%	5.89%	0.00%	36.69%	20.53%	14.26%	100.00%
Total	0.43%	55.63%	3.43%	6.61%	2.88%	0.00%	6.88%	11.90%	12.24%	100.00%
AIR FORCE										
Males	0.41%	41.48%	3.93%	16.33%	7.32%	12.19%	7.41%	8.72%	2.18%	100.00%
Females	0.02%	9.76%	5.40%	12.28%	5.99%	44.78%	12.59%	7.88%	1.30%	100.00%
Total	0.35%	36.86%	4.15%	15.74%	7.13%	16.94%	8.17%	8.60%	2.06%	100.00%
TOTAL DoD										
Males	0.46%	44.90%	4.55%	11.80%	5.04%	13.75%	5.31%	8.80%	5.40%	100.00%
Females	0.03%	7.33%	5.37%	9.62%	4.26%	46.82%	16.21%	8.38%	1.98%	100.00%
Total	0.40%	39.94%	4.66%	11.51%	4.93%	18.11%	6.75%	8.75%	4.95%	100.00%
* Calculations do not include 615 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.										

* Calculations do not include 615 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.

Table B-29. FY 1993 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	TOTAL
ARMY										
White	329	25,400	4,268	5,609	2,540	13,886	3,549	5,765	653	61,999
Black	25	2,542	417	1,148	217	1,713	849	1,408	56	8,375
Hispanic	3	619	130	221	36	452	156	222	13	1,852
Other	5	817	194	279	86	896	149	270	140	2,836
Total	362	29,378	5,009	7,257	2,879	16,947	4,703	7,665	862	75,062
NAVY										
White	231	24,109	1,884	5,370	2,148	10,209	2,900	3,498	6,311	56,660
Black	3	831	83	283	157	563	344	300	317	2,881
Hispanic	3	623	65	118	71	366	86	148	306	1,786
Other	1	529	41	156	70	902	106	140	336	2,281
Total	238	26,092	2,073	5,927	2,446	12,040	3,436	4,086	7,270	63,608
MARINE CORPS										
White	67	8,235	506	953	416	0	929	1,601	1,676	14,383
Black	1	245	11	57	22	0	112	188	117	753
Hispanic	0	222	19	23	14	0	35	69	86	468
Other	0	157	11	20	6	0	20	37	71	322
Total	68	8,859	547	1,053	458	0	1,096	1,895	1,950	15,926
AIR FORCE										
White	286	28,891	3,146	11,539	5,482	12,530	5,755	6,212	1,509	75,350
Black	5	1,038	154	919	283	852	787	648	87	4,773
Hispanic	4	517	74	307	96	316	164	166	12	1,656
Other	2	546	112	472	133	547	160	205	120	2,297
Total	297	30,992	3,486	13,237	5,994	14,245	6,866	7,231	1,728	84,076
TOTAL DoD										
White	913	86,635	9,804	23,471	10,586	36,625	13,133	17,076	10,149	208,392
Black	34	4,656	665	2,407	679	3,128	2,092	2,544	577	16,782
Hispanic	10	1,981	288	669	217	1,134	441	605	417	5,762
Other	8	2,049	358	927	295	2,345	435	652	667	7,736
Total	965	95,321	11,115	27,474	11,777	43,232	16,101	20,877	11,810	238,672

* Calculations do not include 600 white, 13 black, 6 Hispanic, and 2 "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-29 (Continued). FY 1993 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA								TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**
ARMY									
White	0.53%	40.97%	6.88%	9.05%	4.10%	22.40%	5.72%	9.30%	1.05%
Black	0.30%	30.35%	4.98%	13.71%	2.59%	20.45%	10.14%	16.81%	0.67%
Hispanic	0.16%	33.42%	7.02%	11.93%	1.94%	24.41%	8.42%	11.99%	0.70%
Other	0.18%	28.81%	6.84%	9.84%	3.03%	31.59%	5.25%	9.52%	4.94%
Total	0.48%	39.14%	6.67%	9.67%	3.84%	22.58%	6.27%	10.21%	1.15%
NAVY									
White	0.41%	42.55%	3.33%	9.48%	3.79%	18.02%	5.12%	6.17%	11.14%
Black	0.10%	28.84%	2.88%	9.82%	5.45%	19.54%	11.94%	10.41%	11.00%
Hispanic	0.17%	34.88%	3.64%	6.61%	3.98%	20.49%	4.82%	8.29%	17.13%
Other	0.04%	23.19%	1.80%	6.84%	3.07%	39.54%	4.65%	6.14%	14.73%
Total	0.37%	41.02%	3.26%	9.32%	3.85%	18.93%	5.40%	6.42%	11.43%
MARINE CORPS									
White	0.47%	57.26%	3.52%	6.63%	2.89%	0.00%	6.46%	11.13%	11.65%
Black	0.13%	32.54%	1.46%	7.57%	2.92%	0.00%	14.87%	24.97%	15.54%
Hispanic	0.00%	47.44%	4.06%	4.91%	2.99%	0.00%	7.48%	14.74%	18.38%
Other	0.00%	48.76%	3.42%	6.21%	1.86%	0.00%	6.21%	11.49%	22.05%
Total	0.43%	55.63%	3.43%	6.61%	2.88%	0.00%	6.88%	11.90%	12.24%
AIR FORCE									
White	0.38%	38.34%	4.18%	15.31%	7.28%	16.63%	7.64%	8.24%	2.00%
Black	0.10%	21.75%	3.23%	19.25%	5.93%	17.85%	16.49%	13.58%	1.82%
Hispanic	0.24%	31.22%	4.47%	18.54%	5.80%	19.08%	9.90%	10.02%	0.72%
Other	0.09%	23.77%	4.88%	20.55%	5.79%	23.81%	6.97%	8.92%	5.22%
Total	0.35%	36.86%	4.15%	15.74%	7.13%	16.94%	8.17%	8.60%	2.06%
TOTAL DoD									
White	0.44%	41.57%	4.70%	11.26%	5.08%	17.58%	6.30%	8.19%	4.87%
Black	0.20%	27.14%	3.96%	14.34%	4.05%	18.64%	12.47%	15.16%	3.44%
Hispanic	0.17%	34.38%	5.00%	11.61%	3.77%	19.68%	7.65%	10.50%	7.24%
Other	0.10%	26.39%	4.63%	11.98%	3.81%	30.31%	5.62%	8.43%	8.62%
Total	0.40%	39.14%	4.66%	11.51%	4.93%	18.11%	6.75%	8.75%	4.95%

* Calculations do not include 600 white, 13 black, 6 Hispanic, and 2 "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-30. FY 1993 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number

GENDER	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC		OCS/OTS	Direct		Other	
		Scholarship	Non-Scholarship		Appointment	Unknown		
ARMY								
Males	954	1,053	1,320	226	448	3	129	4,133
Females	87	229	188	29	355	1	75	964
Total	1,041	1,282	1,508	255	803	4	204	5,097
NAVY								
Males	766	864	144	479	985	64	0	3,302
Females	84	95	5	61	325	138	0	708
Total	850	959	149	540	1,310	202	0	4,010
MARINE CORPS								
Males	190	219	0	474	0	98	0	981
Females	4	10	0	38	0	7	0	59
Total	194	229	0	512	0	105	0	1,040
AIR FORCE								
Males	851	876	1,008	323	603	15	0	3,676
Females	108	224	179	45	449	0	0	1,005
Total	959	1,100	1,187	368	1,052	15	0	4,681
TOTAL DoD								
Males	2,761	3,012	2,472	1,502	2,036	180	129	12,092
Females	283	558	372	173	1,129	146	75	2,736
Total	3,044	3,570	2,844	1,675	3,165	326	204	14,828

Table B-30 (Continued). FY 1993 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent	GENDER	SOURCE OF COMMISSION							TOTAL
		ROTC			Direct				
		Academy	Scholarship	ROTC Non-Scholarship	OCS/OTS	Appointment	Other	Unknown	
ARMY									
	Males	23.08%	25.48%	31.94%	5.47%	10.84%	0.07%	3.12%	100.00%
	Females	9.02%	23.76%	19.50%	3.01%	36.83%	0.10%	7.78%	100.00%
	Total	20.42%	25.15%	29.59%	5.00%	15.75%	0.08%	4.00%	100.00%
NAVY									
	Males	23.20%	26.17%	4.36%	14.51%	29.83%	1.94%	0.00%	100.00%
	Females	11.86%	13.42%	0.71%	8.62%	45.90%	19.49%	0.00%	100.00%
	Total	21.20%	23.92%	3.72%	13.47%	32.67%	5.04%	0.00%	100.00%
MARINE CORPS									
	Males	19.37%	22.32%	0.00%	48.32%	0.00%	9.99%	0.00%	100.00%
	Females	6.78%	16.95%	0.00%	64.41%	0.00%	11.86%	0.00%	100.00%
	Total	18.65%	22.02%	0.00%	49.23%	0.00%	10.10%	0.00%	100.00%
AIR FORCE									
	Males	23.15%	23.83%	27.42%	8.79%	16.40%	0.41%	0.00%	100.00%
	Females	10.75%	22.29%	17.81%	4.48%	44.68%	0.00%	0.00%	100.00%
	Total	20.49%	23.50%	25.36%	7.86%	22.47%	0.32%	0.00%	100.00%
TOTAL DoD									
	Males	22.83%	24.91%	20.44%	12.42%	16.84%	1.49%	1.07%	100.00%
	Females	10.34%	20.39%	13.60%	6.32%	41.26%	5.34%	2.74%	100.00%
	Total	20.53%	24.08%	19.18%	11.30%	21.34%	2.20%	1.38%	100.00%
Rows may not add to totals due to rounding.									

**Appendix C - Tables: Selected Reserve Enlisted Accessions, Enlisted
Force, Officer Accessions, and Officer Corps**

Table C-1. FY 1993 NPS Selected Reserve Enlisted Accessions by Age Group, 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	15,318	5,699	1,153	389	66	22	10	5	46	22,708
Female	2,082	786	244	92	9	0	0	0	9	3,222
Total	17,400	6,485	1,397	481	75	22	10	5	55	25,930
ARMY RESERVE										
Male	11,066	3,293	550	195	17	3	3	1	7	15,135
Female	3,971	1,356	287	113	4	2	2	0	1	5,736
Total	15,037	4,649	837	308	21	5	5	1	8	20,871
NAVAL RESERVE										
Male	1,243	1,164	437	396	212	2	1	1	629	4,085
Female	215	190	185	147	88	0	0	0	126	951
Total	1,458	1,354	622	543	300	2	1	1	755	5,036
MARINE CORPS RESERVE *										
Male	2,708	1,376	133	5	1	1	0	0	688	4,912
Female	39	27	5	0	0	0	0	0	13	84
Total	2,747	1,403	138	5	1	1	0	0	701	4,996
AIR NATIONAL GUARD										
Male	1,006	749	167	62	4	0	0	0	0	1,988
Female	282	209	50	36	3	0	0	0	0	580
Total	1,288	958	217	98	7	0	0	0	0	2,568
AIR FORCE RESERVE										
Male	236	298	72	31	4	0	0	0	0	641
Female	121	104	34	19	4	0	0	0	0	282
Total	357	402	106	50	8	0	0	0	0	923
TOTAL DoD										
Male	31,577	12,579	2,512	1,078	304	28	14	7	1,370	49,469
Female	6,710	2,672	805	407	108	2	2	0	149	10,855
Total	38,287	15,251	3,317	1,485	412	30	16	7	1,519	60,324
17-35 YR OLD CIVILIANS										
Male	5,006,838	8,560,130	9,383,085	10,914,253	2,331,784	NA	NA	NA	0	36,196,090
Female	4,856,359	8,942,233	9,688,319	11,174,711	2,339,018	NA	NA	NA	0	37,000,640
Total	9,863,197	17,502,363	19,071,404	22,088,964	4,670,802	NA	NA	NA	0	73,196,730

* USMCR data from Reserve Affairs. Age is calculated using derived data, which may introduce an error rate of 5% in age group assignments.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993

* USMCR data from Reserve Affairs. Age is calculated using derived data, which may introduce an error rate of 5% in age group assignments.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-1 (Continued). FY 1993 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	67.46%	25.10%	5.08%	1.71%	0.29%	0.10%	0.04%	0.02%	0.20%	100.00%
Female	64.62%	24.39%	7.57%	2.86%	0.28%	0.00%	0.00%	0.00%	0.28%	100.00%
Total	67.10%	25.01%	5.39%	1.85%	0.29%	0.08%	0.04%	0.02%	0.21%	100.00%
ARMY RESERVE										
Male	73.12%	21.76%	3.63%	1.29%	0.11%	0.02%	0.02%	0.01%	0.05%	100.00%
Female	69.23%	23.64%	5.00%	1.97%	0.07%	0.03%	0.03%	0.00%	0.02%	100.00%
Total	72.05%	22.27%	4.01%	1.48%	0.10%	0.02%	0.02%	0.00%	0.04%	100.00%
NAVAL RESERVE										
Male	30.43%	28.49%	10.70%	9.69%	5.19%	0.05%	0.02%	0.02%	15.40%	100.00%
Female	22.61%	19.98%	19.45%	15.46%	9.25%	0.00%	0.00%	0.00%	13.25%	100.00%
Total	28.95%	26.89%	12.35%	10.78%	5.96%	0.04%	0.02%	0.02%	14.99%	100.00%
MARINE CORPS RESERVE *										
Male	55.13%	28.01%	2.71%	0.10%	0.02%	0.02%	0.00%	0.00%	14.01%	100.00%
Female	46.43%	32.14%	5.95%	0.00%	0.00%	0.00%	0.00%	0.00%	15.48%	100.00%
Total	54.98%	28.08%	2.76%	0.10%	0.02%	0.02%	0.00%	0.00%	14.03%	100.00%
AIR NATIONAL GUARD										
Male	50.60%	37.68%	8.40%	3.12%	0.20%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	48.62%	36.03%	8.62%	6.21%	0.52%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	50.16%	37.31%	8.45%	3.82%	0.27%	0.00%	0.00%	0.00%	0.00%	100.00%
AIR FORCE RESERVE										
Male	36.82%	46.49%	11.23%	4.84%	0.62%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	42.91%	36.88%	12.06%	6.74%	1.42%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	38.68%	43.55%	11.48%	5.42%	0.87%	0.00%	0.00%	0.00%	0.00%	100.00%
TOTAL DoD										
Male	63.83%	25.43%	5.08%	2.18%	0.61%	0.06%	0.03%	0.01%	2.77%	100.00%
Female	61.81%	24.62%	7.42%	3.75%	0.99%	0.02%	0.02%	0.00%	1.37%	100.00%
Total	63.47%	25.28%	5.50%	2.46%	0.68%	0.05%	0.03%	0.01%	2.52%	100.00%
17-35 YR OLD CIVILIANS										
Male	13.83%	23.65%	25.92%	30.15%	6.44%	----	----	----	0.00%	100.00%
Female	13.13%	24.17%	26.18%	30.20%	6.32%	----	----	----	0.00%	100.00%
Total	13.47%	23.91%	26.05%	30.18%	6.38%	----	----	----	0.00%	100.00%

* USMCR data from Reserve Affairs. Age is calculated using derived data, which may introduce an error rate of 5% in age group assignments.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-2. FY 1993 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY											MARRIED CIVILIANS 17-35 YEARS OLD	
	MARRIED			UNMARRIED			TOTAL DoD						
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	
17	45	17	62	12,929	2,878	15,807	12,974	2,895	15,869	12,974	2,895	15,869	49,475
18	107	31	138	10,509	2,292	12,801	10,616	2,323	12,939	10,616	2,323	12,939	142,029
19	178	67	245	6,552	1,410	7,962	6,730	1,477	8,207	6,730	1,477	8,207	275,946
20	242	94	336	4,059	810	4,869	4,301	904	5,205	4,301	904	5,205	421,286
21	274	85	359	2,613	565	3,178	2,887	650	3,537	2,887	650	3,537	497,363
22	309	97	406	1,853	398	2,251	2,162	495	2,657	2,162	495	2,657	882,653
23	298	82	380	1,070	281	1,351	1,368	363	1,731	1,368	363	1,731	1,048,913
24	256	66	322	662	176	838	918	242	1,160	918	242	1,160	1,370,424
25	220	76	296	476	126	602	696	202	898	696	202	898	1,646,228
26	212	73	285	339	104	443	551	177	728	551	177	728	1,784,039
27	182	54	236	259	80	339	441	134	575	441	134	575	2,015,401
28	181	62	243	224	88	312	405	150	555	405	150	555	2,291,399
29	159	65	224	162	74	236	321	139	460	321	139	460	2,480,037
30	150	48	198	119	52	171	269	100	369	269	100	369	2,922,355
31	125	40	165	90	45	135	215	85	300	215	85	300	2,887,750
32	128	35	163	73	39	112	201	74	275	201	74	275	2,933,615
33	124	46	170	61	23	84	185	69	254	185	69	254	3,009,682
34	126	38	164	79	41	120	205	79	284	205	79	284	3,166,039
35	91	27	118	41	24	65	132	51	183	132	51	183	3,313,197
36+	157	27	184	62	34	96	219	61	280	219	61	280	NA
Unknown	393	39	432	3,280	146	3,426	3,673	185	3,858	3,673	185	3,858	0
TOTAL	3,957	1,169	5,126	45,512	9,686	55,198	49,469	10,855	60,324	49,469	10,855	60,324	33,137,831

Source: Civilian data from Bureau of Labor Statistics Current File, September 1993.

Table C-2 (Continued). FY 1993 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

h. Percent

AGE	MILITARY										MARRIED CIVILIANS 17-35 YEARS OLD	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total			
17	1.14%	1.45%	1.21%	28.41%	29.71%	28.64%	26.23%	26.67%	26.31%	26.31%	0.15%	
18	2.70%	2.65%	2.69%	23.09%	23.66%	23.19%	21.46%	21.40%	21.45%	21.45%	0.43%	
19	4.50%	5.73%	4.78%	14.40%	14.56%	14.42%	13.60%	13.61%	13.60%	13.60%	0.83%	
20	6.12%	8.04%	6.55%	8.92%	8.36%	8.82%	8.69%	8.33%	8.63%	8.63%	1.27%	
21	6.92%	7.27%	7.00%	5.74%	5.83%	5.76%	5.84%	5.99%	5.86%	5.86%	1.50%	
22	7.81%	8.30%	7.92%	4.07%	4.11%	4.08%	4.37%	4.56%	4.40%	4.40%	2.66%	
23	7.53%	7.01%	7.41%	2.35%	2.90%	2.45%	2.77%	3.34%	2.87%	2.87%	3.17%	
24	6.47%	5.65%	6.28%	1.45%	1.82%	1.52%	1.86%	2.23%	1.92%	1.92%	4.14%	
25	5.56%	6.50%	5.77%	1.05%	1.30%	1.09%	1.41%	1.86%	1.49%	1.49%	4.97%	
26	5.36%	6.24%	5.56%	0.74%	1.07%	0.80%	1.11%	1.63%	1.21%	1.21%	5.38%	
27	4.60%	4.62%	4.60%	0.57%	0.83%	0.61%	0.89%	1.23%	0.95%	0.95%	6.08%	
28	4.57%	5.30%	4.74%	0.49%	0.91%	0.57%	0.82%	1.38%	0.92%	0.92%	6.91%	
29	4.02%	5.56%	4.37%	0.36%	0.76%	0.43%	0.65%	1.28%	0.76%	0.76%	7.48%	
30	3.79%	4.11%	3.86%	0.26%	0.54%	0.31%	0.54%	0.92%	0.61%	0.61%	8.82%	
31	3.16%	3.42%	3.22%	0.20%	0.46%	0.24%	0.43%	0.78%	0.50%	0.50%	8.71%	
32	3.23%	2.99%	3.18%	0.16%	0.40%	0.20%	0.41%	0.68%	0.46%	0.46%	8.85%	
33	3.13%	3.93%	3.32%	0.13%	0.24%	0.15%	0.37%	0.64%	0.42%	0.42%	9.08%	
34	3.18%	3.25%	3.20%	0.17%	0.42%	0.22%	0.41%	0.73%	0.47%	0.47%	9.55%	
35	2.30%	2.31%	2.30%	0.09%	0.25%	0.12%	0.27%	0.47%	0.30%	0.30%	10.00%	
36+	3.97%	2.31%	3.59%	0.14%	0.35%	0.17%	0.44%	0.56%	0.46%	0.46%	----	
Unknown	9.93%	3.34%	8.43%	7.21%	1.51%	6.21%	7.42%	1.70%	6.40%	6.40%	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%	

Columns may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1993.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1993.

Table C-3. FY 1993 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	17,906	78.85%	2,850	12.55%	1,337	5.89%	615	2.71%	22,708	100.00%
Female	2,250	69.83%	671	20.83%	173	5.37%	128	3.97%	3,222	100.00%
Total	20,156	77.73%	3,521	13.58%	1,510	5.82%	743	2.87%	25,930	100.00%
ARMY RESERVE										
Male	10,770	71.16%	2,595	17.15%	1,127	7.45%	643	4.25%	15,135	100.00%
Female	3,197	55.74%	1,939	33.80%	372	6.49%	228	3.97%	5,736	100.00%
Total	13,967	66.92%	4,534	21.72%	1,499	7.18%	871	4.17%	20,871	100.00%
NAVAL RESERVE										
Male	3,101	75.91%	460	11.26%	325	7.96%	199	4.87%	4,085	100.00%
Female	665	69.93%	157	16.51%	87	9.15%	42	4.42%	951	100.00%
Total	3,766	74.78%	617	12.25%	412	8.18%	241	4.79%	5,036	100.00%
MARINE CORPS RESERVE										
Male	3,656	74.43%	489	9.96%	510	10.38%	257	5.23%	4,912	100.00%
Female	59	70.24%	17	20.24%	5	5.95%	3	3.57%	84	100.00%
Total	3,715	74.36%	506	10.13%	515	10.31%	260	5.20%	4,996	100.00%
AIR NATIONAL GUARD										
Male	1,626	81.79%	142	7.14%	116	5.84%	104	5.23%	1,988	100.00%
Female	466	80.34%	69	11.90%	26	4.48%	19	3.28%	580	100.00%
Total	2,092	81.46%	211	8.22%	142	5.53%	123	4.79%	2,568	100.00%
AIR FORCE RESERVE										
Male	464	72.39%	139	21.68%	19	2.96%	19	2.96%	641	100.00%
Female	184	65.25%	75	26.60%	8	2.84%	15	5.32%	282	100.00%
Total	648	70.21%	214	23.19%	27	2.93%	34	3.68%	923	100.00%
TOTAL DoD										
Male	37,523	75.85%	6,675	13.49%	3,434	6.94%	1,837	3.71%	49,469	100.00%
Female	6,821	62.84%	2,928	26.97%	671	6.18%	435	4.01%	10,855	100.00%
Total	44,344	73.51%	9,603	15.92%	4,105	6.80%	2,272	3.77%	60,324	100.00%
18-24 YR OLD CIVILIANS										
Male	8,386,789	70.59%	1,634,159	13.75%	1,377,220	11.59%	483,031	4.07%	11,881,199	100.00%
Female	8,479,179	69.37%	1,843,646	15.08%	1,435,786	11.75%	463,933	3.80%	12,222,544	100.00%
Total	16,865,968	69.97%	3,477,805	14.43%	2,813,006	11.67%	946,964	3.93%	24,103,743	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1993.

Table C-4. FY 1993 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	284	1.10%	484	2.32%	161	3.20%	330	6.61%	44	1.71%	6	0.65%	1,309	2.17%
PUERTO RICAN	667	2.57%	536	2.57%	75	1.49%	44	0.88%	61	2.38%	3	0.33%	1,386	2.30%
CUBAN	12	0.05%	17	0.08%	3	0.06%	3	0.06%	0	0.00%	0	0.00%	35	0.06%
LATIN AMER.	67	0.26%	163	0.78%	16	0.32%	46	0.92%	5	0.19%	2	0.22%	299	0.50%
OTHER HISP.	480	1.85%	299	1.43%	157	3.12%	92	1.84%	32	1.25%	16	1.73%	1,076	1.78%
ALEUTIAN	0	0.00%	2	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.00%
ESKIMO	48	0.19%	3	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	51	0.08%
N. AMER. INDIAN	131	0.51%	70	0.34%	23	0.46%	7	0.14%	21	0.82%	0	0.00%	252	0.42%
CHINESE	21	0.08%	68	0.33%	7	0.14%	20	0.40%	1	0.04%	0	0.00%	117	0.19%
JAPANESE	13	0.05%	19	0.09%	6	0.12%	6	0.12%	18	0.70%	2	0.22%	64	0.11%
KOREAN	29	0.11%	93	0.45%	12	0.24%	14	0.28%	3	0.12%	0	0.00%	151	0.25%
INDIAN	11	0.04%	26	0.12%	10	0.20%	5	0.10%	2	0.08%	0	0.00%	54	0.09%
FILIPINO	90	0.35%	175	0.84%	81	1.61%	51	1.02%	17	0.66%	11	1.19%	425	0.70%
VIETNAMESE	19	0.07%	64	0.31%	23	0.46%	24	0.48%	6	0.23%	1	0.11%	137	0.23%
OTHER ASIAN	64	0.25%	98	0.47%	22	0.44%	15	0.30%	19	0.74%	6	0.65%	224	0.37%
MELANESIAN	5	0.02%	3	0.01%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	9	0.01%
MICRONESIAN	2	0.01%	22	0.11%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	25	0.04%
POLYNESIAN	29	0.11%	39	0.19%	2	0.04%	4	0.08%	4	0.16%	0	0.00%	78	0.13%
GUAMANIAN	8	0.03%	0	0.00%	0	0.00%	0	0.00%	1	0.04%	0	0.00%	9	0.01%
OTHER PACIFIC	39	0.15%	29	0.14%	3	0.06%	3	0.06%	12	0.47%	0	0.00%	86	0.14%
OTHER/NONE *	23,911	92.21%	18,638	89.30%	196	3.89%	175	3.50%	148	5.76%	42	4.55%	43,110	71.46%
UNKNOWN	0	0.00%	23	0.11%	4,237	84.13%	4,157	83.21%	2,174	84.66%	834	90.36%	11,425	18.94%
TOTAL	25,930	100.00%	20,871	100.00%	5,036	100.00%	4,996	100.00%	2,568	100.00%	923	100.00%	60,324	100.00%

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

Columns may not add to totals due to rounding.

Table C-5. FY 1993 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
Male	986	7,301	5,149	8,255	520	497	22,708
Female	104	1,015	826	1,214	15	48	3,222
Total	1,090	8,316	5,975	9,469	535	545	25,930
ARMY RESERVE							
Male	1,014	6,214	4,405	3,236	265	1	15,135
Female	189	1,938	1,710	1,855	42	2	5,736
Total	1,203	8,152	6,115	5,091	307	3	20,871
NAVAL RESERVE							
Male	11	141	105	122	37	3,669	4,085
Female	0	38	33	29	1	850	951
Total	11	179	138	151	38	4,519	5,036
MARINE CORPS RESERVE							
Male	418	2,373	1,134	982	1	4	4,912
Female	7	52	18	7	0	0	84
Total	425	2,425	1,152	989	1	4	4,996
AIR NATIONAL GUARD							
Male	162	970	408	422	0	26	1,988
Female	26	248	163	141	0	2	580
Total	188	1,218	571	563	0	28	2,568
AIR FORCE RESERVE							
Male	39	304	182	111	0	5	641
Female	12	117	85	66	0	2	282
Total	51	421	267	177	0	7	923
TOTAL DoD							
Male	2,630	17,303	11,383	13,128	823	4,202	49,469
Female	338	3,408	2,835	3,312	58	904	10,855
Total	2,968	20,711	14,218	16,440	881	5,106	60,324
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	12,891,156
Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	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).							

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

Table C-5 (Continued). FY 1993 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 Other/Unk.
ARMY NATIONAL GUARD					
Male	4.34%	32.15%	22.67%	36.35%	2.29%
Female	3.23%	31.50%	25.64%	37.68%	0.47%
Total	4.20%	32.07%	23.04%	36.52%	2.06%
ARMY RESERVE					
Male	6.70%	41.06%	29.10%	21.38%	1.75%
Female	3.29%	33.79%	29.81%	32.34%	0.73%
Total	5.76%	39.06%	29.30%	24.39%	1.47%
NAVAL RESERVE					
Male	0.27%	3.45%	2.57%	2.99%	0.91%
Female	0.00%	4.00%	3.47%	3.05%	0.11%
Total	0.22%	3.55%	2.74%	3.00%	0.75%
MARINE CORPS RESERVE					
Male	8.51%	48.31%	23.09%	19.99%	0.02%
Female	8.33%	61.90%	21.43%	8.33%	0.00%
Total	8.51%	48.54%	23.06%	19.80%	0.02%
AIR NATIONAL GUARD					
Male	8.15%	48.79%	20.52%	21.23%	0.00%
Female	4.48%	42.76%	28.10%	24.31%	0.00%
Total	7.32%	47.43%	22.24%	21.92%	0.00%
AIR FORCE RESERVE					
Male	6.08%	47.43%	28.39%	17.32%	0.00%
Female	4.26%	41.49%	30.14%	23.40%	0.00%
Total	5.53%	45.61%	28.93%	19.18%	0.00%
TOTAL DoD					
Male	5.32%	34.98%	23.01%	26.54%	1.66%
Female	3.11%	31.40%	26.12%	30.51%	0.53%
Total	4.92%	34.33%	23.57%	27.25%	1.46%
1980, 18-23 YR OLD CIVILIANS					
Male	9.98%	29.36%	14.38%	15.95%	20.39%
Female	5.84%	26.92%	16.24%	20.69%	21.70%
Total	7.94%	28.16%	15.30%	18.28%	21.03%

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 C-6. FY 1993 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
White	1,022	7,391	4,741	6,468	208	326	20,156
Black	22	520	776	2,085	62	56	3,521
Hispanic	19	202	312	637	229	111	1,510
Other	27	203	146	279	36	52	743
TOTAL	1,090	8,316	5,975	9,469	535	545	25,930
ARMY RESERVE							
White	1,062	6,392	3,971	2,395	146	1	13,967
Black	59	1,049	1,438	1,891	97	0	4,534
Hispanic	26	373	473	585	41	1	1,499
Other	56	338	233	220	23	1	871
TOTAL	1,203	8,152	6,115	5,091	307	3	20,871
NAVAL RESERVE							
White	11	146	87	69	13	3,440	3,766
Black	0	15	33	50	14	505	617
Hispanic	0	13	15	23	6	355	412
Other	0	5	3	9	5	219	241
TOTAL	11	179	138	151	38	4,519	5,036
MARINE CORPS RESERVE							
White	373	1,963	770	605	1	3	3,715
Black	10	164	154	178	0	0	506
Hispanic	17	185	151	161	0	1	515
Other	25	113	77	45	0	0	260
TOTAL	425	2,425	1,152	989	1	4	4,996
AIR NATIONAL GUARD							
White	171	1,052	442	400	0	27	2,092
Black	3	65	58	84	0	1	211
Hispanic	3	49	45	45	0	0	142
Other	11	52	26	34	0	0	123
TOTAL	188	1,218	571	563	0	28	2,568
AIR FORCE RESERVE							
White	43	333	175	91	0	6	648
Black	6	66	74	68	0	0	214
Hispanic	2	7	7	11	0	0	27
Other	0	15	11	7	0	1	34
TOTAL	51	421	267	177	0	7	923
TOTAL DoD							
White	2,682	17,277	10,186	10,028	368	3,803	44,344
Black	100	1,879	2,533	4,356	173	562	9,603
Hispanic	67	829	1,003	1,462	276	468	4,105
Other	119	726	496	594	64	273	2,272
TOTAL	2,968	20,711	14,218	16,440	881	5,106	60,324

Table C-6 (Continued). FY 1993 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	AFQT CATEGORY					
	I	II	IIIA	IIIB	IV	Other/Unk. TOTAL
ARMY NATIONAL GUARD						
White	5.07%	36.67%	23.52%	32.09%	1.03%	1.62% 100.00%
Black	0.62%	14.77%	22.04%	59.22%	1.76%	1.59% 100.00%
Hispanic	1.26%	13.38%	20.66%	42.19%	15.17%	7.35% 100.00%
Other	3.63%	27.32%	19.65%	37.55%	4.85%	7.00% 100.00%
TOTAL	4.20%	32.07%	23.04%	36.52%	2.06%	2.10% 100.00%
ARMY RESERVE						
White	7.60%	45.77%	28.43%	17.15%	1.05%	0.01% 100.00%
Black	1.30%	23.14%	31.72%	41.71%	2.14%	0.00% 100.00%
Hispanic	1.73%	24.88%	31.55%	39.03%	2.74%	0.07% 100.00%
Other	6.43%	38.81%	26.75%	25.26%	2.64%	0.11% 100.00%
TOTAL	5.76%	39.06%	29.30%	24.39%	1.47%	0.01% 100.00%
NAVAL RESERVE						
White	0.29%	3.88%	2.31%	1.83%	0.35%	91.34% 100.00%
Black	0.00%	2.43%	5.35%	8.10%	2.27%	81.85% 100.00%
Hispanic	0.00%	3.16%	3.64%	5.58%	1.46%	86.17% 100.00%
Other	0.00%	2.07%	1.24%	3.73%	2.07%	90.87% 100.00%
TOTAL	0.22%	3.55%	2.74%	3.00%	0.75%	89.73% 100.00%
MARINE CORPS RESERVE						
White	10.04%	52.84%	20.73%	16.29%	0.03%	0.08% 100.00%
Black	1.98%	32.41%	30.43%	35.18%	0.00%	0.00% 100.00%
Hispanic	3.30%	35.92%	29.32%	31.26%	0.00%	0.19% 100.00%
Other	9.62%	43.46%	29.62%	17.31%	0.00%	0.00% 100.00%
TOTAL	8.51%	48.54%	23.06%	19.80%	0.02%	0.08% 100.00%
AIR NATIONAL GUARD						
White	8.17%	50.29%	21.13%	19.12%	0.00%	1.29% 100.00%
Black	1.42%	30.81%	27.49%	39.81%	0.00%	0.47% 100.00%
Hispanic	2.11%	34.51%	31.69%	31.69%	0.00%	0.00% 100.00%
Other	8.94%	42.28%	21.14%	27.64%	0.00%	0.00% 100.00%
TOTAL	7.32%	47.43%	22.24%	21.92%	0.00%	1.09% 100.00%
AIR FORCE RESERVE						
White	6.64%	51.39%	27.01%	14.04%	0.00%	0.93% 100.00%
Black	2.80%	30.84%	34.58%	31.78%	0.00%	0.00% 100.00%
Hispanic	7.41%	25.93%	25.93%	40.74%	0.00%	0.00% 100.00%
Other	0.00%	44.12%	32.35%	20.59%	0.00%	2.94% 100.00%
TOTAL	5.53%	45.61%	28.93%	19.18%	0.00%	0.76% 100.00%
TOTAL DoD						
White	6.05%	38.96%	22.97%	22.61%	0.83%	8.58% 100.00%
Black	1.04%	19.57%	26.38%	45.36%	1.80%	5.85% 100.00%
Hispanic	1.63%	20.19%	24.43%	35.62%	6.72%	11.40% 100.00%
Other	5.24%	31.95%	21.83%	26.14%	2.82%	12.02% 100.00%
TOTAL	4.92%	34.33%	23.57%	27.25%	1.46%	8.46% 100.00%

Rows may not add to totals due to rounding.

Table C-7. FY 1993 NPS 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	19,210	84.60%	3,284	14.46%	214	0.94%	22,708	100.00%
Female	2,844	88.27%	346	10.74%	32	0.99%	3,222	100.00%
Total	22,054	85.05%	3,630	14.00%	246	0.95%	25,930	100.00%
ARMY RESERVE								
Male	14,250	94.15%	484	3.20%	401	2.65%	15,135	100.00%
Female	5,586	97.38%	100	1.74%	50	0.87%	5,736	100.00%
Total	19,836	95.04%	584	2.80%	451	2.16%	20,871	100.00%
NAVAL RESERVE								
Male	3,854	94.35%	186	4.55%	45	1.10%	4,085	100.00%
Female	893	93.90%	46	4.84%	12	1.26%	951	100.00%
Total	4,747	94.26%	232	4.61%	57	1.13%	5,036	100.00%
MARINE CORPS RESERVE								
Male	4,807	97.86%	103	2.10%	2	0.04%	4,912	100.00%
Female	83	98.81%	1	1.19%	0	0.00%	84	100.00%
Total	4,890	97.88%	104	2.08%	2	0.04%	4,996	100.00%
AIR NATIONAL GUARD								
Male	1,860	93.56%	105	5.28%	23	1.16%	1,988	100.00%
Female	548	94.48%	24	4.14%	8	1.38%	580	100.00%
Total	2,408	93.77%	129	5.02%	31	1.21%	2,568	100.00%
AIR FORCE RESERVE								
Male	613	95.63%	22	3.43%	6	0.94%	641	100.00%
Female	268	95.04%	12	4.26%	2	0.71%	282	100.00%
Total	881	95.45%	34	3.68%	8	0.87%	923	100.00%
TOTAL DoD								
Male	44,594	90.15%	4,184	8.46%	691	1.40%	49,469	100.00%
Female	10,222	94.17%	529	4.87%	104	0.96%	10,855	100.00%
Total	54,816	90.87%	4,713	7.81%	795	1.32%	60,324	100.00%
18-24 YR OLD CIVILIANS								
Male	9,543,378	80.32%	**	**	2,337,821	19.68%	11,881,199	100.00%
Female	10,327,674	84.50%	**	**	1,894,870	15.50%	12,222,544	100.00%
Total	19,871,052	82.44%	**	**	4,232,691	17.56%	24,103,743	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,053;

USAR, 9,391; USNR, 210; ANG, 319; USAFR, 6.

** 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 1993.

Table C-8. FY 1993 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER					
	TIER 1*		TIER 2		TIER 3	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
White	17,037	84.53%	2,930	14.54%	189	0.94%
Black	3,065	87.05%	425	12.07%	31	0.88%
Hispanic	1,289	85.36%	203	13.44%	18	1.19%
Other	663	89.23%	72	9.69%	8	1.08%
TOTAL	22,054	85.05%	3,630	14.00%	246	0.95%
ARMY RESERVE						
White	13,109	93.86%	477	3.42%	381	2.73%
Black	4,435	97.82%	67	1.48%	32	0.71%
Hispanic	1,447	96.53%	28	1.87%	24	1.60%
Other	845	97.01%	12	1.38%	14	1.61%
TOTAL	19,836	95.04%	584	2.80%	451	2.16%
NAVAL RESERVE						
White	3,531	93.76%	186	4.94%	49	1.30%
Black	592	95.95%	22	3.57%	3	0.49%
Hispanic	390	94.66%	18	4.37%	4	0.97%
Other	234	97.10%	6	2.49%	1	0.41%
TOTAL	4,747	94.26%	232	4.61%	57	1.13%
MARINE CORPS RESERVE						
White	3,637	97.90%	78	2.10%	0	0.00%
Black	500	98.81%	6	1.19%	0	0.00%
Hispanic	499	96.89%	16	3.11%	0	0.00%
Other	254	97.69%	4	1.54%	2	0.77%
TOTAL	4,890	97.88%	104	2.08%	2	0.04%
AIR NATIONAL GUARD						
White	1,959	93.64%	105	5.02%	28	1.34%
Black	196	92.89%	14	6.64%	1	0.47%
Hispanic	131	92.25%	9	6.34%	2	1.41%
Other	122	99.19%	1	0.81%	0	0.00%
TOTAL	2,408	93.77%	129	5.02%	31	1.21%
AIR FORCE RESERVE						
White	609	93.98%	31	4.78%	8	1.23%
Black	212	99.07%	2	0.93%	0	0.00%
Hispanic	27	100.00%	0	0.00%	0	0.00%
Other	33	97.06%	1	2.94%	0	0.00%
TOTAL	881	95.45%	34	3.68%	8	0.87%
TOTAL DoD						
White	39,882	89.94%	3,807	8.59%	655	1.48%
Black	9,000	93.72%	536	5.58%	67	0.70%
Hispanic	3,783	92.16%	274	6.67%	48	1.17%
Other	2,151	94.67%	96	4.23%	25	1.10%
TOTAL	54,816	90.87%	4,713	7.81%	795	1.32%
* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,053; USAR, 9,391; USNR, 210; ANG, 319; USAFR, 6. Rows may not add to totals due to rounding.						
TOTAL						

Table C-9. FY 1993 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	1,019	15,609	10,695	5,587	2,623	1,256	663	279	167	37,898	
Female	145	1,337	996	555	259	69	30	3	13	3,407	
Total	1,164	16,946	11,691	6,142	2,882	1,325	693	282	180	41,305	
ARMY RESERVE											
Male	294	9,816	6,990	3,175	1,515	699	436	236	416	23,577	
Female	123	2,038	1,420	771	328	128	45	12	122	4,987	
Total	417	11,854	8,410	3,946	1,843	827	481	248	538	28,564	
NAVAL RESERVE											
Male	373	6,637	5,106	2,656	1,407	883	458	251	431	18,202	
Female	165	992	917	554	290	113	41	40	66	3,178	
Total	538	7,629	6,023	3,210	1,697	996	499	291	497	21,380	
MARINE CORPS RESERVE											
Male	18	1,420	1,028	280	101	36	33	13	88	3,017	
Female	0	90	76	33	11	2	1	0	8	221	
Total	18	1,510	1,104	313	112	38	34	13	96	3,238	
AIR NATIONAL GUARD											
Male	41	1,373	1,565	1,088	359	195	91	44	2	4,758	
Female	13	261	304	207	79	29	10	3	0	906	
Total	54	1,634	1,869	1,295	438	224	101	47	2	5,664	
AIR FORCE RESERVE											
Male	28	1,593	2,186	1,655	505	194	122	130	5	6,418	
Female	13	446	520	307	145	43	9	2	1	1,486	
Total	41	2,039	2,706	1,962	650	237	131	132	6	7,904	
TOTAL DoD											
Male	1,773	36,448	27,570	14,441	6,510	3,263	1,803	953	1,109	93,870	
Female	459	5,164	4,233	2,427	1,112	384	136	60	210	14,185	
Total	2,232	41,612	31,803	16,868	7,622	3,647	1,939	1,013	1,319	108,055	
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER											
Male	2,896,175	7,043,364	8,703,507	10,228,752	9,934,353	8,686,704	7,272,984	14,193,679	0	68,959,518	
Female	2,576,453	6,232,520	7,191,194	8,260,699	8,250,452	7,553,520	6,345,026	11,434,533	0	57,844,397	
Total	5,472,628	13,275,884	15,894,701	18,489,451	18,184,805	16,240,224	13,618,010	25,628,212	0	126,803,915	

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-9 (Continued). FY 1993 Prior Service 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	2.69%	41.19%	28.22%	14.74%	6.92%	3.31%	1.75%	0.74%	0.44%	100.00%
Female	4.26%	39.24%	29.23%	16.29%	7.60%	2.03%	0.88%	0.09%	0.38%	100.00%
Total	2.82%	41.03%	28.30%	14.87%	6.98%	3.21%	1.68%	0.68%	0.44%	100.00%
ARMY RESERVE										
Male	1.25%	41.63%	29.65%	13.47%	6.43%	2.96%	1.85%	1.00%	1.76%	100.00%
Female	2.47%	40.87%	28.47%	15.46%	6.58%	2.57%	0.90%	0.24%	2.45%	100.00%
Total	1.46%	41.50%	29.44%	13.81%	6.45%	2.90%	1.68%	0.87%	1.88%	100.00%
NAVAL RESERVE										
Male	2.05%	36.46%	28.05%	14.59%	7.73%	4.85%	2.52%	1.38%	2.37%	100.00%
Female	5.19%	31.21%	28.85%	17.43%	9.13%	3.56%	1.29%	1.26%	2.08%	100.00%
Total	2.52%	35.68%	28.17%	15.01%	7.94%	4.66%	2.33%	1.36%	2.32%	100.00%
MARINE CORPS RESERVE										
Male	0.60%	47.07%	34.07%	9.28%	3.35%	1.19%	1.09%	0.43%	2.92%	100.00%
Female	0.00%	40.72%	34.39%	14.93%	4.98%	0.90%	0.45%	0.00%	3.62%	100.00%
Total	0.56%	46.63%	34.10%	9.67%	3.46%	1.17%	1.05%	0.40%	2.96%	100.00%
AIR NATIONAL GUARD										
Male	0.86%	28.86%	32.89%	22.87%	7.55%	4.10%	1.91%	0.92%	0.04%	100.00%
Female	1.43%	28.81%	33.55%	22.85%	8.72%	3.20%	1.10%	0.33%	0.00%	100.00%
Total	0.95%	28.85%	33.00%	22.86%	7.73%	3.95%	1.78%	0.83%	0.04%	100.00%
AIR FORCE RESERVE										
Male	0.44%	24.82%	34.06%	25.79%	7.87%	3.02%	1.90%	2.03%	0.08%	100.00%
Female	0.87%	30.01%	34.99%	20.66%	9.76%	2.89%	0.61%	0.13%	0.07%	100.00%
Total	0.52%	25.80%	34.24%	24.82%	8.22%	3.00%	1.66%	1.67%	0.08%	100.00%
TOTAL DoD										
Male	1.89%	38.83%	29.37%	15.38%	6.94%	3.48%	1.92%	1.02%	1.18%	100.00%
Female	3.24%	36.40%	29.84%	17.11%	7.84%	2.71%	0.96%	0.42%	1.48%	100.00%
Total	2.07%	38.51%	29.43%	15.61%	7.05%	3.38%	1.79%	0.94%	1.22%	100.00%
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	4.20%	10.21%	12.62%	14.83%	14.41%	12.60%	10.55%	20.58%	0.00%	100.00%
Female	4.45%	10.77%	12.43%	14.28%	14.26%	13.06%	10.97%	19.77%	0.00%	100.00%
Total	4.32%	10.47%	12.53%	14.58%	14.34%	12.81%	10.74%	20.21%	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 1993										

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-10. FY 1993 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	7	0	7	178	54	232	185	54	239	185	54	239	11,875
18	16	9	25	489	135	624	505	144	649	505	144	649	79,160
19	45	31	76	1,038	230	1,268	1,083	261	1,344	1,083	261	1,344	196,186
20	264	102	366	2,921	461	3,382	3,185	563	3,748	3,185	563	3,748	295,266
21	856	212	1,068	5,109	628	5,737	5,965	840	6,805	5,965	840	6,805	355,586
22	2,124	402	2,526	7,402	860	8,262	9,526	1,262	10,788	9,526	1,262	10,788	637,982
23	2,923	480	3,403	6,562	835	7,397	9,485	1,315	10,800	9,485	1,315	10,800	820,783
24	3,028	479	3,507	5,259	705	5,964	8,287	1,184	9,471	8,287	1,184	9,471	1,093,332
25	3,013	496	3,509	4,118	580	4,698	7,131	1,076	8,207	7,131	1,076	8,207	1,306,907
26	3,058	435	3,493	3,123	498	3,621	6,181	933	7,114	6,181	933	7,114	1,476,867
27	2,770	392	3,162	2,398	383	2,781	5,168	775	5,943	5,168	775	5,943	1,714,120
28	2,780	370	3,150	1,926	364	2,290	4,706	734	5,440	4,706	734	5,440	1,856,374
29	2,714	339	3,053	1,670	376	2,046	4,384	715	5,099	4,384	715	5,099	2,058,969
30	2,583	297	2,880	1,283	332	1,615	3,866	629	4,495	3,866	629	4,495	2,407,504
31	2,154	314	2,468	1,067	252	1,319	3,221	566	3,787	3,221	566	3,787	2,397,652
32	2,047	276	2,323	881	220	1,101	2,928	496	3,424	2,928	496	3,424	2,456,638
33	1,754	200	1,954	725	192	917	2,479	392	2,871	2,479	392	2,871	2,520,553
34	1,335	193	1,528	612	151	763	1,947	344	2,291	1,947	344	2,291	2,626,087
35	1,274	151	1,425	522	133	655	1,796	284	2,080	1,796	284	2,080	2,761,913
36	1,071	144	1,215	406	140	546	1,477	284	1,761	1,477	284	1,761	2,667,430
37	865	118	983	397	93	490	1,262	211	1,473	1,262	211	1,473	2,657,383
38	792	91	883	296	96	392	1,088	187	1,275	1,088	187	1,275	2,556,702
39	638	68	706	249	78	327	887	146	1,033	887	146	1,033	2,660,662
40	617	71	688	169	43	212	786	114	900	786	114	900	2,480,250
41	526	48	574	158	37	195	684	85	769	684	85	769	2,514,238
42	453	41	494	169	29	198	622	70	692	622	70	692	2,260,454
43	459	32	491	144	31	175	603	63	666	603	63	666	2,375,555
44	436	26	462	132	26	158	568	52	620	568	52	620	2,358,344
45+	2,223	97	2,320	533	99	632	2,756	196	2,952	2,756	196	2,952	29,348,197
Unknown	380	48	428	729	162	891	1,109	210	1,319	1,109	210	1,319	0
TOTAL	43,205	5,962	49,167	50,665	8,223	58,888	93,870	14,185	108,055	93,870	14,185	108,055	78,952,969

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-10 (Continued). FY 1993 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY							MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			Total	TOTAL DoD		Total
	Males	Females	Total	Males	Females	Total		Males	Females	
17	0.02%	0.00%	0.01%	0.35%	0.66%	0.39%	0.39%	0.20%	0.38%	0.22%
18	0.04%	0.15%	0.05%	0.97%	1.64%	1.06%	1.06%	0.54%	1.02%	0.60%
19	0.10%	0.52%	0.15%	2.05%	2.80%	2.15%	2.15%	1.15%	1.84%	1.24%
20	0.61%	1.71%	0.74%	5.77%	5.61%	5.74%	5.74%	3.39%	3.97%	3.47%
21	1.98%	3.56%	2.17%	10.08%	7.64%	9.74%	9.74%	6.35%	5.92%	6.30%
22	4.92%	6.74%	5.14%	14.61%	10.46%	14.03%	14.03%	10.15%	8.90%	9.98%
23	6.77%	8.05%	6.92%	12.95%	10.15%	12.56%	12.56%	10.10%	9.27%	9.99%
24	7.01%	8.03%	7.13%	10.38%	8.57%	10.13%	10.13%	8.83%	8.35%	8.76%
25	6.97%	8.32%	7.14%	8.13%	7.05%	7.98%	7.98%	7.60%	7.59%	7.60%
26	7.08%	7.30%	7.10%	6.16%	6.06%	6.15%	6.15%	6.58%	6.58%	6.58%
27	6.41%	6.57%	6.43%	4.73%	4.66%	4.72%	4.72%	5.51%	5.46%	5.50%
28	6.43%	6.21%	6.41%	3.80%	4.43%	3.89%	3.89%	5.01%	5.17%	5.03%
29	6.28%	5.69%	6.21%	3.30%	4.57%	3.47%	3.47%	4.67%	5.04%	4.72%
30	5.98%	4.98%	5.86%	2.53%	4.04%	2.74%	2.74%	4.12%	4.43%	4.16%
31	4.99%	5.27%	5.02%	2.11%	3.06%	2.24%	2.24%	3.43%	3.99%	3.50%
32	4.74%	4.63%	4.72%	1.74%	2.68%	1.87%	1.87%	3.12%	3.50%	3.17%
33	4.06%	3.35%	3.97%	1.43%	2.33%	1.56%	1.56%	2.64%	2.76%	2.66%
34	3.09%	3.24%	3.11%	1.21%	1.84%	1.30%	1.30%	2.07%	2.43%	2.12%
35	2.95%	2.53%	2.90%	1.03%	1.62%	1.11%	1.11%	1.91%	2.00%	1.92%
36	2.48%	2.42%	2.47%	0.80%	1.70%	0.93%	0.93%	1.57%	2.00%	1.63%
37	2.00%	1.98%	2.00%	0.78%	1.13%	0.83%	0.83%	1.34%	1.49%	1.36%
38	1.83%	1.53%	1.80%	0.58%	1.17%	0.67%	0.67%	1.16%	1.32%	1.18%
39	1.48%	1.14%	1.44%	0.49%	0.95%	0.56%	0.56%	0.94%	1.03%	0.96%
40	1.43%	1.19%	1.40%	0.33%	0.52%	0.36%	0.36%	0.84%	0.80%	0.83%
41	1.22%	0.81%	1.17%	0.31%	0.45%	0.33%	0.33%	0.73%	0.60%	0.71%
42	1.05%	0.69%	1.00%	0.33%	0.35%	0.34%	0.34%	0.66%	0.49%	0.64%
43	1.06%	0.54%	1.00%	0.28%	0.38%	0.30%	0.30%	0.64%	0.44%	0.62%
44	1.01%	0.44%	0.94%	0.26%	0.32%	0.27%	0.27%	0.61%	0.37%	0.57%
45+	5.15%	1.63%	4.72%	1.05%	1.20%	1.07%	1.07%	2.94%	1.38%	2.73%
Unknown	0.88%	0.81%	0.87%	1.44%	1.97%	1.51%	1.51%	1.18%	1.48%	1.22%
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 1993.

Table C-11. FY 1993 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	27,516	72.61%	6,802	17.95%	2,328	6.14%	1,252	3.30%	37,898	100.00%
Female	1,986	58.29%	1,121	32.90%	172	5.05%	128	3.76%	3,407	100.00%
Total	29,502	71.42%	7,923	19.18%	2,500	6.05%	1,380	3.34%	41,305	100.00%
ARMY RESERVE										
Male	14,507	61.53%	5,970	25.32%	1,082	4.59%	2,018	8.56%	23,577	100.00%
Female	2,297	46.06%	2,089	41.89%	174	3.49%	427	8.56%	4,987	100.00%
Total	16,804	58.83%	8,059	28.21%	1,256	4.40%	2,445	8.56%	28,564	100.00%
NAVAL RESERVE										
Male	13,436	73.82%	2,466	13.55%	1,146	6.30%	1,154	6.34%	18,202	100.00%
Female	2,185	68.75%	610	19.19%	186	5.85%	197	6.20%	3,178	100.00%
Total	15,621	73.06%	3,076	14.39%	1,332	6.23%	1,351	6.32%	21,380	100.00%
MARINE CORPS RESERVE										
Male	2,053	68.05%	589	19.52%	257	8.52%	118	3.91%	3,017	100.00%
Female	134	60.63%	62	28.05%	18	8.14%	7	3.17%	221	100.00%
Total	2,187	67.54%	651	20.11%	275	8.49%	125	3.86%	3,238	100.00%
AIR NATIONAL GUARD										
Male	3,918	82.35%	432	9.08%	203	4.27%	205	4.31%	4,758	100.00%
Female	695	76.71%	135	14.90%	50	5.52%	26	2.87%	906	100.00%
Total	4,613	81.44%	567	10.01%	253	4.47%	231	4.08%	5,664	100.00%
AIR FORCE RESERVE										
Male	4,893	76.24%	1,086	16.92%	248	3.86%	191	2.98%	6,418	100.00%
Female	1,037	69.78%	357	24.02%	52	3.50%	40	2.69%	1,486	100.00%
Total	5,930	75.03%	1,443	18.26%	300	3.80%	231	2.92%	7,904	100.00%
TOTAL DoD										
Male	66,323	70.65%	17,345	18.48%	5,264	5.61%	4,938	5.26%	93,870	100.00%
Female	8,334	58.75%	4,374	30.84%	652	4.60%	825	5.82%	14,185	100.00%
Total	74,657	69.09%	21,719	20.10%	5,916	5.47%	5,763	5.33%	108,055	100.00%
18-44YR OLD CIVILIAN LABOR FORCE										
Male	35,377,935	75.76%	4,957,490	10.62%	4,874,791	10.44%	1,487,164	3.18%	46,697,381	100.00%
Female	29,980,063	76.17%	5,014,618	12.74%	3,062,754	7.78%	1,301,365	3.31%	39,358,801	100.00%
Total	65,357,998	75.95%	9,972,109	11.59%	7,937,546	9.22%	2,788,530	3.24%	86,056,181	100.00%

Rows may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-13. FY 1993 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER					
	TIER 1		TIER 2		TIER 3	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
Male	33,256	87.75%	3,450	9.10%	1,192	3.15%
Female	3,176	93.22%	150	4.40%	81	2.38%
Total	36,432	88.20%	3,600	8.72%	1,273	3.08%
ARMY RESERVE						
Male	21,239	90.08%	1,448	6.14%	890	3.77%
Female	4,818	96.61%	89	1.78%	80	1.60%
Total	26,057	91.22%	1,537	5.38%	970	3.40%
NAVAL RESERVE						
Male	17,592	96.65%	352	1.93%	258	1.42%
Female	3,112	97.92%	58	1.83%	8	0.25%
Total	20,704	96.84%	410	1.92%	266	1.24%
MARINE CORPS RESERVE						
Male	2,832	93.87%	170	5.63%	15	0.50%
Female	211	95.48%	9	4.07%	1	0.45%
Total	3,043	93.98%	179	5.53%	16	0.49%
AIR NATIONAL GUARD						
Male	4,620	97.10%	136	2.86%	2	0.04%
Female	880	97.13%	25	2.76%	1	0.11%
Total	5,500	97.10%	161	2.84%	3	0.05%
AIR FORCE RESERVE						
Male	6,333	98.68%	80	1.25%	5	0.08%
Female	1,470	98.92%	16	1.08%	0	0.00%
Total	7,803	98.72%	96	1.21%	5	0.06%
TOTAL DoD						
Male	85,872	91.48%	5,636	6.00%	2,362	2.52%
Female	13,667	96.35%	347	2.45%	171	1.21%
Total	99,539	92.12%	5,983	5.54%	2,533	2.34%
18-44 YR OLD CIVILIAN LABOR FORCE						
Male	40,754,113	87.27%	*	0.00%	5,943,268	12.73%
Female	36,111,520	91.75%	*	0.00%	3,247,281	8.25%
Total	76,865,633	89.32%	*	0.00%	9,190,548	10.68%

* 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 1993.

Table C-14. FY 1993 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	25,791	87.42%	2,766	9.38%	945	3.20%	29,502	100.00%
Black	7,197	90.84%	524	6.61%	202	2.55%	7,923	100.00%
Hispanic	2,193	87.72%	223	8.92%	84	3.36%	2,500	100.00%
Other	1,251	90.65%	87	6.30%	42	3.04%	1,380	100.00%
Total	36,432	88.20%	3,600	8.72%	1,273	3.08%	41,305	100.00%
ARMY RESERVE								
White	15,102	89.87%	1,074	6.39%	628	3.74%	16,804	100.00%
Black	7,497	93.03%	321	3.98%	241	2.99%	8,059	100.00%
Hispanic	1,118	89.01%	81	6.45%	57	4.54%	1,256	100.00%
Other	2,340	95.71%	61	2.49%	44	1.80%	2,445	100.00%
Total	26,057	91.22%	1,537	5.38%	970	3.40%	28,564	100.00%
NAVAL RESERVE								
White	15,073	96.49%	339	2.17%	209	1.34%	15,621	100.00%
Black	3,012	97.92%	36	1.17%	28	0.91%	3,076	100.00%
Hispanic	1,287	96.62%	24	1.80%	21	1.58%	1,332	100.00%
Other	1,332	98.59%	11	0.81%	8	0.59%	1,351	100.00%
Total	20,704	96.84%	410	1.92%	266	1.24%	21,380	100.00%
MARINE CORPS RESERVE								
White	2,057	94.06%	123	5.62%	7	0.32%	2,187	100.00%
Black	613	94.16%	35	5.38%	3	0.46%	651	100.00%
Hispanic	251	91.27%	18	6.55%	6	2.18%	275	100.00%
Other	122	97.60%	3	2.40%	0	0.00%	125	100.00%
Total	3,043	93.98%	179	5.53%	16	0.49%	3,238	100.00%
AIR NATIONAL GUARD								
White	4,478	97.07%	132	2.86%	3	0.07%	4,613	100.00%
Black	558	98.41%	9	1.59%	0	0.00%	567	100.00%
Hispanic	241	95.26%	12	4.74%	0	0.00%	253	100.00%
Other	223	96.54%	8	3.46%	0	0.00%	231	100.00%
Total	5,500	97.10%	161	2.84%	3	0.05%	5,664	100.00%
AIR FORCE RESERVE								
White	5,856	98.75%	69	1.16%	5	0.08%	5,930	100.00%
Black	1,431	99.17%	12	0.83%	0	0.00%	1,443	100.00%
Hispanic	288	96.00%	12	4.00%	0	0.00%	300	100.00%
Other	228	98.70%	3	1.30%	0	0.00%	231	100.00%
Total	7,803	98.72%	96	1.21%	5	0.06%	7,904	100.00%
TOTAL DoD								
White	68,357	91.56%	4,503	6.03%	1,797	2.41%	74,657	100.00%
Black	20,308	93.50%	937	4.31%	474	2.18%	21,719	100.00%
Hispanic	5,378	90.91%	370	6.25%	168	2.84%	5,916	100.00%
Other	5,496	95.37%	173	3.00%	94	1.63%	5,763	100.00%
Total	99,539	92.12%	5,983	5.54%	2,533	2.34%	108,055	100.00%
Rows may not add to totals due to rounding.								

Rows may not add to totals due to rounding.

Table C-15. FY 1993 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	24,049	88,793	65,165	47,335	33,386	31,628	26,956	18,177	82
Female	3,122	8,575	5,853	4,652	3,080	1,420	666	319	5
Total	27,171	97,368	71,018	51,987	36,466	33,048	27,622	18,496	87
ARMY RESERVE									
Male	18,447	44,045	33,144	22,480	16,892	15,637	14,328	8,906	313
Female	5,794	14,306	9,004	6,760	4,608	2,766	1,374	713	93
Total	24,241	58,351	42,148	29,240	21,500	18,403	15,702	9,619	406
NAVAL RESERVE									
Male	1,506	20,019	19,947	14,920	12,271	9,869	6,010	3,473	238
Female	345	3,195	4,215	3,717	2,675	1,523	736	550	45
Total	1,851	23,214	24,162	18,637	14,946	11,392	6,746	4,023	283
MARINE CORPS RESERVE									
Male	4,027	21,208	6,856	2,386	1,049	609	501	141	2
Female	59	434	380	266	111	44	17	2	0
Total	4,086	21,642	7,236	2,652	1,160	653	518	143	2
AIR NATIONAL GUARD									
Male	1,508	11,584	16,512	15,598	10,816	12,284	11,532	8,790	0
Female	425	2,700	3,504	3,138	2,466	1,302	532	229	0
Total	1,933	14,284	20,016	18,736	13,282	13,586	12,064	9,019	0
AIR FORCE RESERVE									
Male	348	5,383	10,275	10,923	7,647	7,019	6,492	4,671	0
Female	139	1,740	2,866	2,927	2,272	1,271	510	237	0
Total	487	7,123	13,141	13,850	9,919	8,290	7,002	4,908	0
TOTAL DoD									
Male	49,885	191,032	151,899	113,642	82,061	77,046	65,819	44,158	635
Female	9,884	30,950	25,822	21,460	15,212	8,326	3,835	2,050	143
Total	59,769	221,982	177,721	135,102	97,273	85,372	69,654	46,208	778
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER									
Male	2,896,175	7,043,364	8,703,507	10,228,752	9,934,353	8,686,704	7,272,984	14,193,679	0
Female	2,576,453	6,232,520	7,191,194	8,260,699	8,250,452	7,553,520	6,345,026	11,434,553	0
Total	5,472,628	13,275,884	15,894,701	18,489,451	18,184,805	16,240,224	13,618,010	25,628,232	0

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-15 (Continued). FY 1993 Selected Reserve Enlisted Members 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	7.17%	26.46%	19.42%	14.11%	9.95%	9.43%	8.03%	5.42%	0.02%
Female	11.27%	30.97%	21.14%	16.80%	11.12%	5.13%	2.41%	1.15%	0.02%
Total	7.48%	26.80%	19.55%	14.31%	10.04%	9.10%	7.60%	5.09%	0.02%
ARMY RESERVE									
Male	10.59%	25.29%	19.03%	12.91%	9.70%	8.98%	8.23%	5.11%	0.18%
Female	12.76%	31.50%	19.82%	14.88%	10.15%	6.09%	3.03%	1.57%	0.20%
Total	11.04%	26.57%	19.19%	13.31%	9.79%	8.38%	7.15%	4.38%	0.18%
NAVAL RESERVE									
Male	1.71%	22.68%	22.60%	16.91%	13.90%	11.18%	6.81%	3.94%	0.27%
Female	2.03%	18.79%	24.79%	21.86%	15.73%	8.96%	4.33%	3.24%	0.26%
Total	1.76%	22.06%	22.96%	17.71%	14.20%	10.82%	6.41%	3.82%	0.27%
MARINE CORPS RESERVE									
Male	10.95%	57.66%	18.64%	6.49%	2.85%	1.66%	1.36%	0.38%	0.01%
Female	4.49%	33.05%	28.94%	20.26%	8.45%	3.35%	1.29%	0.15%	0.00%
Total	10.73%	56.82%	19.00%	6.96%	3.05%	1.71%	1.36%	0.38%	0.01%
AIR NATIONAL GUARD									
Male	1.70%	13.07%	18.63%	17.60%	12.20%	13.86%	13.01%	9.92%	0.00%
Female	2.97%	18.89%	24.51%	21.95%	17.25%	9.11%	3.72%	1.60%	0.00%
Total	1.88%	13.88%	19.45%	18.20%	12.91%	13.20%	11.72%	8.76%	0.00%
AIR FORCE RESERVE									
Male	0.66%	10.20%	19.48%	20.70%	14.49%	13.30%	12.31%	8.85%	0.00%
Female	1.16%	14.55%	23.96%	24.47%	18.99%	10.63%	4.26%	1.98%	0.00%
Total	0.75%	11.01%	20.30%	21.40%	15.33%	12.81%	10.82%	7.58%	0.00%
TOTAL DoD									
Male	6.43%	24.61%	19.57%	14.64%	10.57%	9.93%	8.48%	5.69%	0.08%
Female	8.40%	26.30%	21.94%	18.24%	12.93%	7.07%	3.26%	1.74%	0.12%
Total	6.69%	24.83%	19.88%	15.11%	10.88%	9.55%	7.79%	5.17%	0.09%
18-44 YR OLD CIVILIAN LABOR FORCE									
Male	4.20%	10.21%	12.62%	14.83%	14.41%	12.60%	10.55%	20.58%	0.00%
Female	4.45%	10.77%	12.43%	14.28%	14.26%	13.06%	10.97%	19.77%	0.00%
Total	4.32%	10.47%	12.53%	14.58%	14.34%	12.81%	10.74%	20.21%	0.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-16. FY 1993 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												MARRIED CIVILIANS*					
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total						
17	27	7	34	6,590	1,328	7,918	18,305	3,762	22,067	18,432	3,807	22,239	6,617	1,335	7,952	0.41%	0.52%	0.43%
18	127	45	172	18,305	3,762	22,067	24,239	4,574	28,813	24,836	4,742	29,578	18,432	3,807	22,239	0.69%	1.18%	0.77%
19	597	168	765	24,239	4,574	28,813	26,590	4,469	31,059	28,270	4,878	33,148	24,836	4,742	29,578	2.40%	3.54%	2.59%
20	1,680	409	2,089	26,590	4,469	31,059	31,104	4,900	36,004	34,731	5,701	40,432	28,270	4,878	33,148	5.94%	8.38%	6.30%
21	3,627	801	4,428	31,104	4,900	36,004	35,656	5,533	41,189	42,710	6,842	49,552	34,731	5,701	40,432	10.44%	14.05%	10.95%
22	7,054	1,309	8,363	35,656	5,533	41,189	34,113	5,220	39,333	44,414	7,033	51,447	42,710	6,842	49,552	16.52%	19.13%	16.88%
23	10,301	1,813	12,114	34,113	5,220	39,333	28,524	4,448	32,972	40,907	6,496	47,403	44,414	7,033	51,447	23.19%	25.78%	23.55%
24	12,383	2,048	14,431	28,524	4,448	32,972	22,743	3,613	26,356	36,258	5,735	41,993	40,907	6,496	47,403	30.27%	31.53%	30.44%
25	13,515	2,122	15,637	22,743	3,613	26,356	17,867	3,115	20,982	32,184	5,334	37,518	36,258	5,735	41,993	37.27%	37.00%	37.24%
26	14,317	2,219	16,536	17,867	3,115	20,982	14,112	2,806	16,918	28,896	4,868	33,764	32,184	5,334	37,518	44.48%	41.60%	44.07%
27	14,784	2,062	16,846	14,112	2,806	16,918	12,029	2,679	14,708	27,362	4,921	32,283	28,896	4,868	33,764	51.16%	42.36%	49.89%
28	15,333	2,242	17,575	12,029	2,679	14,708	10,509	2,665	13,174	27,199	4,964	32,163	27,362	4,921	32,283	56.04%	45.56%	54.44%
29	16,690	2,299	18,989	10,509	2,665	13,174	9,007	2,576	11,583	25,846	4,810	30,656	27,199	4,964	32,163	61.36%	46.31%	59.04%
30	16,839	2,234	19,073	9,007	2,576	11,583	7,849	2,236	10,085	24,412	4,522	28,934	25,846	4,810	30,656	65.15%	46.44%	62.22%
31	16,563	2,286	18,849	7,849	2,236	10,085	6,889	2,209	9,098	22,858	4,441	27,300	24,412	4,522	28,934	67.85%	50.55%	65.14%
32	15,969	2,232	18,201	6,889	2,209	9,098	5,942	1,889	7,831	21,152	3,930	25,082	22,858	4,441	27,300	69.86%	50.26%	66.67%
33	15,210	2,041	17,251	5,942	1,889	7,831	5,025	1,789	6,814	19,374	3,757	23,131	21,152	3,930	25,082	71.91%	51.93%	68.78%
34	14,349	1,968	16,317	5,025	1,789	6,814	4,440	1,601	6,041	17,909	3,424	21,333	19,374	3,757	23,131	74.06%	52.38%	70.54%
35	13,469	1,823	15,292	4,440	1,601	6,041	4,174	1,556	5,730	17,598	3,310	20,908	17,909	3,424	21,333	75.21%	53.24%	71.68%
36	13,424	1,754	15,178	4,174	1,556	5,730	3,812	1,413	5,225	16,880	2,992	19,872	17,598	3,310	20,908	76.28%	52.99%	72.59%
37	13,068	1,579	14,647	3,812	1,413	5,225	3,375	1,392	4,767	15,469	2,878	18,347	16,880	2,992	19,872	77.42%	52.77%	73.71%
38	12,094	1,486	13,580	3,375	1,392	4,767	2,941	1,272	4,213	14,205	2,608	16,813	15,469	2,878	18,347	78.18%	51.63%	74.02%
39	11,264	1,336	12,600	2,941	1,272	4,213	2,676	1,030	3,706	14,615	2,159	16,774	14,205	2,608	16,813	79.30%	51.23%	74.94%
40	11,939	1,129	13,068	2,676	1,030	3,706	2,663	933	3,596	15,250	1,848	17,098	14,615	2,159	16,774	81.69%	52.29%	77.91%
41	12,587	915	13,502	2,663	933	3,596	2,522	845	3,367	15,028	1,649	16,677	15,250	1,848	17,098	82.54%	49.51%	78.97%
42	12,506	804	13,310	2,522	845	3,367	2,477	729	3,206	15,504	1,457	16,961	15,028	1,649	16,677	83.22%	48.76%	79.81%
43	13,027	728	13,755	2,477	729	3,206	2,550	630	3,180	16,649	1,213	17,862	15,504	1,457	16,961	84.02%	49.97%	81.10%
44	14,099	583	14,682	2,550	630	3,180	15,278	3,184	18,462	109,977	5,885	115,862	16,649	1,213	17,862	84.68%	48.06%	82.20%
45+	94,699	2,701	97,400	15,278	3,184	18,462	478	116	594	635	143	778	109,977	5,885	115,862	86.11%	45.90%	84.07%
Unknown	157	27	184	478	116	594				635	143	778				24.72%	18.88%	23.65%
TOTAL	411,698	43,170	454,868	364,479	74,512	438,991				776,177	117,682	893,859				53.04%	36.68%	50.89%

* Civilian labor force, 17 years and older.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-16 (Continued). FY 1993 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group
b. Percent

AGE	MILITARY						MARRIED CIVILIANS*		
	MARRIED			UNMARRIED					
	Males	Females	Total	Males	Females	Total			
17	0.01%	0.02%	0.01%	1.81%	1.78%	1.80%	0.85%	1.13%	0.02%
18	0.03%	0.10%	0.04%	5.02%	5.05%	5.03%	2.37%	3.23%	0.10%
19	0.15%	0.39%	0.17%	6.65%	6.14%	6.56%	3.20%	4.03%	0.25%
20	0.41%	0.95%	0.46%	7.30%	6.00%	7.08%	3.64%	4.15%	0.37%
21	0.88%	1.86%	0.97%	8.53%	6.58%	8.20%	4.47%	4.84%	0.45%
22	1.71%	3.03%	1.84%	9.78%	7.43%	9.38%	5.50%	5.81%	0.81%
23	2.50%	4.20%	2.66%	9.36%	7.01%	8.96%	5.72%	5.98%	1.04%
24	3.01%	4.74%	3.17%	7.83%	5.97%	7.51%	5.27%	5.52%	1.38%
25	3.28%	4.92%	3.44%	6.24%	4.85%	6.00%	4.67%	4.87%	1.66%
26	3.48%	5.14%	3.64%	4.90%	4.18%	4.78%	4.15%	4.53%	1.87%
27	3.59%	4.78%	3.70%	3.87%	3.77%	3.85%	3.72%	4.14%	2.17%
28	3.72%	5.19%	3.86%	3.30%	3.60%	3.35%	3.53%	4.18%	2.35%
29	4.05%	5.33%	4.17%	2.88%	3.58%	3.00%	3.50%	4.22%	2.61%
30	4.09%	5.17%	4.19%	2.47%	3.46%	2.64%	3.33%	4.09%	3.05%
31	4.02%	5.30%	4.14%	2.15%	3.00%	2.30%	3.15%	3.84%	3.04%
32	3.88%	5.17%	4.00%	1.89%	2.96%	2.07%	2.94%	3.77%	3.11%
33	3.69%	4.73%	3.79%	1.63%	2.54%	1.78%	2.73%	3.34%	3.19%
34	3.49%	4.56%	3.59%	1.38%	2.40%	1.55%	2.50%	3.19%	3.33%
35	3.27%	4.22%	3.36%	1.22%	2.15%	1.38%	2.31%	2.91%	3.50%
36	3.26%	4.06%	3.34%	1.15%	2.09%	1.31%	2.27%	2.81%	3.38%
37	3.17%	3.66%	3.22%	1.05%	1.90%	1.19%	2.17%	2.54%	3.37%
38	2.94%	3.44%	2.99%	0.93%	1.87%	1.09%	1.99%	2.45%	3.24%
39	2.74%	3.09%	2.77%	0.81%	1.71%	0.96%	1.83%	2.22%	3.37%
40	2.90%	2.62%	2.87%	0.73%	1.38%	0.84%	1.88%	1.83%	3.14%
41	3.06%	2.12%	2.97%	0.73%	1.25%	0.82%	1.96%	1.57%	3.18%
42	3.04%	1.86%	2.93%	0.69%	1.13%	0.77%	1.94%	1.40%	2.86%
43	3.16%	1.69%	3.02%	0.68%	0.98%	0.73%	2.00%	1.24%	3.01%
44	3.42%	1.35%	3.23%	0.70%	0.85%	0.72%	2.15%	1.03%	2.99%
45+	23.00%	6.26%	21.41%	4.19%	4.27%	4.21%	14.17%	5.00%	37.17%
Unknown	0.04%	0.06%	0.04%	0.13%	0.16%	0.14%	0.08%	0.12%	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 1993.

Table C-17. FY 1993 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY										TOTAL	
	WHITE		BLACK		HISPANIC		OTHER					
	#	%	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD												
Male	250,583	74.67%	53,048	15.81%	22,453	6.69%	9,487	2.83%	335,571	2.83%	335,571	100.00%
Female	17,176	62.03%	8,100	29.25%	1,406	5.08%	1,010	3.65%	27,692	3.65%	27,692	100.00%
Total	267,759	73.71%	61,148	16.83%	23,859	6.57%	10,497	2.89%	363,263	2.89%	363,263	100.00%
ARMY RESERVE												
Male	112,169	64.39%	41,629	23.90%	13,228	7.59%	7,166	4.11%	174,192	4.11%	174,192	100.00%
Female	21,928	48.28%	19,079	42.01%	2,675	5.89%	1,736	3.82%	45,418	3.82%	45,418	100.00%
Total	134,097	61.06%	60,708	27.64%	15,903	7.24%	8,902	4.05%	219,610	4.05%	219,610	100.00%
NAVAL RESERVE												
Male	69,425	78.67%	10,207	11.57%	4,968	5.63%	3,653	4.14%	88,253	4.14%	88,253	100.00%
Female	12,058	70.93%	3,320	19.53%	990	5.82%	633	3.72%	17,001	3.72%	17,001	100.00%
Total	81,483	77.42%	13,527	12.85%	5,958	5.66%	4,286	4.07%	105,254	4.07%	105,254	100.00%
MARINE CORPS RESERVE												
Male	26,245	71.36%	5,117	13.91%	3,639	9.89%	1,778	4.83%	36,779	4.83%	36,779	100.00%
Female	840	63.98%	312	23.76%	105	8.00%	56	4.27%	1,313	4.27%	1,313	100.00%
Total	27,085	71.10%	5,429	14.25%	3,744	9.83%	1,834	4.81%	38,092	4.81%	38,092	100.00%
AIR NATIONAL GUARD												
Male	75,096	84.74%	6,528	7.37%	4,348	4.91%	2,652	2.99%	88,624	2.99%	88,624	100.00%
Female	11,058	77.35%	2,211	15.47%	628	4.39%	399	2.79%	14,296	2.79%	14,296	100.00%
Total	86,154	83.71%	8,739	8.49%	4,976	4.83%	3,051	2.96%	102,920	2.96%	102,920	100.00%
AIR FORCE RESERVE												
Male	40,034	75.88%	8,141	15.43%	2,824	5.35%	1,759	3.33%	52,758	3.33%	52,758	100.00%
Female	7,913	66.15%	3,173	26.53%	488	4.08%	388	3.24%	11,962	3.24%	11,962	100.00%
Total	47,947	74.08%	11,314	17.48%	3,312	5.12%	2,147	3.32%	64,720	3.32%	64,720	100.00%
TOTAL DoD												
Male	573,552	73.89%	124,670	16.06%	51,460	6.63%	26,495	3.41%	776,177	3.41%	776,177	100.00%
Female	70,973	60.31%	36,195	30.76%	6,292	5.35%	4,222	3.59%	117,682	3.59%	117,682	100.00%
Total	644,525	72.11%	160,865	18.00%	57,752	6.46%	30,717	3.44%	893,859	3.44%	893,859	100.00%
18-44 YR OLD CIVILIAN LABOR FORCE												
Male	35,377,935	75.76%	4,957,490	10.62%	4,874,791	10.44%	1,487,164	3.18%	46,697,381	3.18%	46,697,381	100.00%
Female	29,980,063	76.17%	5,014,618	12.74%	3,062,754	7.78%	1,301,365	3.31%	39,358,801	3.31%	39,358,801	100.00%
Total	65,357,998	75.95%	9,972,109	11.59%	7,937,546	9.22%	2,788,530	3.24%	86,056,181	3.24%	86,056,181	100.00%
Rows may not add to totals due to rounding.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.												

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1993.

Table C-18. FY 1993 Selected Reserve Enlisted Members by Ethnicity and Component

ETHNICITY	COMPONENT											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	6,565	1.81%	4,539	2.07%	2,458	2.34%	2,340	6.14%	2,092	2.03%	2,009	3.10%
PUERTO RICAN	10,896	3.00%	7,167	3.26%	1,128	1.07%	467	1.23%	1,730	1.68%	470	0.73%
CUBAN	173	0.05%	158	0.07%	99	0.09%	62	0.16%	36	0.03%	68	0.11%
LATIN AMER.	771	0.21%	997	0.45%	229	0.22%	252	0.66%	42	0.04%	17	0.03%
OTHER HISP.	5,454	1.50%	3,042	1.39%	2,044	1.94%	623	1.64%	1,076	1.05%	748	1.16%
ALEUTIAN	15	0.00%	13	0.01%	10	0.01%	3	0.01%	7	0.01%	0	0.00%
ESKIMO	963	0.27%	11	0.01%	11	0.01%	2	0.01%	4	0.00%	3	0.00%
N. AMER. INDIAN	1,669	0.46%	700	0.32%	732	0.70%	124	0.33%	907	0.88%	403	0.62%
CHINESE	215	0.06%	400	0.18%	135	0.13%	161	0.42%	150	0.15%	89	0.14%
JAPANESE	510	0.14%	346	0.16%	109	0.10%	41	0.11%	670	0.65%	115	0.18%
KOREAN	239	0.07%	472	0.21%	76	0.07%	95	0.25%	62	0.06%	41	0.06%
INDIAN	110	0.03%	150	0.07%	102	0.10%	26	0.07%	21	0.02%	3	0.00%
FILIPINO	1,651	0.45%	1,520	0.69%	1,511	1.44%	417	1.09%	638	0.62%	764	1.18%
VIETNAMESE	157	0.04%	308	0.14%	136	0.13%	119	0.31%	26	0.03%	6	0.01%
OTHER ASIAN	497	0.14%	634	0.29%	175	0.17%	114	0.30%	293	0.28%	258	0.40%
MELANESIAN	24	0.01%	19	0.01%	11	0.01%	1	0.00%	2	0.00%	1	0.00%
MICRONESIAN	43	0.01%	253	0.12%	12	0.01%	5	0.01%	3	0.00%	3	0.00%
POLYNESIAN	431	0.12%	454	0.21%	52	0.05%	27	0.07%	55	0.05%	10	0.02%
GUAMANIAN	330	0.09%	0	0.00%	0	0.00%	1	0.00%	94	0.09%	14	0.02%
OTHER PACIFIC	291	0.08%	194	0.09%	38	0.04%	18	0.05%	45	0.04%	15	0.02%
OTHER/NONE *	332,259	91.47%	185,389	84.42%	3,418	3.25%	798	2.09%	5,426	5.27%	3,257	5.03%
UNKNOWN	0	0.00%	12,844	5.85%	92,768	88.14%	32,396	85.05%	89,541	87.00%	56,426	87.18%
TOTAL	363,263	100.00%	219,610	100.00%	105,254	100.00%	38,092	100.00%	102,920	100.00%	64,720	100.00%
											893,859	100.00%

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

Columns may not add to totals due to rounding.

Table C-19. FY 1993 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	288,022	85.83%	34,445	10.26%	13,104	3.90%	335,571	100.00%
Female	25,852	93.36%	1,524	5.50%	316	1.14%	27,692	100.00%
Total	313,874	86.40%	35,969	9.90%	13,420	3.69%	363,263	100.00%
ARMY RESERVE								
Male	157,295	90.30%	10,695	6.14%	6,202	3.56%	174,192	100.00%
Female	42,846	94.34%	1,205	2.65%	1,367	3.01%	45,418	100.00%
Total	200,141	91.13%	11,900	5.42%	7,569	3.45%	219,610	100.00%
NAVAL RESERVE								
Male	84,196	95.40%	2,859	3.24%	1,198	1.36%	88,253	100.00%
Female	16,535	97.26%	425	2.50%	41	0.24%	17,001	100.00%
Total	100,731	95.70%	3,284	3.12%	1,239	1.18%	105,254	100.00%
MARINE CORPS RESERVE								
Male	35,580	96.74%	1,108	3.01%	91	0.25%	36,779	100.00%
Female	1,253	95.43%	59	4.49%	1	0.08%	1,313	100.00%
Total	36,833	96.69%	1,167	3.06%	92	0.24%	38,092	100.00%
AIR NATIONAL GUARD								
Male	86,429	97.52%	2,022	2.28%	173	0.20%	88,624	100.00%
Female	13,960	97.65%	325	2.27%	11	0.08%	14,296	100.00%
Total	100,389	97.54%	2,347	2.28%	184	0.18%	102,920	100.00%
AIR FORCE RESERVE								
Male	52,191	98.93%	503	0.95%	64	0.12%	52,758	100.00%
Female	11,857	99.12%	98	0.82%	7	0.06%	11,962	100.00%
Total	64,048	98.96%	601	0.93%	71	0.11%	64,720	100.00%
TOTAL DoD								
Male	703,713	90.66%	51,632	6.65%	20,832	2.68%	776,177	100.00%
Female	112,303	95.43%	3,636	3.09%	1,743	1.48%	117,682	100.00%
Total	816,016	91.29%	55,268	6.18%	22,575	2.53%	893,859	100.00%
18-44 YR OLD CIVILIAN LABOR FORCE								
Male	40,754,113	87.27%	*	*	5,943,268	12.73%	46,697,381	100.00%
Female	36,111,520	91.75%	*	*	3,247,281	8.25%	39,358,801	100.00%
Total	76,865,633	89.32%	*	*	9,190,548	10.68%	86,056,181	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 1993.

Table C-20. FY 1993 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER					
	TIER 1		TIER 2		TIER 3	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
White	230,589	86.12%	28,422	10.61%	8,748	3.27%
Black	53,815	88.01%	4,346	7.11%	2,987	4.88%
Hispanic	20,237	84.82%	2,512	10.53%	1,110	4.65%
Other	9,233	87.96%	689	6.56%	575	5.48%
TOTAL	313,874	86.40%	35,969	9.90%	13,420	3.69%
ARMY RESERVE						
White	121,406	90.54%	7,941	5.92%	4,750	3.54%
Black	56,027	92.29%	2,677	4.41%	2,004	3.30%
Hispanic	14,605	91.84%	893	5.62%	405	2.55%
Other	8,103	91.02%	389	4.37%	410	4.61%
TOTAL	200,141	91.13%	11,900	5.42%	7,569	3.45%
NAVAL RESERVE						
White	77,716	95.38%	2,726	3.35%	1,041	1.28%
Black	13,187	97.49%	244	1.80%	96	0.71%
Hispanic	5,647	94.78%	235	3.94%	76	1.28%
Other	4,181	97.55%	79	1.84%	26	0.61%
TOTAL	100,731	95.70%	3,284	3.12%	1,239	1.18%
MARINE CORPS RESERVE						
White	26,233	96.85%	797	2.94%	55	0.20%
Black	5,232	96.37%	182	3.35%	15	0.28%
Hispanic	3,592	95.94%	138	3.69%	14	0.37%
Other	1,776	96.84%	50	2.73%	8	0.44%
TOTAL	36,833	96.69%	1,167	3.06%	92	0.24%
AIR NATIONAL GUARD						
White	84,010	97.51%	1,989	2.31%	155	0.18%
Black	8,593	98.33%	138	1.58%	8	0.09%
Hispanic	4,798	96.42%	166	3.34%	12	0.24%
Other	2,988	97.94%	54	1.77%	9	0.29%
TOTAL	100,389	97.54%	2,347	2.28%	184	0.18%
AIR FORCE RESERVE						
White	47,428	98.92%	462	0.96%	57	0.12%
Black	11,258	99.51%	51	0.45%	5	0.04%
Hispanic	3,233	97.61%	72	2.17%	7	0.21%
Other	2,129	99.16%	16	0.75%	2	0.09%
TOTAL	64,048	98.96%	601	0.93%	71	0.11%
TOTAL DoD						
White	587,382	91.13%	42,337	6.57%	14,806	2.30%
Black	148,112	92.07%	7,638	4.75%	5,115	3.18%
Hispanic	52,112	90.23%	4,016	6.95%	1,624	2.81%
Other	28,410	92.49%	1,277	4.16%	1,030	3.35%
TOTAL	816,016	91.29%	55,268	6.18%	22,575	2.53%

Rows may not add to totals due to rounding.

Table C-21. FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY NATIONAL GUARD											
Male	120,793	5,354	21,989	13,431	8,222	25,585	52,021	12,834	38,830	36,512	335,571
Female	4,037	201	1,325	3,811	698	8,997	1,344	345	2,978	3,956	27,692
Total	124,830	5,555	23,314	17,242	8,920	34,582	53,365	13,179	41,808	40,468	363,263
ARMY RESERVE											
Male	38,564	4,648	10,336	15,333	5,259	32,105	20,865	9,001	23,129	14,952	174,192
Female	2,012	481	1,962	9,290	791	18,974	1,504	796	4,506	5,102	45,418
Total	40,576	5,129	12,298	24,623	6,050	51,079	22,369	9,797	27,635	20,054	219,610
NAVAL RESERVE											
Male	12,248	8,093	6,931	6,555	1,341	13,718	20,415	13,008	3,456	2,488	88,253
Female	1,354	627	1,403	3,383	233	7,372	1,128	320	682	499	17,001
Total	13,602	8,720	8,334	9,938	1,574	21,090	21,543	13,328	4,138	2,987	105,254
MARINE CORPS RESERVE											
Male	10,777	1,415	3,024	0	398	3,840	4,850	982	5,584	5,909	36,779
Female	7	27	99	0	20	756	89	21	183	111	1,313
Total	10,784	1,442	3,123	0	418	4,596	4,939	1,003	5,767	6,020	38,092
AIR NATIONAL GUARD											
Male	6,120	11,454	2,992	2,639	4,812	14,140	26,911	9,334	6,920	3,302	88,624
Female	327	564	622	1,634	482	7,759	919	346	1,046	597	14,296
Total	6,447	12,018	3,614	4,273	5,294	21,899	27,830	9,680	7,966	3,899	102,920
AIR FORCE RESERVE											
Male	5,771	3,842	1,020	3,641	1,985	10,975	15,885	4,900	3,655	1,084	52,758
Female	366	337	438	2,962	156	5,281	982	347	816	277	11,962
Total	6,137	4,179	1,458	6,603	2,141	16,256	16,867	5,247	4,471	1,361	64,720
TOTAL DoD											
Male	194,273	34,806	46,292	41,599	22,017	100,363	140,947	50,059	81,574	64,247	776,177
Female	8,103	2,237	5,849	21,080	2,380	49,139	5,966	2,175	10,211	10,542	117,682
Total	202,376	37,043	52,141	62,679	24,397	149,502	146,913	52,234	91,785	74,789	893,859

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

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

Table C-21 (Continued). FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA									Non-Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply		
ARMY NATIONAL GUARD											
Male	36.00%	1.60%	6.55%	4.00%	2.45%	7.62%	15.50%	3.82%	11.57%	10.88%	100.00%
Female	14.58%	0.73%	4.78%	13.76%	2.52%	32.49%	4.85%	1.25%	10.75%	14.29%	100.00%
Total	34.36%	1.53%	6.42%	4.75%	2.46%	9.52%	14.69%	3.63%	11.51%	11.14%	100.00%
ARMY RESERVE											
Male	22.14%	2.67%	5.93%	8.80%	3.02%	18.43%	11.98%	5.17%	13.28%	8.58%	100.00%
Female	4.43%	1.06%	4.32%	20.45%	1.74%	41.78%	3.31%	1.75%	9.92%	11.23%	100.00%
Total	18.48%	2.34%	5.60%	11.21%	2.75%	23.26%	10.19%	4.46%	12.58%	9.13%	100.00%
NAVAL RESERVE											
Male	13.88%	9.17%	7.85%	7.43%	1.52%	15.54%	23.13%	14.74%	3.92%	2.82%	100.00%
Female	7.96%	3.69%	8.25%	19.90%	1.37%	43.36%	6.63%	1.88%	4.01%	2.94%	100.00%
Total	12.92%	8.28%	7.92%	9.44%	1.50%	20.04%	20.47%	12.66%	3.93%	2.84%	100.00%
MARINE CORPS RESERVE											
Male	29.30%	3.85%	8.22%	0.00%	1.08%	10.44%	13.19%	2.67%	15.18%	16.07%	100.00%
Female	0.53%	2.06%	7.54%	0.00%	1.52%	57.58%	6.78%	1.60%	13.94%	8.45%	100.00%
Total	28.31%	3.79%	8.20%	0.00%	1.10%	12.07%	12.97%	2.63%	15.14%	15.80%	100.00%
AIR NATIONAL GUARD											
Male	6.91%	12.92%	3.38%	2.98%	5.43%	15.96%	30.37%	10.53%	7.81%	3.73%	100.00%
Female	2.29%	3.95%	4.35%	11.43%	3.37%	54.27%	6.43%	2.42%	7.32%	4.18%	100.00%
Total	6.26%	11.68%	3.51%	4.15%	5.14%	21.28%	27.04%	9.41%	7.74%	3.79%	100.00%
AIR FORCE RESERVE											
Male	10.94%	7.28%	1.93%	6.90%	3.76%	20.80%	30.11%	9.29%	6.93%	2.05%	100.00%
Female	3.06%	2.82%	3.66%	24.76%	1.30%	44.15%	8.21%	2.90%	6.82%	2.32%	100.00%
Total	9.48%	6.46%	2.25%	10.20%	3.31%	25.12%	26.06%	8.11%	6.91%	2.10%	100.00%
TOTAL DoD											
Male	25.03%	4.48%	5.96%	5.36%	2.84%	12.93%	18.16%	6.45%	10.51%	8.28%	100.00%
Female	6.89%	1.90%	4.97%	17.91%	2.02%	41.76%	5.07%	1.85%	8.68%	8.96%	100.00%
Total	22.64%	4.14%	5.83%	7.01%	2.73%	16.73%	16.44%	5.84%	10.27%	8.37%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table C-22. FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA										Non-Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Technical	Admin- istrators	Electrical	Craftsman	Supply	Occupational*		
ARMY NATIONAL GUARD												
White	91,973	4,469	17,843	12,189	7,037	24,613	40,932	9,991	28,229	30,483		267,759
Black	19,581	627	3,846	3,191	1,169	6,699	7,579	2,455	9,781	6,220		61,148
Hispanic	9,257	303	1,104	1,272	492	2,113	3,491	454	2,944	2,429		23,859
Other	4,019	156	521	590	222	1,157	1,363	279	854	1,336		10,497
TOTAL	124,830	5,555	23,314	17,242	8,920	34,582	53,365	13,179	41,808	40,468		363,263
ARMY RESERVE												
White	28,731	3,165	8,805	14,419	3,578	26,037	13,868	6,177	15,663	13,654		134,097
Black	8,569	1,387	2,133	7,178	1,744	19,364	5,279	1,993	8,924	4,137		60,708
Hispanic	1,654	397	866	1,868	525	3,516	2,292	1,125	2,246	1,414		15,903
Other	1,622	180	494	1,158	203	2,162	930	502	802	849		8,902
TOTAL	40,576	5,129	12,298	24,623	6,050	51,079	22,369	9,797	27,635	20,054		219,610
NAVAL RESERVE												
White	10,323	7,230	6,495	7,149	1,369	15,314	16,970	11,651	2,847	2,135		81,483
Black	1,865	794	1,221	1,495	103	3,685	2,352	720	847	445		13,527
Hispanic	909	398	383	750	50	1,187	1,173	595	238	275		5,958
Other	505	298	235	544	52	904	1,048	362	206	132		4,286
TOTAL	13,602	8,720	8,334	9,938	1,574	21,090	21,543	13,328	4,138	2,987		105,254
MARINE CORPS RESERVE												
White	8,160	1,053	2,155	0	335	2,825	3,595	758	3,796	4,408		27,085
Black	1,142	164	434	0	37	1,069	657	109	1,105	712		5,429
Hispanic	1,031	143	359	0	34	460	454	87	585	591		3,744
Other	451	82	175	0	12	242	233	49	281	309		1,834
TOTAL	10,784	1,442	3,123	0	418	4,596	4,939	1,003	5,767	6,020		38,092
AIR NATIONAL GUARD												
White	5,571	10,492	2,936	3,509	4,736	17,274	24,043	8,117	6,407	3,069		86,154
Black	418	574	289	427	286	2,882	1,724	823	936	380		8,739
Hispanic	331	461	203	215	201	1,080	1,341	470	409	265		4,976
Other	127	491	186	122	71	663	722	270	214	185		3,051
TOTAL	6,447	12,018	3,614	4,273	5,294	21,899	27,830	9,680	7,966	3,899		102,920
AIR FORCE RESERVE												
White	5,079	3,570	1,222	4,402	1,700	10,692	13,009	4,031	3,237	1,005		47,947
Black	667	369	161	1,536	288	3,943	2,355	795	942	258		11,314
Hispanic	277	131	52	378	103	845	1,001	280	200	45		3,312
Other	114	109	23	287	50	776	502	141	92	53		2,147
TOTAL	6,137	4,179	1,458	6,603	2,141	16,256	16,867	5,247	4,471	1,361		64,720
TOTAL DoD												
White	149,837	29,979	39,456	41,668	18,755	96,755	112,417	40,725	60,179	54,754		644,525
Black	32,242	3,915	8,084	13,827	3,627	37,642	19,946	6,895	22,535	12,152		160,865
Hispanic	13,459	1,833	2,967	4,483	1,405	9,201	9,752	3,011	6,622	5,019		57,752
Other	6,838	1,316	1,634	2,701	610	5,904	4,798	1,603	2,449	2,864		30,717
TOTAL	202,376	37,043	52,141	62,679	24,397	149,502	146,913	52,234	91,785	74,789		893,859
Non-occupational includes patients, students, those with unassigned duties, and unknowns.												

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

Table C-22 (Continued). FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity
b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA										Non-Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply			
ARMY NATIONAL GUARD												
White	34.35%	1.67%	6.66%	4.55%	2.63%	9.19%	15.29%	3.73%	10.54%	11.38%	100.00%	
Black	32.02%	1.03%	6.29%	5.22%	1.91%	10.96%	12.39%	4.01%	16.00%	10.17%	100.00%	
Hispanic	38.80%	1.27%	4.63%	5.33%	2.06%	8.86%	14.63%	1.90%	12.34%	10.18%	100.00%	
Other	38.29%	1.49%	4.96%	5.62%	2.11%	11.02%	12.98%	2.66%	8.14%	12.73%	100.00%	
TOTAL	34.36%	1.53%	6.42%	4.75%	2.46%	9.52%	14.69%	3.63%	11.51%	11.14%	100.00%	
ARMY RESERVE												
White	21.43%	2.36%	6.57%	10.75%	2.67%	19.42%	10.34%	4.61%	11.68%	10.18%	100.00%	
Black	14.12%	2.28%	3.51%	11.82%	2.87%	31.90%	8.70%	3.28%	14.70%	6.81%	100.00%	
Hispanic	10.40%	2.50%	5.45%	11.75%	3.30%	22.11%	14.41%	7.07%	14.12%	8.89%	100.00%	
Other	18.22%	2.02%	5.55%	13.01%	2.28%	24.29%	10.45%	5.64%	9.01%	9.54%	100.00%	
TOTAL	18.48%	2.34%	5.60%	11.21%	2.75%	23.26%	10.19%	4.46%	12.58%	9.13%	100.00%	
NAVAL RESERVE												
White	12.67%	8.87%	7.97%	8.77%	1.68%	18.79%	20.83%	14.30%	3.49%	2.62%	100.00%	
Black	13.79%	5.87%	9.03%	11.05%	0.76%	27.24%	17.39%	5.32%	6.26%	3.29%	100.00%	
Hispanic	15.26%	6.68%	6.43%	12.59%	0.84%	19.92%	19.69%	9.99%	3.99%	4.62%	100.00%	
Other	11.78%	6.95%	5.48%	12.69%	1.21%	21.09%	24.45%	8.45%	4.81%	3.08%	100.00%	
TOTAL	12.92%	8.28%	7.92%	9.44%	1.50%	20.04%	20.47%	12.66%	3.93%	2.84%	100.00%	
MARINE CORPS RESERVE												
White	30.13%	3.89%	7.96%	0.00%	1.24%	10.43%	13.27%	2.80%	14.02%	16.27%	100.00%	
Black	21.04%	3.02%	7.99%	0.00%	0.68%	19.69%	12.10%	2.01%	20.35%	13.11%	100.00%	
Hispanic	27.54%	3.82%	9.59%	0.00%	0.91%	12.29%	12.13%	2.32%	15.63%	15.79%	100.00%	
Other	24.59%	4.47%	9.54%	0.00%	0.65%	13.20%	12.70%	2.67%	15.32%	16.85%	100.00%	
TOTAL	28.31%	3.79%	8.20%	0.00%	1.10%	12.07%	12.97%	2.63%	15.14%	15.80%	100.00%	
AIR NATIONAL GUARD												
White	6.47%	12.18%	3.41%	4.07%	5.50%	20.05%	27.91%	9.42%	7.44%	3.56%	100.00%	
Black	4.78%	6.57%	3.31%	4.89%	3.27%	32.98%	19.73%	9.42%	10.71%	4.35%	100.00%	
Hispanic	6.65%	9.26%	4.08%	4.32%	4.04%	21.70%	26.95%	9.45%	8.22%	5.33%	100.00%	
Other	4.16%	16.09%	6.10%	4.00%	2.33%	21.73%	23.66%	8.85%	7.01%	6.06%	100.00%	
TOTAL	6.26%	11.68%	3.51%	4.15%	5.14%	21.28%	27.04%	9.41%	7.74%	3.79%	100.00%	
AIR FORCE RESERVE												
White	10.59%	7.45%	2.55%	9.18%	3.55%	22.30%	27.13%	8.41%	6.75%	2.10%	100.00%	
Black	5.90%	3.26%	1.42%	13.58%	2.55%	34.85%	20.81%	7.03%	8.33%	2.28%	100.00%	
Hispanic	8.36%	3.96%	1.57%	11.41%	3.11%	25.51%	30.22%	8.45%	6.04%	1.36%	100.00%	
Other	5.31%	5.08%	1.07%	13.37%	2.33%	36.14%	23.38%	6.57%	4.29%	2.47%	100.00%	
TOTAL	9.48%	6.46%	2.25%	10.20%	3.31%	25.12%	26.06%	8.11%	6.91%	2.10%	100.00%	
TOTAL DoD												
White	23.25%	4.65%	6.12%	6.46%	2.91%	15.01%	17.44%	6.32%	9.34%	8.50%	100.00%	
Black	20.04%	2.43%	5.03%	8.60%	2.25%	23.40%	12.40%	4.29%	14.01%	7.55%	100.00%	
Hispanic	23.30%	3.17%	5.14%	7.76%	2.43%	15.93%	16.89%	5.21%	11.47%	8.69%	100.00%	
Other	22.26%	4.28%	5.32%	8.79%	1.99%	19.22%	15.62%	5.22%	7.97%	9.32%	100.00%	
TOTAL	22.64%	4.14%	5.83%	7.01%	2.73%	16.73%	16.44%	5.84%	10.27%	8.37%	100.00%	
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.												

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table C-23. FY 1993 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group

a. Number	COMPONENT	AGE GROUP							TOTAL
		17-24	25-29	30-34	35-39	40-44	45-49	50+	
ARMY NATIONAL GUARD		1,010	1,190	725	281	144	69	35	3,464
ARMY RESERVE		682	1,315	1,230	1,132	664	642	190	6,428
NAVAL RESERVE		67	1,011	1,529	932	737	471	208	4,979
MARINE CORPS RESERVE		2	174	230	200	96	55	16	797
AIR NATIONAL GUARD		69	258	341	128	66	25	6	896
AIR FORCE RESERVE		29	295	712	452	242	175	73	1,997
TOTAL DoD		1,859	4,243	4,767	3,125	1,949	1,437	528	18,561
CIVILIAN COLLEGE GRADUATES, 21-35		2,163,565	4,534,799	5,220,397	1,141,673	0	0	0	13,060,433
b. Percent									
ARMY NATIONAL GUARD		29.16%	34.35%	20.93%	8.11%	4.16%	1.99%	1.01%	100.00%
ARMY RESERVE		10.61%	20.46%	19.14%	17.61%	10.33%	9.99%	2.96%	100.00%
NAVAL RESERVE		1.35%	20.31%	30.71%	18.72%	14.80%	9.46%	4.18%	100.00%
MARINE CORPS RESERVE		0.25%	21.83%	28.86%	25.09%	12.05%	6.90%	2.01%	100.00%
AIR NATIONAL GUARD		7.70%	28.79%	38.06%	14.29%	7.37%	2.79%	0.67%	100.00%
AIR FORCE RESERVE		1.45%	14.77%	35.65%	22.63%	12.12%	8.76%	3.66%	100.00%
TOTAL DoD		10.02%	22.86%	25.68%	16.84%	10.50%	7.74%	2.84%	100.00%
CIVILIAN COLLEGE GRADUATES, 21-35		16.57%	34.72%	39.97%	8.74%	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, 1993.

Table C-24. FY 1993 Selected Reserve Officers by Age and Component with Civilian Comparison Group

COMPONENT	AGE GROUP							TOTAL
	19-24	25-29	30-34	35-39	40-44	45-49	50+	
a. Number							Unknown	
ARMY NATIONAL GUARD	2,277	9,032	8,290	5,673	5,477	4,814	2,016	37,600
ARMY RESERVE	1,141	6,328	7,841	8,869	10,637	11,426	5,072	51,829
NAVAL RESERVE	44	1,693	6,065	7,937	6,137	3,455	1,432	26,775
MARINE CORPS RESERVE	2	280	861	1,035	589	301	74	3,142
AIR NATIONAL GUARD	112	1,403	2,824	3,074	2,958	2,482	1,385	14,242
AIR FORCE RESERVE	27	725	2,757	3,648	3,730	3,435	1,515	15,842
TOTAL DoD	3,603	19,461	28,638	30,236	29,528	25,913	11,494	149,430
CIVILIAN COLLEGE GRADUATES*	1,872,746	4,061,220	4,677,079	4,921,352	4,926,575	4,322,717	6,204,553	30,986,241
b. Percent								
ARMY NATIONAL GUARD	6.06%	24.02%	22.05%	15.09%	14.57%	12.80%	5.36%	100.00%
ARMY RESERVE	2.20%	12.21%	15.13%	17.11%	20.52%	22.05%	9.79%	100.00%
NAVAL RESERVE	0.16%	6.32%	22.65%	29.64%	22.92%	12.90%	5.35%	100.00%
MARINE CORPS RESERVE	0.06%	8.91%	27.40%	32.94%	18.75%	9.58%	2.36%	100.00%
AIR NATIONAL GUARD	0.79%	9.85%	19.83%	21.58%	20.77%	17.43%	9.72%	100.00%
AIR FORCE RESERVE	0.17%	4.58%	17.40%	23.03%	23.55%	21.68%	9.56%	100.00%
TOTAL DoD	2.41%	13.02%	19.16%	20.23%	19.76%	17.34%	7.69%	100.00%
CIVILIAN COLLEGE GRADUATES*	6.04%	13.11%	15.09%	15.88%	15.90%	13.95%	20.02%	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 1993.

Table C-25. FY 1993 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT					TOTAL		CIVILIAN COLLEGE GRADUATES*
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	
a. FY 1993 Reserve Officer Accessions								
Male								
Number	3,068	4,791	4,314	748	719	1,467	15,107	6,339,834
Percent	88.57%	74.53%	86.64%	93.85%	80.25%	73.46%	81.39%	48.54%
Female								
Number	396	1,637	665	49	177	530	3,454	6,720,599
Percent	11.43%	25.47%	13.36%	6.15%	19.75%	26.54%	18.61%	51.46%
TOTAL								
Number	3,464	6,428	4,979	797	896	1,997	18,561	13,060,433
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
b. FY 1993 Reserve Component Officers								
Male								
Number	34,171	40,200	22,929	2,979	12,599	12,308	125,186	17,486,678
Percent	90.88%	77.56%	85.64%	94.81%	88.46%	77.69%	83.78%	56.43%
Female								
Number	3,429	11,629	3,846	163	1,643	3,534	24,244	13,499,563
Percent	9.12%	22.44%	14.36%	5.19%	11.54%	22.31%	16.22%	43.57%
TOTAL								
Number	37,600	51,829	26,775	3,142	14,242	15,842	149,430	30,986,241
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Comparison group for 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 1993.

Table C-26. FY 1993 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups

GENDER	COMPONENT					TOTAL	CIVILIAN COLLEGE GRADUATES*	
	ARNG	USAR	USNR	USMCR	ANG			USAFR
a. FY 1993 Reserver Officer Accessions								
Male								
Married	48.57%	59.72%	67.92%	72.19%	69.40%	77.71%	62.62%	52.99%
Unmarried	51.43%	40.28%	32.08%	27.81%	30.60%	22.29%	37.38%	47.01%
Female								
Married	31.31%	42.21%	44.66%	59.18%	45.76%	56.98%	44.12%	58.31%
Unmarried	68.69%	57.79%	55.34%	40.82%	54.24%	43.02%	55.88%	41.69%
TOTAL								
Married	46.59%	55.26%	64.81%	71.39%	64.73%	72.21%	59.18%	55.73%
Unmarried	53.41%	44.74%	35.19%	28.61%	35.27%	27.79%	40.82%	44.27%
b. FY 1993 Reserve Component Officers								
Male								
Married	72.18%	74.92%	79.00%	79.19%	81.76%	82.62%	76.47%	72.54%
Unmarried	27.82%	25.08%	21.00%	20.81%	18.24%	17.38%	23.53%	27.46%
Female								
Married	48.91%	51.87%	50.94%	65.64%	57.15%	61.60%	53.17%	62.69%
Unmarried	51.09%	48.13%	49.06%	34.36%	42.85%	38.40%	46.83%	37.31%
TOTAL								
Married	70.06%	69.75%	74.97%	78.49%	78.92%	77.93%	72.69%	68.25%
Unmarried	29.94%	30.25%	25.03%	21.51%	21.08%	22.07%	27.31%	31.75%

* 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 1993.

* 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 1993.

Table C-27. FY 1993 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 1993 Reserve Officer Accessions										
ARMY NATIONAL GUARD	2,935	84.73%	288	8.31%	132	3.81%	109	3.15%	3,464	100.00%
ARMY RESERVE	4,713	73.32%	765	11.90%	175	2.72%	775	12.06%	6,428	100.00%
NAVAL RESERVE	4,387	88.11%	114	2.29%	75	1.51%	403	8.09%	4,979	100.00%
MARINE CORPS RESERVE	719	90.21%	44	5.52%	24	3.01%	10	1.25%	797	100.00%
AIR NATIONAL GUARD	786	87.72%	59	6.58%	27	3.01%	24	2.68%	896	100.00%
AIR FORCE RESERVE	1,756	87.93%	127	6.36%	61	3.05%	53	2.65%	1,997	100.00%
TOTAL DoD	15,296	82.41%	1,397	7.53%	494	2.66%	1,374	7.40%	18,561	100.00%
CIVILIAN COLLEGE GRADUATES*	10,951,949	83.86%	872,150	6.68%	487,022	3.73%	749,312	5.74%	13,060,433	100.00%
b. FY 1993 Reserve Component Officers										
ARMY NATIONAL GUARD	32,591	86.68%	2,731	7.26%	1,450	3.86%	828	2.20%	37,600	100.00%
ARMY RESERVE	42,093	81.22%	6,050	11.67%	1,411	2.72%	2,275	4.39%	51,829	100.00%
NAVAL RESERVE	24,206	90.41%	803	3.00%	327	1.22%	1,439	5.37%	26,775	100.00%
MARINE CORPS RESERVE	2,917	92.84%	126	4.01%	62	1.97%	37	1.18%	3,142	100.00%
AIR NATIONAL GUARD	13,029	91.48%	556	3.90%	351	2.46%	306	2.15%	14,242	100.00%
AIR FORCE RESERVE	14,439	91.14%	741	4.68%	330	2.08%	332	2.10%	15,842	100.00%
TOTAL DoD	129,275	86.51%	11,007	7.37%	3,931	2.63%	5,217	3.49%	149,430	100.00%
CIVILIAN COLLEGE GRADUATES**	26,378,766	87.83%	1,914,364	6.37%	105,934	0.35%	1,633,678	5.44%	30,032,742	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 1993										

* 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 1993.

Table C-28. FY 1993 Selected Reserve Officer Accessions and Officers by Education and Component

COMPONENT	EDUCATION							
	LESS THAN				GREATER THAN			
	COLLEGE GRADUATE		COLLEGE GRADUATE		COLLEGE GRADUATE		UNKNOWN	
	#	%	#	%	#	%	#	%
a. FY 1993 Reserve Officer Accessions								
ARMY NATIONAL GUARD	1,409	40.68%	1,730	49.94%	325	9.38%	0	0.00%
ARMY RESERVE	717	11.15%	3,161	49.18%	1,178	18.33%	1,372	21.34%
NAVAL RESERVE	3	0.06%	1,764	35.43%	1,078	21.65%	2,134	42.86%
MARINE CORPS RESERVE	12	1.51%	617	77.42%	167	20.95%	1	0.13%
AIR NATIONAL GUARD	152	16.96%	536	59.82%	204	22.77%	4	0.45%
AIR FORCE RESERVE	114	5.71%	1,125	56.33%	746	37.36%	12	0.60%
TOTAL DoD	2,407	12.97%	8,933	48.13%	3,698	19.92%	3,523	18.98%
TOTAL							18,561	100.00%
b. FY 1993 Reserve Component Officers								
ARMY NATIONAL GUARD	12,163	32.35%	19,017	50.58%	6,420	17.07%	0	0.00%
ARMY RESERVE	5,641	10.88%	25,523	49.24%	14,064	27.14%	6,601	12.74%
NAVAL RESERVE	17	0.06%	15,719	58.71%	8,756	32.70%	2,283	8.53%
MARINE CORPS RESERVE	48	1.53%	2,247	71.51%	846	26.93%	1	0.03%
AIR NATIONAL GUARD	1,182	8.30%	8,913	62.58%	4,077	28.63%	70	0.49%
AIR FORCE RESERVE	464	2.93%	7,785	49.14%	7,570	47.78%	23	0.15%
TOTAL DoD	19,515	13.06%	79,204	53.00%	41,733	27.93%	8,978	6.01%
TOTAL							149,430	100.00%

Rows may not add to totals due to rounding.

Table C-29. FY 1993 Selected Reserve Officer Accessions by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA								TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational**
a. Number									
ARMY NATIONAL GUARD	4	986	86	213	73	253	120	153	1,576
ARMY RESERVE	1	1,611	336	591	312	1,261	553	727	1,036
NAVAL RESERVE	1	2,343	374	277	239	927	306	340	172
MARINE CORPS RESERVE	0	427	32	52	39	0	56	118	35
AIR NATIONAL GUARD	1	293	34	103	28	206	80	40	111
AIR FORCE RESERVE	2	527	101	213	138	593	166	153	104
TOTAL DoD	9	6,187	963	1,449	829	3,240	1,281	1,531	3,034
b. Percent									
ARMY NATIONAL GUARD	0.12%	28.46%	2.48%	6.15%	2.11%	7.30%	3.46%	4.42%	45.50%
ARMY RESERVE	0.02%	25.06%	5.23%	9.19%	4.85%	19.62%	8.60%	11.31%	16.12%
NAVAL RESERVE	0.02%	47.06%	7.51%	5.56%	4.80%	18.62%	6.15%	6.83%	3.45%
MARINE CORPS RESERVE	0.00%	56.26%	4.22%	6.85%	5.14%	0.00%	7.38%	15.55%	4.61%
AIR NATIONAL GUARD	0.11%	32.70%	3.79%	11.50%	3.13%	22.99%	8.93%	4.46%	12.39%
AIR FORCE RESERVE	0.10%	26.39%	5.06%	10.67%	6.91%	29.69%	8.31%	7.66%	5.21%
TOTAL DoD	0.05%	33.40%	5.20%	7.82%	4.48%	17.49%	6.92%	8.27%	16.38%

* Calculations do not include 38 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 C-30. FY 1993 Selected Reserve Officers by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA								Non-Occupational**	TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied		
a. Number/Component										
ARMY NATIONAL GUARD	178	18,170	865	3,281	1,227	3,913	2,610	3,575	3,781	37,600
ARMY RESERVE	111	12,719	2,340	4,534	3,290	15,780	5,293	6,006	1,756	51,829
NAVAL RESERVE	48	11,358	2,759	2,342	955	4,556	2,380	2,005	372	26,775
MARINE CORPS RESERVE	10	1,739	130	192	155	0	218	401	128	2,973
AIR NATIONAL GUARD	127	6,096	332	1,999	561	1,974	1,888	895	370	14,242
AIR FORCE RESERVE	72	4,541	1,164	1,811	1,549	4,075	1,193	1,389	48	15,842
TOTAL DoD	546	54,623	7,590	14,159	7,737	30,298	13,582	14,271	6,455	149,261
b. Percent										
ARMY NATIONAL GUARD	0.47%	48.32%	2.30%	8.73%	3.26%	10.41%	6.94%	9.51%	10.06%	100.00%
ARMY RESERVE	0.21%	24.54%	4.51%	8.75%	6.35%	30.45%	10.21%	11.59%	3.39%	100.00%
NAVAL RESERVE	0.18%	42.42%	10.30%	8.75%	3.57%	17.02%	8.89%	7.49%	1.39%	100.00%
MARINE CORPS RESERVE	0.34%	58.49%	4.37%	6.46%	5.21%	0.00%	7.33%	13.49%	4.31%	100.00%
AIR NATIONAL GUARD	0.89%	42.80%	2.33%	14.04%	3.94%	13.86%	13.26%	6.28%	2.60%	100.00%
AIR FORCE RESERVE	0.45%	28.66%	7.35%	11.43%	9.78%	25.72%	7.53%	8.77%	0.30%	100.00%
TOTAL DoD	0.37%	36.60%	5.09%	9.49%	5.18%	20.30%	9.10%	9.56%	4.32%	100.00%
* Calculations do not include 169 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.										

* Calculations do not include 169 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 C-31. FY 1993 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number	GENDER	OCCUPATIONAL AREA								TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	
ARMY NATIONAL GUARD										
Male	177	18,023	780	2,895	1,200	2,701	2,057	3,018	3,320	34,171
Female	1	147	85	386	27	1,212	553	557	461	3,429
Total	178	18,170	865	3,281	1,227	3,913	2,610	3,575	3,781	37,600
ARMY RESERVE										
Male	109	12,536	1,976	3,978	3,081	8,383	3,860	4,929	1,348	40,200
Female	2	183	364	556	209	7,397	1,433	1,077	408	11,629
Total	111	12,719	2,340	4,534	3,290	15,780	5,293	6,006	1,756	51,829
NAVAL RESERVE										
Male	47	11,222	2,418	2,255	863	2,581	1,370	1,829	344	22,929
Female	1	136	341	87	92	1,975	1,010	176	28	3,846
Total	48	11,358	2,759	2,342	955	4,556	2,380	2,005	372	26,775
MARINE CORPS RESERVE										
Male	10	1,729	112	176	149	0	149	367	122	2,814
Female	0	10	18	16	6	0	69	34	6	159
Total	10	1,739	130	192	155	0	218	401	128	2,973
AIR NATIONAL GUARD										
Male	126	5,961	272	1,844	528	1,228	1,505	789	346	12,599
Female	1	135	60	155	33	746	383	106	24	1,643
Total	127	6,096	332	1,999	561	1,974	1,888	895	370	14,242
AIR FORCE RESERVE										
Male	70	4,356	943	1,617	1,411	1,825	883	1,160	43	12,308
Female	2	185	221	194	138	2,250	310	229	5	3,534
Total	72	4,541	1,164	1,811	1,549	4,075	1,193	1,389	48	15,842
TOTAL DoD										
Male	539	53,827	6,501	12,765	7,232	16,718	9,824	12,092	5,523	125,021
Female	7	796	1,089	1,394	505	13,580	3,758	2,179	932	24,240
Total	546	54,623	7,590	14,159	7,737	30,298	13,582	14,271	6,455	149,261

* Calculations do not include 165 male and 4 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.

Table C-31 (Continued). FY 1993 Selected Reserve Officers by Occupational Area, Component, and Gender

h. Percent

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
ARMY NATIONAL GUARD										
Male	0.52%	52.74%	2.28%	8.47%	3.51%	7.90%	6.02%	8.83%	9.72%	100.00%
Female	0.03%	4.29%	2.48%	11.26%	0.79%	35.35%	16.13%	16.24%	13.44%	100.00%
Total	0.47%	48.32%	2.30%	8.73%	3.26%	10.41%	6.94%	9.51%	10.06%	100.00%
ARMY RESERVE										
Male	0.27%	31.18%	4.92%	9.90%	7.66%	20.85%	9.60%	12.26%	3.35%	100.00%
Female	0.02%	1.57%	3.13%	4.78%	1.80%	63.61%	12.32%	9.26%	3.51%	100.00%
Total	0.21%	24.54%	4.51%	8.75%	6.35%	30.45%	10.21%	11.59%	3.39%	100.00%
NAVAL RESERVE										
Male	0.20%	48.94%	10.55%	9.83%	3.76%	11.26%	5.97%	7.98%	1.50%	100.00%
Female	0.03%	3.54%	8.87%	2.26%	2.39%	51.35%	26.26%	4.58%	0.73%	100.00%
Total	0.18%	42.42%	10.30%	8.75%	3.57%	17.02%	8.89%	7.49%	1.39%	100.00%
MARINE CORPS RESERVE										
Male	0.36%	61.44%	3.98%	6.25%	5.29%	0.00%	5.29%	13.04%	4.34%	100.00%
Female	0.00%	6.29%	11.32%	10.06%	3.77%	0.00%	43.40%	21.38%	3.77%	100.00%
Total	0.34%	58.49%	4.37%	6.46%	5.21%	0.00%	7.33%	13.49%	4.31%	100.00%
AIR NATIONAL GUARD										
Male	1.00%	47.31%	2.16%	14.64%	4.19%	9.75%	11.95%	6.26%	2.75%	100.00%
Female	0.06%	8.22%	3.65%	9.43%	2.01%	45.40%	23.31%	6.45%	1.46%	100.00%
Total	0.89%	42.80%	2.33%	14.04%	3.94%	13.86%	13.26%	6.28%	2.60%	100.00%
AIR FORCE RESERVE										
Male	0.57%	35.39%	7.66%	13.14%	11.46%	14.83%	7.17%	9.42%	0.35%	100.00%
Female	0.06%	5.23%	6.25%	5.49%	3.90%	63.67%	8.77%	6.48%	0.14%	100.00%
Total	0.45%	28.66%	7.35%	11.43%	9.78%	25.72%	7.53%	8.77%	0.30%	100.00%
TOTAL DoD										
Male	0.43%	43.05%	5.20%	10.21%	5.78%	13.37%	7.86%	9.67%	4.42%	100.00%
Female	0.03%	3.28%	4.49%	5.75%	2.08%	56.02%	15.50%	8.99%	3.84%	100.00%
Total	0.37%	36.60%	5.09%	9.49%	5.18%	20.30%	9.10%	9.56%	4.32%	100.00%

* Calculations do not include 165 male and 4 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.

* Calculations do not include 165 male and 4 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 C-32. FY 1993 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA								Non-Occupational**	TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied		
ARMY NATIONAL GUARD										
White	160	16,279	790	2,766	1,121	3,311	2,071	2,929	3,164	32,591
Black	6	857	28	334	57	344	330	426	349	2,731
Hispanic	11	659	25	129	25	161	139	140	161	1,450
Other	1	375	22	52	24	97	70	80	107	828
Total	178	18,170	865	3,281	1,227	3,913	2,610	3,575	3,781	37,600
ARMY RESERVE										
White	104	11,056	2,109	3,593	3,006	12,300	4,107	4,609	1,209	42,093
Black	3	998	100	612	178	2,076	874	978	231	6,050
Hispanic	2	290	45	151	38	461	141	236	47	1,411
Other	2	375	86	178	68	943	171	183	269	2,275
Total	111	12,719	2,340	4,534	3,290	15,780	5,293	6,006	1,756	51,829
NAVAL RESERVE										
White	47	10,462	2,538	2,123	819	4,008	2,082	1,809	318	24,206
Black	0	238	67	52	56	171	133	69	17	803
Hispanic	0	124	22	39	15	62	39	20	6	327
Other	1	534	132	128	65	315	126	107	31	1,439
Total	48	11,358	2,759	2,342	955	4,556	2,380	2,005	372	26,775
MARINE CORPS RESERVE										
White	9	1,623	120	173	145	0	199	360	119	2,748
Black	0	57	5	13	6	0	15	24	6	126
Hispanic	1	38	5	4	3	0	2	7	2	62
Other	0	21	0	2	1	0	2	10	1	37
Total	10	1,739	130	192	155	0	218	401	128	2,973
AIR NATIONAL GUARD										
White	119	5,812	307	1,794	514	1,769	1,604	777	333	13,029
Black	5	94	11	78	24	96	163	67	18	556
Hispanic	2	104	12	58	8	48	81	28	10	351
Other	1	86	2	69	15	61	40	23	9	306
Total	127	6,096	332	1,999	561	1,974	1,888	895	370	14,242
AIR FORCE RESERVE										
White	71	4,349	1,075	1,652	1,432	3,511	1,057	1,247	45	14,439
Black	0	79	44	67	68	300	88	93	2	741
Hispanic	1	72	22	45	24	104	31	30	1	330
Other	0	41	23	47	25	160	17	19	0	332
Total	72	4,541	1,164	1,811	1,549	4,075	1,193	1,389	48	15,842
TOTAL DoD										
White	510	49,581	6,939	12,101	7,037	24,899	11,120	11,731	5,188	129,106
Black	14	2,323	255	1,156	389	2,987	1,603	1,657	623	11,007
Hispanic	17	1,287	131	426	113	836	433	461	227	3,931
Other	5	1,432	265	476	198	1,576	426	422	417	5,217
Total	546	54,623	7,590	14,159	7,737	30,298	13,582	14,271	6,455	149,261

* Calculations do not include 169 white 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.

* Calculations do not include 169 white 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 C-32 (Continued). FY 1993 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent											
Table C-32 (Continued). FY 1993 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity											
RACE/ETHNICITY	General Officers*	Tactical Operations	OCCUPATIONAL AREA					Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	TOTAL
			Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care					
ARMY NATIONAL GUARD											
White	0.49%	49.95%	2.42%	8.49%	3.44%	10.16%	6.35%	8.99%	9.71%	100.00%	
Black	0.22%	31.38%	1.03%	12.23%	2.09%	12.60%	12.08%	15.60%	12.78%	100.00%	
Hispanic	0.76%	45.45%	1.72%	8.90%	1.72%	11.10%	9.59%	9.66%	11.10%	100.00%	
Other	0.12%	45.29%	2.66%	6.28%	2.90%	11.71%	8.45%	9.66%	12.92%	100.00%	
Total	0.47%	48.32%	2.30%	8.73%	3.26%	10.41%	6.94%	9.51%	10.06%	100.00%	
ARMY RESERVE											
White	0.25%	26.27%	5.01%	8.54%	7.14%	29.22%	9.76%	10.95%	2.87%	100.00%	
Black	0.05%	16.50%	1.65%	10.12%	2.94%	34.31%	14.45%	16.17%	3.82%	100.00%	
Hispanic	0.14%	20.55%	3.19%	10.70%	2.69%	32.67%	9.99%	16.73%	3.33%	100.00%	
Other	0.09%	16.48%	3.78%	7.82%	2.99%	41.45%	7.52%	8.04%	11.82%	100.00%	
Total	0.21%	24.54%	4.51%	8.75%	6.35%	30.45%	10.21%	11.59%	3.39%	100.00%	
NAVAL RESERVE											
White	0.19%	43.22%	10.49%	8.77%	3.38%	16.56%	8.60%	7.47%	1.31%	100.00%	
Black	0.00%	29.64%	8.34%	6.48%	6.97%	21.30%	16.56%	8.59%	2.12%	100.00%	
Hispanic	0.00%	37.92%	6.73%	11.93%	4.59%	18.96%	11.93%	11.29%	1.83%	100.00%	
Other	0.07%	37.11%	9.17%	8.90%	4.52%	21.89%	8.76%	7.44%	2.15%	100.00%	
Total	0.18%	42.42%	10.30%	8.75%	3.57%	17.02%	8.89%	7.49%	1.39%	100.00%	
MARINE CORPS RESERVE											
White	0.33%	59.06%	4.37%	6.30%	5.28%	0.00%	7.24%	13.10%	4.33%	100.00%	
Black	0.00%	45.24%	3.97%	10.32%	4.76%	0.00%	11.90%	19.05%	4.76%	100.00%	
Hispanic	1.61%	61.29%	8.06%	6.45%	4.84%	0.00%	3.23%	11.29%	3.23%	100.00%	
Other	0.00%	56.76%	0.00%	5.41%	2.70%	0.00%	5.41%	27.03%	2.70%	100.00%	
Total	0.34%	58.49%	4.37%	6.46%	5.21%	0.00%	7.33%	13.49%	4.31%	100.00%	
AIR NATIONAL GUARD											
White	0.91%	44.61%	2.36%	13.77%	3.95%	13.58%	12.31%	5.96%	2.56%	100.00%	
Black	0.90%	16.91%	1.98%	14.03%	4.32%	17.27%	29.32%	12.05%	3.24%	100.00%	
Hispanic	0.57%	29.63%	3.42%	16.52%	2.28%	13.68%	23.08%	7.98%	2.85%	100.00%	
Other	0.33%	28.10%	0.65%	22.55%	4.90%	19.93%	13.07%	7.52%	2.94%	100.00%	
Total	0.89%	42.80%	2.33%	14.04%	3.94%	13.86%	13.26%	6.28%	2.60%	100.00%	
AIR FORCE RESERVE											
White	0.49%	30.12%	7.45%	11.44%	9.92%	24.32%	7.32%	8.64%	0.31%	100.00%	
Black	0.00%	10.66%	5.94%	9.04%	9.18%	40.49%	11.88%	12.55%	0.27%	100.00%	
Hispanic	0.30%	21.82%	6.67%	13.64%	7.27%	31.52%	9.39%	9.09%	0.30%	100.00%	
Other	0.00%	12.35%	6.93%	14.16%	7.53%	48.19%	5.12%	5.72%	0.00%	100.00%	
Total	0.45%	28.66%	7.35%	11.43%	9.78%	25.72%	7.53%	8.77%	0.30%	100.00%	
TOTAL DoD											
White	0.40%	38.40%	5.37%	9.37%	5.45%	19.29%	8.61%	9.09%	4.02%	100.00%	
Black	0.13%	21.10%	2.32%	10.50%	3.53%	27.14%	14.56%	15.05%	5.66%	100.00%	
Hispanic	0.43%	32.74%	3.33%	10.84%	2.87%	21.27%	11.02%	11.73%	5.77%	100.00%	
Other	0.10%	27.45%	5.08%	9.12%	3.80%	30.21%	8.17%	8.09%	7.99%	100.00%	
Total	0.37%	36.60%	5.09%	9.49%	5.18%	20.30%	9.10%	9.56%	4.32%	100.00%	
* Calculations do not include 169 white 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.											

* Calculations do not include 169 white 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 C-33. FY 1993 Selected Reserve Officer Accessions by Source of Commission and Component

SOURCE OF COMMISSION									
COMPONENT	Academy	ROTC		ROTC Non-Scholarship	OCS/OTS/PLC	ANG AMS/ARNG OCS/Appointment	Direct	Other	TOTAL
		Scholarship							
a. Number									
ARMY NATIONAL GUARD	37	232		1,266	228	1,093	515	93	3,464
ARMY RESERVE	263	881		2,291	377	335	1,724	557	6,428
NAVAL RESERVE	604	764		159	1,349	0	1,618	485	4,979
MARINE CORPS RESERVE	50	0		103	641	0	0	3	797
AIR NATIONAL GUARD	70	67		138	118	239	253	11	896
AIR FORCE RESERVE	124	199		445	418	19	774	18	1,997
TOTAL DoD									
	1,148	2,143		4,402	3,131	1,686	4,884	1,167	18,561
b. Percent									
ARMY NATIONAL GUARD	1.07%	6.70%		36.55%	6.58%	31.55%	14.87%	2.68%	100.00%
ARMY RESERVE	4.09%	13.71%		35.64%	5.86%	5.21%	26.82%	8.67%	100.00%
NAVAL RESERVE	12.13%	15.34%		3.19%	27.09%	0.00%	32.50%	9.74%	100.00%
MARINE CORPS RESERVE	6.27%	0.00%		12.92%	80.43%	0.00%	0.00%	0.38%	100.00%
AIR NATIONAL GUARD	7.81%	7.48%		15.40%	13.17%	26.67%	28.24%	1.23%	100.00%
AIR FORCE RESERVE	6.21%	9.96%		22.28%	20.93%	0.95%	38.76%	0.90%	100.00%
TOTAL DoD									
	6.19%	11.55%		23.72%	16.87%	9.08%	26.31%	6.29%	100.00%

Rows may not add to totals due to rounding.

Appendix D - Tables: Longitudinal Data

Table D-1. Number of 18-Year-Old Males and Male Military Accession Requirements, 1950-2010 (in Thousands)

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	171
1963	1409	370	1994	1716	160
1964	1398	478	1995	1796	165
1965	1929	404	1996	1812	186
1966	1792	894	1997	1869	177
1967	1794	760	1998	1965	182
1968	1791	832	1999	1965	185
1969	1858	809	2000	2011	186
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, Conscripton, and the All-Volunteer Force, (Montgomery, AL: Air University Press, Dec 1987); Military Service Annual 1391 Reports; OUSD (P&R)(MPP)(AP). Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Table D-2. Ratio of NPS Active Component Enlisted Accessions to Applicants, FY 1981-1993

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
1993	203,115	348,109	0.583

Table D-3. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FY 1973-1993

FISCAL YEAR	SERVICE						18-24 YR OLD CIVILIANS			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
1973	35,031	20.67%	10,275	10.97%	10,504	21.46%	13,523	14.46%	69,333	17.09%
1974	49,237	27.36%	9,984	11.09%	9,754	21.52%	12,163	16.58%	81,138	20.88%
1975	38,173	21.17%	10,141	10.30%	11,507	20.14%	10,570	14.31%	70,391	17.18%
1976	43,515	24.32%	7,986	8.74%	8,370	16.26%	7,664	10.71%	67,535	17.17%
1977	63,712	29.38%	14,480	11.20%	11,627	20.19%	10,275	11.25%	100,094	20.22%
1978	41,920	34.25%	9,946	12.74%	9,174	24.05%	9,114	13.60%	70,154	22.95%
1979	47,126	36.73%	12,034	15.63%	10,712	27.66%	10,601	15.90%	80,473	25.90%
1980	46,988	29.62%	12,116	13.68%	9,722	23.10%	10,737	15.02%	79,563	22.05%
1981	30,298	27.74%	10,998	12.79%	6,904	17.78%	10,019	14.22%	58,219	19.12%
1982	29,426	24.50%	10,974	13.70%	6,626	17.46%	10,488	15.59%	57,514	18.83%
1983	29,037	21.89%	10,548	14.27%	6,216	16.97%	8,719	14.47%	54,520	17.97%
1984	29,263	22.57%	11,445	14.83%	6,852	17.52%	8,157	13.80%	55,717	18.27%
1985	26,699	22.42%	12,715	15.33%	6,400	18.80%	10,123	15.58%	55,937	18.58%
1986	28,381	22.39%	15,234	17.25%	5,963	17.20%	10,344	16.15%	59,922	19.10%
1987	28,226	23.45%	16,640	18.96%	6,051	18.05%	7,806	14.28%	58,723	19.82%
1988	26,530	25.09%	17,980	20.03%	6,420	18.36%	5,489	13.46%	56,419	20.80%
1989	29,486	26.31%	19,158	21.38%	5,887	17.87%	5,473	12.67%	60,004	21.60%
1990	21,319	25.22%	14,576	20.66%	5,786	17.59%	4,532	12.68%	46,213	20.66%
1991	15,535	20.01%	10,956	16.00%	4,193	14.15%	3,198	10.75%	33,882	16.49%
1992	15,649	20.44%	9,832	16.82%	4,118	12.96%	3,868	11.11%	33,467	16.60%
1993	15,103	20.43%	10,619	16.81%	4,201	12.09%	3,965	12.67%	33,888	16.68%

Source: Civilian data 1973-1987 from Labor Force Statistics Derived From the Current Population Survey, 1948-87 (Washington, DC: Bureau of Labor Statistics, August 1988). Other civilian data from Bureau of Labor Statistics Current Population Survey Files, September 1988-September 1993. Civilian Blacks include Hispanics who report themselves as Black for 1973-1987.

Table D-4. Hispanic NPS Active Component Enlisted Accessions by Service, FY 1973-1993

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
1973	10,303	6.08%	4,085	4.36%	3,567	7.29%	3,996	4.27%	21,951	5.41%		N/A
1974	11,496	6.39%	4,194	4.66%	3,304	7.29%	2,852	3.89%	21,846	5.62%		N/A
1975	41,059	22.77%	10,000	10.16%	11,485	20.11%	10,779	14.59%	73,323	17.89%		N/A
1976	37,507	20.96%	15,236	16.67%	10,563	20.52%	6,470	9.04%	69,776	17.74%		N/A
1977	14,850	6.85%	6,419	4.97%	4,924	8.55%	3,812	4.17%	30,005	6.06%		N/A
1978	8,811	7.20%	3,700	4.74%	3,245	8.51%	2,882	4.30%	18,638	6.10%		N/A
1979	9,664	7.53%	3,573	4.64%	3,395	8.77%	2,934	4.40%	19,566	6.30%		N/A
1980	9,315	5.87%	3,250	3.67%	2,390	5.68%	2,038	2.85%	16,993	4.71%		7.6%
1981	5,322	4.87%	3,079	3.58%	1,801	4.64%	1,966	2.79%	12,168	4.00%		8.0%
1982	4,912	4.09%	2,752	3.44%	1,417	3.73%	1,817	2.70%	10,898	3.57%		8.3%
1983	4,671	3.52%	3,379	4.57%	1,259	3.44%	1,466	2.43%	10,775	3.55%		8.6%
1984	4,610	3.55%	4,179	5.42%	1,481	3.79%	1,404	2.38%	11,674	3.83%		8.9%
1985	4,114	3.45%	4,192	5.05%	1,288	3.78%	1,625	2.50%	11,219	3.72%		9.2%
1986	4,882	3.85%	5,093	5.77%	1,653	4.77%	1,527	2.38%	13,155	4.19%		9.5%
1987	5,269	4.38%	6,140	7.00%	2,063	6.15%	1,632	2.99%	15,104	5.10%		9.9%
1988	5,132	4.85%	6,334	7.06%	2,518	7.20%	1,300	3.19%	15,284	5.63%		10.3%
1989	6,276	5.60%	7,052	7.87%	2,433	7.39%	1,459	3.38%	17,220	6.20%		11.2%
1990	5,199	6.15%	6,392	9.06%	2,748	8.35%	1,205	3.37%	15,544	6.95%		11.2%
1991	4,748	6.12%	6,647	9.71%	2,447	8.26%	1,066	3.58%	14,908	7.26%		11.4%
1992	5,093	6.65%	6,188	10.58%	2,733	8.60%	1,291	3.71%	15,305	7.59%		11.4%
1993	4,963	6.71%	5,685	9.00%	3,354	9.66%	1,349	4.31%	15,351	7.56%		11.7%

Source: Civilian data 1980-1988 from Handbook of Labor Statistics (Washington, DC: Bureau of Labor Statistics, August 1989). Other civilian data from Bureau of Labor Statistics Current Population Survey Files, September 1989-September 1993. Civilian data for 1980-1988 are yearly averages.

Table D-5. Female NPS Active Component Enlisted Accessions by Service, FY 1964, 1970-1993

FISCAL YEAR*	SERVICE										TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				#	%	#	%
	#	%	#	%	#	%	#	%	#	%				
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%			8,350	0.8%		54.1%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%			13,459	3.9%		54.3%
1971	5,193	3.0%	2,433	3.0%	1,097	2.0%	4,189	4.0%			12,912	3.1%		53.3%
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%			12,995	1.8%		52.3%
1973	8,336	4.9%	4,949	5.3%	691	1.4%	6,339	6.8%			20,315	5.0%		52.0%
1974	15,083	8.4%	6,711	7.5%	850	1.9%	8,174	11.1%			30,818	7.9%		52.0%
1975	18,540	10.3%	6,781	6.9%	1,325	2.3%	9,752	13.2%			36,398	8.9%		51.8%
1976	15,792	8.8%	5,128	5.6%	1,261	2.5%	8,613	12.0%			30,794	7.8%		51.5%
1977	18,921	8.7%	5,921	4.6%	1,783	3.1%	12,276	13.4%			38,901	7.9%		51.5%
1978	17,315	14.2%	5,627	7.2%	2,192	5.8%	12,409	18.5%			37,543	12.3%		51.4%
1979	17,196	13.4%	8,705	11.3%	2,137	5.5%	13,307	20.0%			41,345	13.3%		51.3%
1980	22,386	14.1%	10,697	12.1%	2,250	5.4%	13,474	18.9%			48,807	13.5%		51.3%
1981	17,064	15.6%	8,987	10.5%	2,143	5.5%	9,719	13.8%			37,913	12.5%		51.2%
1982	15,183	12.6%	8,238	10.3%	2,226	5.9%	8,520	12.7%			34,167	11.2%		51.2%
1983	16,576	12.5%	8,245	11.2%	1,987	5.4%	8,759	14.5%			35,567	11.7%		51.0%
1984	16,900	13.0%	7,715	10.0%	2,121	5.4%	8,649	14.6%			35,385	11.6%		51.0%
1985	15,401	12.9%	9,733	11.7%	2,174	6.4%	10,943	16.9%			38,251	12.7%		51.3%
1986	15,332	12.1%	8,802	10.0%	2,147	6.2%	11,778	18.4%			38,059	12.1%		51.2%
1987	16,262	13.5%	7,705	8.8%	1,790	5.3%	10,149	18.6%			35,906	12.1%		51.3%
1988	14,265	13.5%	9,799	10.9%	2,101	6.0%	8,011	19.7%			34,176	12.6%		51.2%
1989	16,048	14.3%	10,790	12.0%	2,092	6.4%	9,157	21.2%			38,087	13.7%		51.3%
1990	12,603	14.9%	7,951	11.3%	1,747	5.3%	7,298	20.4%			29,599	13.2%		51.1%
1991	11,266	14.5%	6,394	9.3%	1,606	5.4%	6,452	21.7%			25,718	12.5%		51.0%
1992	12,452	16.3%	8,190	14.0%	1,595	5.0%	7,538	21.7%			29,775	14.8%		50.8%
1993	11,801	16.0%	8,013	12.7%	1,595	4.6%	6,966	22.3%			28,375	14.0%		50.7%

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

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

Source: Civilian data 1964, 1970-1987 from Labor Force Statistics Derived From the Current Population Survey, 1948-87 (Washington, DC: Bureau of Labor Statistics, August, 1988). Other civilian data from Bureau of Labor Statistics Current Population Survey Files, September 1988-September 1993.

Table D-6. NPS Active Component Enlisted Accessions by Marital Status and Service, FY 1976-1993

FISCAL YEAR	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL 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%		
1993	16.80%	83.20%	4.50%	95.50%	3.10%	96.90%	11.90%	88.10%	9.90%	90.10%		

Table D-7. Percent NPS Active Component Enlisted Accessions with High School Diplomas by Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	98,618	58.18%	66,328	70.83%	21,829	44.60%	79,464	84.95%	266,239	65.64%				
1974	89,173	49.55%	61,879	68.72%	20,985	46.30%	63,001	85.86%	235,038	60.47%				
1975	103,566	57.44%	72,596	73.74%	26,804	46.92%	64,016	86.66%	266,982	65.16%				
1976	103,780	58.00%	71,406	78.14%	32,518	63.16%	65,017	90.83%	272,721	69.33%				
1977	131,786	60.76%	96,554	74.69%	41,338	71.79%	84,421	92.40%	354,099	71.52%				
1978	89,427	73.06%	56,851	72.83%	26,824	70.32%	57,509	85.78%	230,611	75.45%				
1979	82,437	64.26%	57,321	74.46%	28,136	72.65%	55,941	83.89%	223,835	72.05%				
1980	82,541	52.03%	65,132	73.57%	29,299	69.62%	59,747	83.57%	236,719	65.62%				
1981	82,902	75.91%	65,247	75.87%	28,569	73.57%	62,699	88.97%	239,417	78.62%				
1982	97,331	81.03%	62,364	77.86%	29,428	77.53%	63,476	94.33%	252,599	82.69%				
1983	111,464	84.03%	66,967	90.61%	31,221	85.24%	59,179	98.18%	268,831	88.59%				
1984	111,901	86.29%	71,255	92.35%	34,976	89.41%	58,349	98.73%	276,481	90.63%				
1985	102,615	86.17%	73,374	88.48%	30,765	90.35%	64,248	98.91%	271,002	90.03%				
1986	114,608	90.43%	75,264	85.22%	31,279	90.22%	63,353	98.91%	284,504	90.67%				
1987	109,835	91.24%	79,591	90.70%	30,292	90.35%	54,158	99.07%	273,876	92.42%				
1988	98,136	92.82%	81,875	91.20%	33,377	95.47%	40,394	99.06%	253,782	93.56%				
1989	99,347	88.63%	77,834	86.86%	31,158	94.59%	42,763	99.03%	251,102	90.38%				
1990	79,631	94.22%	63,257	89.65%	30,695	93.30%	35,421	99.08%	209,004	93.42%				
1991	74,830	96.38%	64,317	93.93%	28,399	95.83%	29,427	98.89%	196,973	95.85%				
1992	75,548	98.66%	56,234	96.19%	30,953	97.43%	34,331	98.60%	197,066	97.74%				
1993	68,778	93.02%	58,241	92.22%	33,361	96.04%	30,890	98.72%	191,270	94.17%				

Table D-8. NPS Active Component Enlisted Accessions by AFQT Category, FY 1973-1993

FISCAL YEAR	AFQT CATEGORY											
	I		II		IIIA		IIIB		IV		Other/Unknown	
	#	%	#	%	#	%	#	%	#	%	#	%
1973	14,759	3.64%	124,521	30.70%	95,526	23.55%	113,552	27.99%	51,525	12.70%	5,767	1.42%
1974	9,051	2.33%	103,422	26.61%	89,018	22.90%	115,617	29.74%	38,853	10.00%	32,757	8.43%
1975	13,507	3.30%	131,647	32.13%	109,515	26.73%	121,399	29.63%	25,962	6.34%	7,728	1.89%
1976	17,700	4.50%	137,534	34.96%	100,410	25.53%	116,895	29.72%	19,467	4.95%	1,356	0.34%
1977*	19,708	3.98%	89,437	18.06%	57,888	11.69%	105,454	21.30%	134,181	27.10%	88,441	17.86%
1978*	13,798	4.51%	68,383	22.37%	46,061	15.07%	80,886	26.46%	83,340	27.27%	13,176	4.31%
1979*	12,005	3.86%	61,779	19.89%	44,009	14.17%	84,575	27.22%	101,707	32.74%	6,604	2.13%
1980*	17,952	4.98%	72,417	20.07%	85,462	23.69%	152,157	42.18%	31,380	8.70%	1,377	0.38%
1981*	13,381	4.39%	77,396	25.42%	53,263	17.49%	94,720	31.11%	64,729	21.26%	1,017	0.33%
1982	15,108	4.95%	86,120	28.19%	57,559	18.84%	99,075	32.43%	46,438	15.20%	1,159	0.38%
1983	17,569	5.79%	94,318	31.08%	62,542	20.61%	95,344	31.42%	32,449	10.69%	1,239	0.41%
1984	17,667	5.79%	94,876	31.10%	65,017	21.31%	97,593	31.99%	28,857	9.46%	1,053	0.35%
1985	13,961	4.64%	97,461	32.38%	69,801	23.19%	96,134	31.94%	22,699	7.54%	961	0.32%
1986	11,842	3.77%	105,323	33.57%	78,679	25.07%	101,937	32.49%	15,265	4.86%	731	0.23%
1987	13,774	4.65%	106,756	36.03%	77,866	26.28%	83,414	28.15%	13,922	4.70%	593	0.20%
1988	12,007	4.43%	97,046	35.78%	71,242	26.26%	76,249	28.11%	13,361	4.93%	1,339	0.49%
1989	10,827	3.90%	94,554	34.03%	73,504	26.46%	78,967	28.42%	17,802	6.41%	2,166	0.78%
1990	9,293	4.15%	79,711	35.63%	63,079	28.19%	63,357	28.32%	6,830	3.05%	1,455	0.65%
1991	9,527	4.64%	79,694	38.78%	58,873	28.65%	54,521	26.53%	1,075	0.52%	1,811	0.88%
1992	9,419	4.67%	80,609	39.98%	60,887	30.20%	49,460	24.53%	374	0.19%	873	0.43%
1993	8,996	4.43%	77,387	38.10%	58,014	28.56%	56,228	27.68%	1,628	0.80%	862	0.42%
TOTAL												
											#	%
											405,650	100.00%
											388,718	100.00%
											409,758	100.00%
											393,362	100.00%
											495,109	100.00%
											305,644	100.00%
											310,679	100.00%
											360,745	100.00%
											304,506	100.00%
											305,459	100.00%
											303,461	100.00%
											305,063	100.00%
											301,017	100.00%
											313,777	100.00%
											296,325	100.00%
											271,244	100.00%
											277,820	100.00%
											223,725	100.00%
											205,501	100.00%
											201,622	100.00%
											203,115	100.00%

* Values reflect ASVAB misnorming.

Rows may not add to totals due to rounding.

Table D-9. Percent High Quality* NPS Active Component Enlisted Accessions by Service, FY 1973-1993

FISCAL YEAR	SERVICE										TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
1973	63,476	37.4%	43,174	46.1%	12,190	24.9%	54,751	58.5%	173,591	42.8%		
1974	55,770	31.0%	39,526	43.9%	12,999	28.7%	43,144	58.8%	151,439	39.0%		
1975	68,464	38.0%	48,535	49.3%	18,320	32.1%	46,819	63.4%	182,138	44.5%		
1976	64,739	36.2%	51,465	56.3%	22,920	44.5%	51,891	72.5%	191,015	48.6%		
1977**	39,688	18.3%	42,360	32.8%	14,097	24.5%	38,128	41.7%	134,273	27.1%		
1978**	28,496	23.3%	29,270	37.5%	10,961	28.7%	31,980	47.7%	100,707	33.0%		
1979**	23,747	18.5%	27,710	36.0%	10,586	27.3%	28,850	43.3%	90,893	29.3%		
1980**	32,483	20.5%	38,982	44.0%	14,705	34.9%	39,776	55.6%	125,946	34.9%		
1981**	30,258	27.7%	34,968	40.7%	14,179	36.5%	36,241	51.4%	115,646	38.0%		
1982	45,300	37.7%	34,906	43.6%	15,246	40.2%	37,653	56.0%	133,105	43.6%		
1983	58,062	43.8%	39,021	52.8%	16,592	45.3%	39,452	65.5%	153,127	50.5%		
1984	59,342	45.8%	40,771	52.8%	18,161	46.4%	40,744	68.9%	159,018	52.1%		
1985	58,328	49.0%	40,201	48.5%	16,567	48.7%	43,371	66.8%	158,467	52.7%		
1986	65,880	52.0%	41,084	46.5%	20,513	59.2%	43,925	68.6%	171,402	54.6%		
1987	69,676	57.9%	45,676	52.1%	20,630	61.5%	41,374	75.7%	177,356	59.9%		
1988	61,836	58.5%	46,294	51.6%	22,399	64.1%	33,105	81.2%	163,634	60.4%		
1989	60,242	53.7%	41,949	46.8%	20,689	62.8%	35,825	83.0%	158,705	57.1%		
1990	51,749	61.2%	37,708	53.4%	20,130	61.2%	30,151	84.3%	139,738	62.4%		
1991	55,353	71.3%	41,035	59.9%	19,451	65.6%	25,135	84.5%	140,974	68.6%		
1992	58,514	76.4%	37,760	64.6%	21,872	68.8%	29,274	84.1%	147,420	73.1%		
1993	47,741	64.6%	39,797	63.0%	22,734	65.4%	24,638	78.7%	134,910	66.4%		

* High quality individuals are high school graduates who are in AFQT categories I through IIIA.

** Values reflect ASVAB misnorming.

* High quality individuals are high school graduates who are in AFQT categories I through IIIA.

** Values reflect ASVAB misnorming.

Table D-11. Active Component Enlisted Strength, FY 1964, 1973-1993 (in Thousands)

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
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
1993	480.3	438.9	160.1	356.1	1435.4

Table D-12. Mean Age and Months of Service of Active Component Enlisted Members, FY 1973-1993

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
1993	27.21	87.70

Table D-13. Black Active Component Enlisted Members by Service, FY 1973-1993

FISCAL YEAR	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
1973	125,538	18.41%	37,569	7.67%	29,862	16.92%	76,614	13.40%	269,583	14.04%
1974	143,449	21.27%	39,905	8.41%	30,757	18.08%	75,225	14.22%	289,336	15.65%
1975	150,458	22.19%	36,593	7.86%	32,128	18.11%	73,209	14.55%	292,388	16.03%
1976	159,531	23.55%	35,940	7.87%	29,366	16.92%	70,435	14.64%	295,272	16.50%
1977	178,945	26.31%	39,755	8.61%	30,194	17.44%	68,569	14.59%	317,463	17.79%
1978	194,700	29.09%	43,209	9.35%	32,597	18.91%	69,619	14.82%	340,125	19.17%
1979	210,802	32.09%	48,417	10.61%	35,693	21.38%	72,224	15.74%	367,136	21.11%
1980	221,442	32.87%	52,687	11.49%	38,161	22.41%	74,495	16.33%	386,785	21.99%
1981	223,817	33.17%	56,292	12.00%	37,919	22.00%	77,800	16.65%	395,828	22.20%
1982	220,129	32.73%	59,832	12.47%	37,499	21.40%	81,291	17.05%	398,751	22.10%
1983	210,345	31.43%	62,072	12.84%	35,830	20.47%	82,190	17.00%	390,437	21.56%
1984	203,669	30.51%	64,322	13.13%	35,057	19.93%	82,429	16.95%	385,477	21.18%
1985	198,981	29.87%	67,020	13.52%	36,112	20.30%	83,751	17.14%	385,864	21.11%
1986	197,820	29.67%	71,719	14.22%	36,717	20.55%	85,525	17.29%	391,781	21.24%
1987	200,243	29.96%	77,366	15.09%	37,217	20.73%	85,755	17.32%	400,581	21.59%
1988	201,049	30.45%	81,784	15.90%	37,023	20.88%	82,028	17.57%	401,884	22.10%
1989	205,808	31.27%	87,286	16.97%	36,700	20.76%	80,457	17.38%	410,251	22.64%
1990	200,300	32.12%	88,904	17.73%	36,482	20.66%	76,047	17.65%	401,733	23.19%
1991	191,516	31.79%	87,807	17.76%	34,801	19.99%	71,074	17.36%	385,198	22.92%
1992	161,237	31.53%	83,442	17.85%	31,319	18.95%	64,394	17.14%	340,392	22.40%
1993	147,526	30.71%	78,456	17.88%	28,747	17.96%	60,158	16.89%	314,887	21.94%

Table D-14. Hispanic NPS Active Component Enlisted Members by Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	0	0.00%	22,536	4.66%	0	0.00%	0	0.00%	0	0.00%	22,536	1.17%		
1974	0	0.00%	22,414	4.72%	0	0.00%	0	0.00%	1	0.00%	22,415	1.21%		
1975	0	0.00%	13,552	2.91%	0	0.00%	0	0.00%	11,757	2.34%	25,309	1.39%		
1976	23,543	3.47%	14,033	3.07%	6,496	3.74%	12,492	2.60%	14,551	3.10%	56,564	3.16%		
1977	24,822	3.65%	13,780	2.99%	9,625	5.56%	16,378	3.49%	17,153	3.74%	62,778	3.52%		
1978	26,008	3.89%	12,836	2.78%	10,635	6.17%	17,512	3.84%	18,308	3.92%	65,857	3.71%		
1979	27,375	4.17%	12,680	2.78%	10,496	6.29%	18,861	3.96%	19,070	3.94%	67,704	3.89%		
1980	29,553	4.39%	13,263	2.89%	10,178	5.98%	18,745	3.84%	18,435	3.73%	70,506	4.01%		
1981	30,118	4.46%	14,497	3.09%	9,453	5.49%	18,916	3.89%	18,491	3.73%	72,376	4.06%		
1982	30,012	4.46%	15,132	3.15%	8,837	5.04%	18,745	3.84%	17,546	3.76%	72,842	4.04%		
1983	27,816	4.16%	16,577	3.43%	8,642	4.94%	18,435	3.73%	17,352	3.75%	72,105	3.98%		
1984	26,704	4.00%	17,641	3.60%	8,616	4.90%	18,435	3.73%	17,352	3.75%	71,877	3.95%		
1985	25,823	3.88%	18,666	3.77%	8,786	4.94%	18,435	3.73%	17,352	3.75%	72,020	3.94%		
1986	26,436	3.97%	20,700	4.10%	9,228	5.16%	18,435	3.73%	17,352	3.75%	74,799	4.06%		
1987	27,054	4.05%	23,616	4.61%	9,953	5.54%	18,491	3.73%	17,546	3.76%	79,114	4.26%		
1988	27,247	4.13%	25,795	5.02%	10,717	6.04%	17,546	3.76%	17,352	3.75%	81,305	4.47%		
1989	27,818	4.23%	28,578	5.56%	12,100	6.85%	17,352	3.75%	16,458	3.82%	85,848	4.74%		
1990	27,546	4.42%	30,326	6.05%	12,890	7.30%	16,458	3.82%	15,504	3.79%	87,220	5.03%		
1991	27,061	4.49%	32,101	6.49%	13,200	7.58%	15,504	3.79%	14,202	3.78%	87,866	5.23%		
1992	24,354	4.76%	32,664	6.99%	13,089	7.92%	14,202	3.78%	13,536	3.80%	84,309	5.55%		
1993	24,423	5.08%	31,535	7.19%	13,653	8.53%	13,536	3.80%			83,147	5.79%		

Table D-15. Female Active Component Enlisted Members by Service, FY 1964, 1970-1993

FISCAL YEAR	SERVICE						TOTAL DoD			
	ARMY		NAVY		MARINE CORPS				AIR FORCE	
	#	%	#	%	#	%	#	%		
1964*	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	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%
1993	59,668	12.4%	45,919	10.5%	7,228	4.5%	53,940	15.1%	166,755	11.6%

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

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

Table D-16. Active Component Enlisted Members by Marital Status* and Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1973	24.40%	75.60%	38.80%	61.20%	34.70%	65.30%	61.60%	38.40%	40.10%	59.90%	40.10%	59.90%		
1974	29.70%	70.30%	41.00%	59.00%	36.00%	64.00%	62.90%	37.10%	42.70%	57.30%	42.70%	57.30%		
1975	38.00%	62.00%	39.30%	60.70%	33.48%	66.52%	64.10%	35.90%	45.20%	54.80%	45.20%	54.80%		
1976	45.20%	54.80%	40.90%	59.10%	34.20%	65.80%	64.90%	35.10%	48.30%	51.70%	48.30%	51.70%		
1977	47.80%	52.20%	44.80%	55.20%	33.40%	66.60%	63.40%	36.60%	49.70%	50.30%	49.70%	50.30%		
1978	47.80%	52.20%	43.40%	56.60%	32.70%	67.30%	62.00%	38.00%	49.00%	51.00%	49.00%	51.00%		
1979	47.70%	52.30%	42.20%	57.80%	31.40%	68.60%	60.50%	39.50%	48.10%	51.90%	48.10%	51.90%		
1980	46.30%	53.70%	40.70%	59.30%	30.60%	69.40%	58.90%	41.10%	46.60%	53.40%	46.60%	53.40%		
1981	47.30%	52.70%	40.90%	59.10%	31.10%	68.90%	58.10%	41.90%	46.90%	53.10%	46.90%	53.10%		
1982	49.10%	50.90%	43.10%	56.90%	34.50%	65.50%	58.60%	41.40%	48.60%	51.40%	48.60%	51.40%		
1983	50.40%	49.60%	44.40%	55.60%	38.10%	61.90%	60.10%	39.90%	50.20%	49.80%	50.20%	49.80%		
1984	51.10%	48.90%	45.60%	54.40%	39.80%	60.20%	60.70%	39.30%	51.10%	48.90%	51.10%	48.90%		
1985	51.00%	49.00%	45.70%	54.30%	41.20%	58.80%	60.70%	39.30%	51.20%	48.80%	51.20%	48.80%		
1986	51.50%	48.50%	45.90%	54.10%	41.90%	58.10%	61.00%	39.00%	51.60%	48.40%	51.60%	48.40%		
1987	52.10%	47.90%	47.00%	53.00%	42.70%	57.30%	61.40%	38.60%	52.30%	47.70%	52.30%	47.70%		
1988	53.00%	47.00%	47.20%	52.80%	43.20%	56.80%	63.20%	36.80%	53.00%	47.00%	53.00%	47.00%		
1989	53.30%	46.70%	47.10%	52.90%	43.60%	56.40%	63.60%	36.40%	53.20%	46.80%	53.20%	46.80%		
1990	54.60%	45.40%	48.70%	51.30%	44.20%	55.80%	65.20%	34.80%	54.50%	45.50%	54.50%	45.50%		
1991	54.80%	45.20%	49.90%	50.10%	45.10%	54.90%	66.30%	33.70%	55.10%	44.90%	55.10%	44.90%		
1992	52.90%	47.10%	51.20%	48.80%	45.80%	54.20%	66.30%	33.70%	54.90%	45.10%	54.90%	45.10%		
1993	56.20%	43.80%	52.50%	47.50%	44.90%	55.10%	66.90%	33.10%	56.40%	43.60%	56.40%	43.60%		

* Affected by large number of unknowns in FYs 1973-1976. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

* Affected by large number of unknowns in FYs 1973-1976. 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 D-17. Active Component Officer Accessions, FY 1973-1993

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	10,928	7,369	2,631	10,635	31,563
1974	8,282	6,503	1,969	8,548	25,302
1975	8,065	5,637	2,216	7,685	23,603
1976	7,943	5,912	2,035	6,097	21,987
1977	7,863	5,718	1,689	6,324	21,594
1978	9,109	5,423	1,613	7,494	23,639
1979	8,579	5,740	1,624	10,132	26,075
1980	8,055	6,015	1,522	9,450	25,042
1981	8,254	6,707	1,506	8,086	24,553
1982	7,248	6,262	1,784	8,700	23,994
1983	7,618	6,626	1,923	9,034	25,201
1984	8,185	5,405	1,627	9,170	24,387
1985	8,051	6,942	1,407	9,109	25,509
1986	7,564	6,772	1,592	7,727	23,655
1987	6,794	5,781	1,374	6,731	20,680
1988	6,818	5,921	1,351	6,679	20,769
1989	7,457	5,944	1,652	7,427	22,480
1990	6,457	6,184	1,384	5,276	19,301
1991	5,531	4,814	1,292	5,035	16,672
1992	5,269	4,851	1,377	4,732	16,229
1993	5,104	3,992	1,572	4,683	15,351

Table D-18. Black Active Component Officer Accessions by Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	267	2.44%	189	2.56%	111	4.22%	328	3.08%	895	2.84%				
1974	211	2.55%	136	2.09%	103	5.23%	401	4.69%	851	3.36%				
1975	312	3.87%	123	2.18%	135	6.09%	344	4.48%	914	3.87%				
1976	469	5.90%	151	2.55%	107	5.26%	369	6.05%	1,096	4.98%				
1977	675	8.58%	224	3.92%	69	4.09%	485	7.67%	1,453	6.73%				
1978	652	7.16%	209	3.85%	61	3.78%	568	7.58%	1,490	6.30%				
1979	580	6.76%	165	2.87%	67	4.13%	845	8.34%	1,657	6.35%				
1980	522	6.48%	195	3.24%	52	3.42%	674	7.13%	1,443	5.76%				
1981	505	6.12%	215	3.21%	58	3.85%	487	6.02%	1,265	5.15%				
1982	550	7.59%	232	3.70%	70	3.92%	626	7.20%	1,478	6.16%				
1983	490	6.43%	268	4.04%	118	6.14%	712	7.88%	1,588	6.30%				
1984	848	10.36%	224	4.14%	96	5.90%	560	6.11%	1,728	7.09%				
1985	927	11.51%	319	4.60%	89	6.33%	483	5.30%	1,818	7.13%				
1986	868	11.48%	277	4.09%	78	4.90%	353	4.57%	1,576	6.66%				
1987	792	11.66%	245	4.24%	79	5.75%	339	5.04%	1,455	7.04%				
1988	782	11.47%	301	5.08%	70	5.18%	413	6.18%	1,566	7.54%				
1989	855	11.47%	308	5.18%	102	6.17%	425	5.72%	1,690	7.52%				
1990	766	11.86%	414	6.69%	66	4.77%	311	5.89%	1,557	8.07%				
1991	621	11.23%	274	5.69%	54	4.18%	281	5.58%	1,230	7.38%				
1992	515	9.77%	294	6.06%	75	5.45%	232	4.90%	1,116	6.88%				
1993	443	8.68%	262	6.56%	73	7.02%	313	6.68%	1,091	7.36%				

Table D-19. Hispanic Active Component Officer Accessions by Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	214	1.96%	85	1.15%	45	1.71%	129	1.21%	473	0.15%				
1974	195	2.35%	99	1.52%	41	2.08%	153	1.79%	488	0.18%				
1975	48	0.60%	33	0.59%	0	0.00%	80	1.04%	161	0.22%				
1976	43	0.54%	30	0.51%	27	1.33%	74	1.21%	174	0.79%				
1977	53	0.67%	52	0.91%	18	1.07%	109	1.72%	232	1.07%				
1978	44	0.48%	20	0.37%	32	1.98%	133	1.77%	229	0.97%				
1979	42	0.49%	40	0.70%	31	1.91%	178	1.76%	291	1.12%				
1980	41	0.51%	68	1.13%	9	0.59%	159	1.68%	277	1.11%				
1981	67	0.81%	84	1.25%	7	0.46%	170	2.10%	328	1.34%				
1982	41	0.57%	85	1.36%	12	0.67%	180	2.07%	318	1.33%				
1983	25	0.33%	145	2.19%	52	2.70%	174	1.93%	396	1.57%				
1984	44	0.54%	151	2.79%	41	2.52%	164	1.79%	400	1.64%				
1985	45	0.56%	152	2.19%	32	2.27%	210	2.31%	439	1.72%				
1986	141	1.86%	219	3.23%	60	3.77%	132	1.71%	552	2.33%				
1987	140	2.06%	159	2.75%	34	2.47%	134	1.99%	467	2.26%				
1988	160	2.35%	193	3.26%	59	4.37%	123	1.84%	535	2.58%				
1989	204	2.74%	255	4.29%	64	3.87%	95	1.28%	618	2.75%				
1990	177	2.74%	248	4.01%	52	3.76%	60	1.14%	537	2.78%				
1991	132	2.39%	181	3.76%	48	3.72%	58	1.15%	419	2.51%				
1992	142	2.70%	185	3.81%	62	4.50%	58	1.23%	447	2.75%				
1993	141	2.76%	198	4.96%	49	4.71%	50	1.07%	438	2.96%				

Table D-20. Female Active Component Officer Accessions by Service, FY 1973-1993

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%		
1973	714	6.53%	887	12.04%	87	3.31%	802	7.54%			2,490	7.89%		
1974	922	11.13%	776	11.93%	59	3.00%	904	10.58%			2,661	10.52%		
1975	955	11.84%	483	8.57%	66	2.98%	1,009	13.13%			2,513	10.65%		
1976	943	11.87%	448	7.58%	78	3.83%	815	13.37%			2,284	10.39%		
1977	1,208	15.36%	618	10.81%	61	3.61%	1,093	17.28%			2,980	13.80%		
1978	1,332	14.62%	652	12.02%	56	3.47%	1,341	17.89%			3,381	14.30%		
1979	1,342	15.64%	729	12.70%	66	4.06%	1,824	18.00%			3,961	15.19%		
1980	1,333	16.55%	885	14.71%	74	4.86%	1,827	19.33%			4,119	16.45%		
1981	1,357	16.44%	801	11.94%	85	5.64%	1,288	15.93%			3,531	14.38%		
1982	1,219	16.82%	749	11.96%	81	4.54%	1,466	16.85%			3,515	14.65%		
1983	1,201	15.77%	917	13.84%	92	4.78%	1,413	15.64%			3,623	14.38%		
1984	1,458	17.81%	725	13.41%	67	4.12%	1,561	17.02%			3,811	15.63%		
1985	1,426	17.71%	827	11.91%	53	3.77%	1,624	17.83%			3,930	15.41%		
1986	1,368	18.09%	919	13.57%	47	2.95%	1,433	18.55%			3,767	15.92%		
1987	1,315	19.36%	598	10.34%	65	4.73%	1,367	20.31%			3,345	16.18%		
1988	1,218	17.86%	712	12.02%	52	3.85%	1,450	21.71%			3,432	16.52%		
1989	1,335	17.90%	807	13.58%	79	4.78%	1,617	21.77%			3,838	17.07%		
1990	1,226	18.99%	998	16.14%	45	3.25%	1,142	21.65%			3,411	17.67%		
1991	1,093	19.76%	788	16.37%	56	4.33%	1,130	22.44%			3,067	18.40%		
1992	982	18.64%	923	19.03%	36	2.61%	1,004	21.22%			2,945	18.15%		
1993	965	18.91%	706	17.69%	59	5.67%	1,007	21.50%			2,737	18.47%		

Table D-21. Active Component Officer Strength, FY 1973-1993

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	101,194	66,337	17,784	114,962	300,277
1974	91,872	63,380	17,421	110,437	283,110
1975	87,215	60,422	17,080	102,849	267,566
1976	85,600	59,992	17,594	99,228	262,414
1977	84,627	60,274	17,524	96,244	258,669
1978	84,330	59,672	17,180	95,462	256,644
1979	84,496	59,189	16,934	96,129	256,748
1980	85,352	60,237	16,974	97,901	260,464
1981	87,923	62,678	17,091	99,630	267,322
1982	88,984	64,571	17,712	102,188	273,455
1983	91,084	66,874	18,583	104,879	281,420
1984	92,796	65,796	18,945	106,246	283,783
1985	94,372	67,521	18,697	108,400	288,990
1986	94,845	68,922	18,734	109,051	291,552
1987	93,160	69,071	18,730	107,340	288,301
1988	92,170	69,576	18,558	105,127	285,431
1989	91,900	69,475	18,466	103,699	283,540
1990	89,672	69,426	18,105	100,047	277,250
1991	88,747	67,980	17,775	96,600	271,102
1992	81,312	66,253	17,270	90,378	255,213
1993	75,062	63,608	16,547	84,076	239,293

Table D-22. Mean Age and Months of Service of Active Component Officers, FY 1973-1993

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	32.08	116.33
1974	32.37	117.21
1975	32.54	118.06
1976	32.74	120.44
1977	32.86	121.82
1978	32.96	122.11
1979	32.87	120.10
1980	32.80	118.36
1981	32.89	118.16
1982	32.95	118.12
1983	33.00	118.16
1984	32.94	117.88
1985	32.95	118.26
1986	33.05	119.57
1987	33.20	121.52
1988	33.35	123.33
1989	33.39	123.14
1990	33.62	124.25
1991	33.86	126.24
1992	34.00	126.85
1993	34.11	127.71

Table D-23. Black Active Component Officers by Service, FY 1973-1993

FISCAL YEAR	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD			
	#	%	#	%	#	%	#	%	#	%	%	
1973	3,968	3.92%	687	1.04%	317	1.78%	2,240	1.95%	7,212		2.40%	
1974	4,039	4.40%	758	1.20%	400	2.30%	2,461	2.23%	7,658		2.70%	
1975	4,219	4.84%	810	1.34%	529	3.10%	2,681	2.61%	8,239		3.08%	
1976	4,540	5.30%	925	1.54%	593	3.37%	2,821	2.84%	8,879		3.38%	
1977	5,185	6.13%	1,104	1.83%	608	3.47%	3,104	3.23%	10,001		3.87%	
1978	5,426	6.43%	1,271	2.13%	607	3.53%	3,449	3.61%	10,753		4.19%	
1979	5,822	6.89%	1,317	2.23%	629	3.71%	4,071	4.23%	11,839		4.61%	
1980	6,273	7.35%	1,446	2.40%	627	3.69%	4,567	4.66%	12,913		4.96%	
1981	7,098	8.07%	1,649	2.63%	635	3.72%	4,813	4.83%	14,195		5.31%	
1982	7,808	8.77%	1,790	2.77%	667	3.77%	5,155	5.04%	15,420		5.64%	
1983	8,245	9.05%	1,925	2.88%	742	3.99%	5,532	5.27%	16,444		5.84%	
1984	9,111	9.82%	1,964	2.98%	795	4.20%	5,677	5.34%	17,547		6.18%	
1985	9,666	10.24%	2,144	3.18%	817	4.37%	5,831	5.38%	18,458		6.39%	
1986	9,838	10.37%	2,261	3.28%	833	4.45%	5,820	5.34%	18,752		6.43%	
1987	9,817	10.54%	2,304	3.34%	837	4.47%	5,742	5.35%	18,700		6.49%	
1988	9,896	10.74%	2,433	3.50%	838	4.52%	5,722	5.44%	18,889		6.62%	
1989	10,052	10.94%	2,536	3.65%	880	4.77%	5,727	5.52%	19,195		6.77%	
1990	10,045	11.20%	2,721	3.92%	835	4.61%	5,612	5.61%	19,213		6.93%	
1991	10,050	11.32%	2,784	4.10%	819	4.61%	5,529	5.72%	19,182		7.08%	
1992	9,431	11.60%	2,860	4.32%	794	4.60%	5,184	5.74%	18,269		7.16%	
1993	8,375	11.16%	2,881	4.53%	766	4.63%	4,773	5.68%	16,795		7.02%	

Table D-24. Hispanic Active Component Officers by Service, FY 1973-1993

FISCAL YEAR	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
1973	1,626	1.61%	537	0.81%	228	1.28%	1,390	1.21%	3,781	0.15%
1974	1,599	1.74%	566	0.89%	249	1.43%	1,431	1.30%	3,845	0.18%
1975	825	0.95%	260	0.43%	51	0.30%	818	0.80%	1,954	0.22%
1976	868	1.01%	294	0.49%	107	0.61%	920	0.93%	2,189	0.83%
1977	795	0.94%	340	0.56%	129	0.74%	1,058	1.10%	2,322	0.90%
1978	789	0.94%	347	0.58%	155	0.90%	1,184	1.24%	2,475	0.96%
1979	825	0.98%	363	0.61%	170	1.00%	1,365	1.42%	2,723	1.06%
1980	865	1.01%	412	0.68%	165	0.97%	1,525	1.56%	2,967	1.14%
1981	980	1.11%	485	0.77%	161	0.94%	1,692	1.70%	3,318	1.24%
1982	1,066	1.20%	562	0.87%	172	0.97%	1,823	1.78%	3,623	1.32%
1983	1,090	1.20%	673	1.01%	240	1.29%	1,966	1.87%	3,969	1.41%
1984	1,116	1.20%	818	1.24%	274	1.45%	2,007	1.89%	4,215	1.49%
1985	1,132	1.20%	925	1.37%	278	1.49%	2,139	1.97%	4,474	1.55%
1986	1,232	1.30%	1,184	1.72%	316	1.69%	2,157	1.98%	4,889	1.68%
1987	1,288	1.38%	1,243	1.80%	332	1.77%	2,165	2.02%	5,028	1.74%
1988	1,345	1.46%	1,360	1.95%	360	1.94%	2,138	2.03%	5,203	1.82%
1989	1,500	1.63%	1,528	2.20%	404	2.19%	2,105	2.03%	5,537	1.95%
1990	1,599	1.78%	1,643	2.37%	429	2.37%	2,034	2.03%	5,705	2.06%
1991	1,708	1.92%	1,697	2.50%	451	2.54%	1,954	2.02%	5,810	2.14%
1992	1,754	2.16%	1,745	2.63%	476	2.76%	1,832	2.03%	5,807	2.28%
1993	1,852	2.47%	1,786	2.81%	474	2.86%	1,656	1.97%	5,768	2.41%

Table D-25. Female Active Component Officers by Service, FY 1973-1993

FISCAL YEAR*	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%		
1973	4,269	4.2%	3,445	5.2%	303	1.7%	4,733	4.1%	12,750	4.25%				
1974	4,356	4.7%	3,639	5.7%	323	1.9%	4,769	4.3%	13,087	4.62%				
1975	4,813	5.5%	3,486	5.8%	342	2.0%	5,038	4.9%	13,679	5.11%				
1976	5,115	6.0%	3,567	5.9%	386	2.2%	5,052	5.1%	14,120	5.38%				
1977	5,652	6.7%	3,779	6.3%	408	2.3%	5,383	5.6%	15,222	5.88%				
1978	6,214	7.4%	3,967	6.6%	411	2.4%	6,010	6.3%	16,602	6.47%				
1979	6,786	8.0%	4,292	7.3%	433	2.6%	7,276	7.6%	18,787	7.32%				
1980	7,498	8.8%	4,859	8.1%	459	2.7%	8,493	8.7%	21,309	8.18%				
1981	8,254	9.4%	5,329	8.5%	500	2.9%	9,117	9.2%	23,200	8.68%				
1982	8,877	10.0%	5,724	8.9%	535	3.0%	9,955	9.7%	25,091	9.18%				
1983	9,307	10.2%	6,303	9.4%	588	3.2%	10,578	10.1%	26,776	9.51%				
1984	9,989	10.8%	6,532	9.9%	614	3.2%	11,235	10.6%	28,370	10.00%				
1985	10,540	11.2%	6,888	10.2%	609	3.3%	11,927	11.0%	29,964	10.37%				
1986	10,946	11.5%	7,213	10.5%	595	3.2%	12,377	11.3%	31,131	10.68%				
1987	11,215	12.0%	7,195	10.4%	602	3.2%	12,642	11.8%	31,654	10.98%				
1988	11,359	12.3%	7,324	10.5%	603	3.2%	12,899	12.3%	32,185	11.28%				
1989	11,746	12.8%	7,449	10.7%	622	3.4%	13,403	12.9%	33,220	11.72%				
1990	11,914	13.3%	7,779	11.2%	596	3.3%	13,331	13.3%	33,620	12.13%				
1991	11,935	13.4%	7,888	11.6%	594	3.3%	13,323	13.8%	33,740	12.45%				
1992	11,238	13.8%	8,150	12.3%	548	3.2%	12,683	14.0%	32,619	12.78%				
1993	10,631	14.2%	8,113	12.8%	532	3.2%	12,252	14.6%	31,528	13.18%				

Table D-26. Reserve Component Enlisted Strength, FY 1974-1993

FISCAL YEAR	COMPONENT					TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR
1974	356,374	193,855	94,048	29,069	82,017	35,309
1975	356,286	183,866	81,157	28,615	82,162	39,235
1976	332,696	156,221	78,670	26,952	79,865	36,945
1977	320,733	153,736	72,281	28,371	80,621	38,211
1978	306,690	149,890	65,166	30,134	80,517	41,158
1979	309,679	154,408	71,070	30,800	81,876	43,768
1980	329,298	169,165	70,010	33,002	84,382	45,954
1981	350,645	188,103	72,608	34,559	85,915	52,686
1982	367,214	208,617	75,674	37,104	88,140	50,553
1983	375,500	216,218	88,474	39,005	89,500	52,810
1984	392,412	222,188	98,187	37,444	92,178	55,340
1985	397,612	238,220	106,529	38,204	96,361	59,599
1986	402,628	253,070	116,640	38,123	99,231	62,505
1987	406,487	255,291	121,938	38,721	100,827	63,855
1988	406,966	253,467	121,653	39,930	101,261	65,567
1989	406,848	256,872	122,537	39,948	101,980	66,126
1990	394,060	248,326	123,117	40,903	103,637	66,566
1991	395,988	249,626	123,727	41,472	103,670	67,603
1992	378,904	245,135	115,341	38,748	104,758	65,806
1993	363,263	219,610	105,254	38,092	102,920	64,720
						893,859

Table D-27. Reserve Component Officer Strength, FY 1974-1993

FISCAL YEAR	COMPONENT						TOTAL	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	
1974	28,260	34,566	17,350	2,294	11,527	11,703	105,700	
1975	27,502	34,308	17,181	2,196	11,379	11,576	104,142	
1976	27,472	32,372	18,030	2,038	11,225	12,108	103,245	
1977	27,079	32,152	17,207	2,242	11,130	12,174	101,984	
1978	27,287	32,222	16,851	2,208	11,084	12,722	102,374	
1979	28,468	32,034	16,520	2,123	11,447	12,889	103,481	
1980	29,616	32,861	16,050	2,001	11,832	12,963	105,323	
1981	30,396	34,030	16,247	2,104	12,348	13,054	108,179	
1982	32,094	43,902	17,413	2,427	12,500	13,887	122,223	
1983	32,892	45,685	19,993	2,493	12,657	14,415	128,135	
1984	32,856	48,362	21,750	2,647	12,824	14,976	133,415	
1985	33,163	49,195	22,737	2,846	13,029	15,614	136,584	
1986	34,164	51,834	24,356	2,922	13,357	16,013	142,646	
1987	35,748	53,554	25,646	3,023	13,766	16,559	148,296	
1988	38,293	54,553	27,326	3,138	13,959	16,548	153,817	
1989	40,233	57,491	28,532	3,144	14,080	17,087	160,567	
1990	40,545	57,011	29,275	3,130	14,149	17,246	161,356	
1991	40,732	55,460	27,387	2,971	14,116	16,935	157,601	
1992	38,642	53,217	26,609	2,989	14,325	16,067	151,849	
1993	37,600	51,829	26,775	3,142	14,242	15,842	149,430	