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## Profile of Unsatisfactory Participant Losses From the USAR

by

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March 1999

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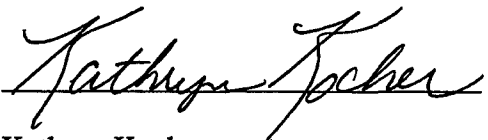
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## ABSTRACT

This report profiles enlisted personnel leaving USAR drilling TPU status voluntarily, particularly unsatisfactory participants, based on prior service status: nonprior service (no prior Active Duty or Reserve service); prior Active Duty service (18 or more consecutive months); and "other" prior service (less than 18 months Active Duty service or prior Reserve service). Leavers from the 1995-96 transaction files are compared with the 1994 USAR membership. Loss categories include: no shows, unsatisfactory participants, voluntary separations, transfers from the USAR, and ETS. Unsatisfactory participants are the most common loss among nonprior and "other" prior service losses while voluntary separations are most common among prior Active service losses. Nonprior service unsatisfactory participants and no shows are more likely than other losses and the USAR membership to be unmarried, male, members of a minority race/ethnic group, and to be younger, less educated and lower ranking. Prior Active service unsatisfactory participants and no shows are more likely to be male, married, more educated, higher ranking, and less likely to be DMOS qualified or working in their own PMOS or SMOS than their nonprior service counterparts. "Other" prior service unsatisfactory participants and no shows fall between these two prior service groups on most measures.

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## I. INTRODUCTION

### A. BACKGROUND

The U.S. Army Reserve is a key component in the structure of the nation's armed forces. The reserve forces play an important role in global military missions and provide essential aid in domestic crises. Resizing of the active and reserve components to respond to changing defense needs has led to greater recognition of the essential functions of the reserves in meeting military goals.

Army Selected Reserve troop program units (TPUs) must be ready to mobilize and deploy rapidly. To accomplish this, they compete with civilian employers, colleges and universities, and the other active and reserve components to recruit personnel qualified for training in military occupations. Once trained, these personnel must be retained and their skills put to use. Losses of trained personnel limit the capabilities of TPUs and are a deterrent to readiness. Replacing losses is expensive and time-consuming and places a great burden on the recruiting and training functions of the USAR.

Service in a USAR TPU requires a substantial commitment of time and energy and often competes with family and civilian job responsibilities. Some reservists never appear at their assigned TPUs (no shows) while others participate initially but eventually fail to attend required drills and are dropped from the organization (unsatisfactory participants). Still others request a release from their commitment from their commanding officers (voluntary leavers) for a variety of reasons (relocation, employment conflict, etc.). Transfers from USAR TPUs to Active Duty service or to other reserve components must also be replaced and thus present a challenge for recruiters and trainers.

## **B. OBJECTIVES**

The goal of this report is to profile the characteristics of the enlisted personnel leaving drilling TPU status voluntarily - the no shows, unsatisfactory participants, and voluntary leavers and to compare them with profiles of those who leave to serve on active duty or in another reserve component (transfers) and those who complete a term of obligated service (ETS participants). Of these types of losses, unsatisfactory participants have historically received the most attention, but they are best understood in the context of those other reservists who leave before their term of service is finished - and those who complete their obligation. In addition, when data are available, we compare all these groups of leavers with the USAR membership for greater perspective on their relationship to the component as a whole.

## **C. PRIOR SERVICE STATUS**

Profiles are constructed by prior service status. When enlistees join the USAR directly from civilian life they are trained in the occupations needed by their TPUs for (typically) combat support missions. Nonprior service personnel lack the experience with military organization and life that characterizes those with previous military service. In contrast, drilling USAR members with prior Active Duty service have experience with military life and discipline. However, they have often been trained for military occupations that are not needed by TPUs and they therefore must be retrained for new jobs. Soldiers with prior Active Duty experience may also have expectations based on their Active Duty service that are in conflict with their TPU experiences. Finally, those with very limited previous active duty service or those who have served in another reserve component comprise another group with experience and expectations likely to differ both from nonprior service enlistees and from those with substantial prior Active Duty service.

## II. DATA

### A. DATA SOURCES AND ADJUSTMENTS

Data for USAR losses described in this report are from the 1995 and 1996 USAR transactions files that contain all gains and losses for the period. These are very large files (278,969 and 223,010 transactions, respectively). Some observations were omitted from the file to restrict analysis to enlisted leavers. These omitted observations include: officers, gains, transfers between USAR units, data base corrections, duplicate entries for individuals, and multiple entries for individuals (earliest entry retained). It should be noted that some individuals appear as losses more than once over the two year period under study. For example, a soldier may be declared an unsatisfactory participant, join another unit, and then fail to "show up" at the new TPU. However, most individuals (about 85 percent) are included as a loss only once over the two year period.

Because our interest is in specific voluntary losses to the USAR (unsatisfactory participants, no shows, voluntary leavers, transfers to other components) and those completing obligated service, loss transactions for the following reasons were omitted: annual training, reenlistment, retirement, training losses, physical disqualification, and inactivated units. Further restrictions included those who were less than 17 or greater than 65 years old at time of transaction as well as those with more than 40 years of reserve service (including IRR) or who were over 45 years old when they entered the reserves (including IRR). Other observations were omitted because key fields were missing from the records or were clearly inaccurate. The final number of individual losses in the 5 categories of interest was 74,664. The SIDPERS membership file as of September 29, 1994 was used as an indicator of how these leavers compared with the USAR as

a whole. This membership file and the transactions file are comparable for many, but not all, data elements.

**B. LOSSES BY PRIOR SERVICE STATUS: AN OVERVIEW**

Table 1 describes the prior service distributions for the loss categories and for the USAR membership. About 36 percent of USAR drilling selected reservists entered the USAR directly from civilian life while about 44 percent joined after at least 18 months of Active Duty service and 20 percent joined with either more limited Active Duty service or after service in another Reserve Component. The prior service status of the loss categories profiled in this report vary greatly. For example, only 10.3 percent of no shows were nonprior service while 53.1 percent of transfers to Active Duty or other reserve services had no previous military experience. Those completing a term of obligated service were overwhelmingly prior active service (61.9 percent). The unsatisfactory participants and the voluntary leavers were more similar to the membership in prior service status, though both showed a higher percentage of nonprior service (43.6 and 38.6 percent, respectively).

Tables 2, 3, and 4 provide information about the number and percent of each type of loss for each prior service category. Of the almost 27,000 nonprior service losses, unsatisfactory participants made up the largest group (38.4 percent). Similarly, among the over 15,000 "other" prior service losses, unsatisfactory participants accounted for the largest interest group of losses (30.9 percent). However, for the almost 33,000 prior Active service leavers, the most numerous loss category was voluntary separations (29.5 percent).

TABLE 1

PRIOR SERVICE STATUS BY LOSS CATEGORY  
 USAR Enlisted Losses, 1995-96, and  
 USAR Enlisted Members, September, 1994

(Percent)

Prior service category <sup>a</sup>	Loss Category <sup>b</sup>					USAR
	NS	UNSAT	VOL	TRF	ETS	
Nonprior service	10.3	43.6	38.6	53.1	13.4	35.5
Prior Active service	57.3	36.4	44.7	32.1	61.9	44.2
Other prior service	32.4	20.0	16.7	14.8	24.7	20.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

<sup>a</sup>Prior service status definitions:

Nonprior service - entered present reserve category with no prior active duty or reserve service.

Prior active service - served at least 18 months on active duty (adjusted for annual training).

Other prior service - did not enter current reserve category as nonprior service and had not completed 18 months or more on active duty. These reservists may have: (1) served less than 18 months on active duty; (2) served previously in the USAR or another Reserve Component; or (3) have combined limited active duty and prior reserve service.

<sup>b</sup>Loss category definitions:

NS - no show,

UNSAT - unsatisfactory participant,

VOL - voluntary separation,

TRF - transfer to Active Duty or another Reserve Component,

ETS - completed term of obligated service.

See Appendix A for loss codes used in constructing these categories.

TABLE 2  
 TYPE OF LOSS  
 USAR Nonprior Service<sup>a</sup> Enlisted Losses  
 1995-96

	<u>Number</u>	<u>Percent</u>
No show	813	3.1
Unsatisfactory participant	10,200	38.4
Voluntary separation (voluntary reassignment, parenthood, employment conflict, relocation)	8,387	31.6
Transfer to Active Duty or other Reserve Component	5,656	21.3
Completed term of obligated service	<u>1,473</u>	<u>5.6</u>
TOTAL	26,529	100.0

<sup>a</sup>Individuals who entered their present reserve category with no prior active or reserve service.

TABLE 3  
 TYPE OF LOSS  
 USAR Prior Active Duty Service<sup>a</sup> Enlisted Losses  
 1995-96

	<u>Number</u>	<u>Percent</u>
No show	4,530	13.7
Unsatisfactory participant	8,511	25.8
Voluntary separation (voluntary reassignment, parenthood, employment conflict, relocation)	9,712	29.5
Transfer to Active Duty or other Reserve Component	3,416	10.4
Completed term of obligated service	<u>6,798</u>	<u>20.6</u>
TOTAL	32,967	100.0

<sup>a</sup>Individuals with at least 18 months of prior Active Duty service (adjusted for annual training).

TABLE 4  
 TYPE OF LOSS  
 USAR Other Prior Service<sup>a</sup> Enlisted Losses  
 1995-96

	<u>Number</u>	<u>Percent</u>
No show	2,567	16.9
Unsatisfactory participant	4,684	30.9
Voluntary separation (voluntary reassignment, parenthood, employment conflict, relocation)	3,634	23.9
Transfer to Active Duty or other Reserve Component	1,574	10.4
Completed term of obligated service	<u>2,704</u>	<u>17.9</u>
TOTAL	15,168	100.0

<sup>a</sup>Individuals who did not enter their current reserve category as nonprior service and who had not completed 18 months or more of active duty service (adjusted for annual training). These reservists may have: (1) served less than 18 months on active duty; (2) served previously in the USAR or another Reserve Component; or (3) have combined limited active and reserve service.

### **III. SUMMARY PROFILES OF USAR VOLUNTARY LOSSES**

Profiles of the losses in each category are provided in Tables 5 through 9. These profiles are based on means and modal categories. They serve as a summary device for a complex set of data, but they can obscure many important details that distinguish losses from one another. Chapter III presents detailed descriptions of the characteristics of each type of loss and of the USAR as a whole by prior service status.

#### **A. AN UNSATISFACTORY PARTICIPANT**

As shown in Table 5, a typical 1995-96 USAR unsatisfactory participant was a White, unmarried male whose highest level of education was a high school diploma. If nonprior service, he was about 23 years old. If prior Active service, he was almost 30 years old and if "other" prior service, he was 27.2 years old.

Whatever his prior service status, the typical unsatisfactory participant was an E4. If non-prior service, he had entered the reserves when almost 20 years old. His mental group category was IIIA or above and his AFQT percentile score was 59.6. As a high school diploma graduate and mental group IIIA or above, he was considered high quality. He had served 3.7 years in a USAR TPU and had been in his current paygrade for 1.9 years. He was not trained in a priority military occupational specialty (see Appendix B for priority MOS codes) but was drilling in his primary or secondary MOS for which he was qualified. He was currently receiving an incentive benefit.

If he was a prior Active Duty service unsatisfactory participant, his military background characteristics were somewhat different from those of his nonprior service counterpart. Having spent at least 18 months on Active Duty, he was older (22.2) when he entered the reserves (includ-

TABLE 5  
 PROFILE OF AN UNSATISFACTORY PARTICIPANT  
 BY PRIOR SERVICE STATUS<sup>a</sup>

USAR 1995-96 Enlisted Losses

	Nonprior service	Prior Active Duty service	Other prior service
<b>Personal characteristics</b>			
Gender	Male (78.9%)	Male (87.2%)	Male (79.5%)
Marital status	Single (89.1%)	Single (53.8%)	Single (68.4%)
Age (years)	23.4	29.5	27.2
Race/ethnic group	White (61.7%)	White (57.9%)	White (58.2%)
Highest education level	HS diploma (91.0%)	HS diploma (88.6%)	HS diploma (80.0%)
<b>Military background</b>			
Paygrade	E4 (55.5%)	E4 (58.3%)	E4 (45.0%)
Age entered <sup>b</sup> Reserve (yrs)	19.7	22.2	20.6
Age entered drill category (yrs)	19.7	26.9	24.8
AFQT percentile	59.6	58.7	55.9
Mental group	IIIA + (68.2%)	IIIA + (64.3%)	IIIA + (56.7%)

Table 5, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
High quality <sup>c</sup>	Yes (63.1%)	Yes (59.7%)	No (48.6%)
Reserve LOS <sup>d</sup> (yrs)	3.7	7.2	6.7
Drill category LOS (yrs)	3.7	2.6	2.4
Time in grade <sup>e</sup> (yrs)	1.9	4.7	3.7
DMOS same as PMOS or SMOS	Yes (71.4%)	No (43.0%)	Yes (51.6%)
DMOS qualified <sup>f</sup>	Yes (74.3%)	Yes (55.9%)	Yes (60.0%)
Priority MOS <sup>g</sup>	No (32.6%)	No (26.4%)	No (25.8%)
Ever receive incentive	Yes (54.1%)	No (6.2%)	No (6.6%)
Currently receive incentive	Yes (53.8%)	No (5.6%)	No (6.0%)
<b>Unit characteristics</b>			
Location <sup>h</sup> (census region)	South (36.8%)	South (38.0%)	South (33.6%)

Table 5, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
Assigned to inactive unit	No (4.5%)	No (4.9%)	No (4/8%)
Unit type <sup>i</sup>	Medical (24.5%)	Technical (25.6%)	Technical (26.0%)

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Includes service in IRR.

<sup>c</sup>High School diploma and mental group IIIA and above.

<sup>d</sup>Length of service, including service in IRR.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>Fully qualified or qualified except grade.

<sup>g</sup>See Appendix B for priority MOS codes.

<sup>h</sup>See Appendix C for states by Census Region.

<sup>i</sup>See Appendix D for unit type categories.

ing the IRR) and was nearly 27 when he entered his current drilling status. He was also a high quality soldier, though his AFQT percentile score was lower, 58.7, and his mental group was IIIA or above. (See Table 17 for mental group detail). He had been in his current paygrade much longer than his nonprior service counterpart, 4.7 years. He had been in the reserves (including IRR) for 7.2 years but had been in his current drilling category for only 2.6 years. His MOS was not a priority occupation. He was DMOS qualified but his DMOS was neither his PMOS nor his SMOS. He had never received incentive benefits.

An "other" prior service unsatisfactory participant had a reserve tenure level between those of a nonprior service and a prior Active service individual (6.7 years) but the shortest time in

current drilling category (2.4 years). His reserve entry age, current drill category entry age, and time-in-grade were between those of the nonprior and prior Active unsatisfactory participants. This individual was not high quality and had the lowest AFQT percentile score (55.9). His nonpriority DMOS was the same as either his PMOS or his SMOS and he was DMOS qualified. He had never received a incentive benefit.

Regardless of prior service status, the typical unsatisfactory participant's TPU was an active unit located in the South Census region (see Appendix C for states by Census region). If he was nonprior service, his TPU was a medical unit, while the typical prior Active Duty and "other" prior service unsatisfactory participants served in technical units (see Appendix D for unit type categories.)

#### **B. A VOLUNTARY LEAVER**

Those who leave TPU drilling status by requesting permission from their commanding officer represent a more manageable loss to the USAR. A conflict or other problem may be addressed through dialog between the soldier and the TPU leadership and, in some instances, the situation may be resolved without separation from the unit. Even when a separation results, it may be possible to adjust the timing to minimize negative impacts on the TPU - and the possibility for reaffiliation at a later date may be considered. It is clear from the profiles of voluntary leavers below that they differ greatly from unsatisfactory participants in their personal characteristics and military experience.

As shown in Table 6, a typical enlistee who voluntarily left USAR drilling status in 1995-96 was a single White male whose highest level of education was a high school diploma. The percentage of losses who were male was much lower for this group than for the unsatisfactory

TABLE 6

PROFILE OF A VOLUNTARY LEAVER BY PRIOR SERVICE STATUS<sup>a</sup>

## USAR 1995-96 Enlisted Losses

	Nonprior service	Prior Active Duty service	Other prior service
<b>Personal characteristics</b>			
Gender	Male (67.8%)	Male (79.0%)	Male (66.9%)
Marital status	Single (76.8%)	Single (56.9%)	Single (51.9%)
Age (years)	25.8	33.3	31.1
Race/ethnic group	White (66.7%)	White (67.9%)	White (66.5%)
Highest education level	HS diploma (85.5%)	HS diploma (78.8%)	HS diploma (74.6%)
<b>Military background</b>			
Paygrade	E4 (68.4%)	E4 (42.6%)	E4 (45.7%)
Age entered <sup>b</sup> Reserve (yrs)	20.0	23.3	21.5
Age entered drill category (yrs)	20.1	29.3	26.7
AFQT percentile	63.7	63.4	62.1
Mental group	IIIA + (74.1%)	IIIA + (71.8%)	IIIA + (69.7%)
High quality <sup>c</sup>	Yes (72.0%)	Yes (68.1%)	Yes (65.5%)
Reserve LOS <sup>d</sup> (yrs)	5.8	9.9	9.7

Table 6, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
Drill LOS (yrs)	5.7	3.9	4.4
Time in grade <sup>e</sup> (yrs)	3.2	5.2	4.6
DMOS same as PMOS or SMOS	Yes (64.2%)	No (43.5%)	Yes (50.5%)
DMOS qualified <sup>f</sup>	Yes (73.9%)	Yes (61.3%)	Yes (64.8%)
Priority MOS <sup>g</sup>	No (31.8%)	No (27.9%)	No (26.5%)
Ever receive incentive	Yes (54.5%)	No (9.6%)	No (14.1%)
Currently receive incentive	Yes (53.7%)	No (8.4%)	No (12.8%)
<b>Unit characteristics</b>			
Location <sup>h</sup> (census region)	South (37.9%)	South (42.1%)	South (38.2%)
Assigned to inactive unit	No (5.2%)	No (5.8%)	No (5.6%)
Unit type <sup>i</sup>	Medical (23.7%)	Technical (23.9%)	Technical (23.4%)

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Includes service in IRR.

<sup>c</sup>High School diploma and mental group IIIA and above.

<sup>d</sup>Length of service, including service in IRR.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>Fully qualified or qualified except grade.

<sup>g</sup>See Appendix B for priority MOS codes.

<sup>h</sup>See Appendix C for states by Census Region.

<sup>i</sup>See Appendix D for unit type categories.

participants, while the percentage of losses who were White was somewhat greater. A nonprior service voluntary leaver was younger than prior Active Duty or "other" prior service counterparts ( 25.8 versus 33.3 or 31.1 years old). For each prior service category, the typical voluntary leaver was at least two years older than the typical unsatisfactory participant.

A reservist who separated voluntarily (for all prior service categories) was typically an E4 who had entered the reserves and his current drilling category at an older age than had an unsatisfactory participant. His AFQT percentile score was higher than that of his unsatisfactory participant counterpart. The typical voluntary leaver had been in the reserves and in his current drilling category at least two years longer than an unsatisfactory participant with the same prior service history. Of the three prior service categories, none of the typical voluntary leavers were serving in a priority MOS. All were DMOS qualified and all but the prior Active Duty leaver were drilling in their PMOS or SMOS. As was true for unsatisfactory participants, the typical nonprior service voluntary leaver was receiving an incentive benefit, while those with prior service had never received any incentive benefit.

The typical voluntary leaver's TPU was an active unit located in the South Census region. If he was nonprior service, his TPU was a medical unit, while the typical prior Active Duty and "other" prior service unsatisfactory participants served in technical units.

### **C. A NO SHOW**

A no show reservist never formally begins drilling with the TPU to which he or she is assigned. This failure to connect represents a waste of recruiting resources as well as a missed opportunity for TPU augmentation. No shows occur for a variety of reasons - inappropriate assignment, miscommunication, unresolved job and family conflicts, as well as transportation

difficulties are all possible explanations.

As Table 7 indicates, a typical no show was likely to be male, regardless of prior service status. His race/ethnic group was White, he was not married, and a high school diploma was his highest level of academic attainment. The typical nonprior service no show was 24 years old, more than 4 years younger than the prior Active Duty no show (28.3 years old) and more than 2 years younger than the "other" prior service no show (26.6 years old).

All typical no shows were E4s, whatever their previous military experience. A nonprior service no show was not quite 20 years old when he entered the reserves and just over 20 when entering the current drilling category. A typical prior Active Duty reservist was about 21 when he entered the reserves (including IRR) but about 27 when he entered his current drilling category. The "other" prior service no show was 20.5 years old at reserve entry and 25.6 years old when he began to drill in his current category.

Nonprior service, prior Active Duty and "other" prior service no shows had AFQT percentile scores of 61.0, 60.5, and 56.3, respectively. The typical nonprior service no-show and his prior service counterparts were in mental group IIIA or above. All but the typical "other" prior service no show were considered high quality. The length of reserve service for typical enlistees in all three prior service categories was surprisingly high (4.1, 7.2, and 6.1 years) for nonprior service, prior active duty service, and "other" prior service, respectively. The nonprior service soldier had been in his current drilling category for 4.0 years, while the prior active duty service and "other" prior service typical no show individuals had only drilled in their current category for about one year.

None of the typical no shows had a priority MOS and none was serving in a DMOS that

TABLE 7

PROFILE OF A NO SHOW  
BY PRIOR SERVICE STATUS<sup>a</sup>

USAR 1995-96 Enlisted Losses

	Nonprior service	Prior Active Duty service	Other prior service
<b>Personal characteristics</b>			
Gender	Male (73.7%)	Male (86.0%)	Male (78.6%)
Marital status	Single (89.0%)	Single (51.8%)	Single (64.3%)
Age (years)	24.0	28.3	26.6
Race/ethnic group	White (67.7%)	White (61.2%)	White (60.6%)
Highest education level	HS diploma (89.2%)	HS diploma (90.4%)	HS diploma (78.3%)
<b>Military background</b>			
Paygrade	E4 (63.8%)	E4 (62.8%)	E4 (37.0%)
Age entered Reserve (yrs) <sup>b</sup>	19.9	21.1	20.5
Age entered drill category (yrs)	20.1	27.2	25.6
AFQT percentile	61.0	60.5	56.3
Mental group	IIIA + (69.3%)	IIIA + (65.7%)	IIIA + (57.0%)
High quality <sup>c</sup>	Yes (64.2%)	Yes (61.1%)	No (48.1%)
Reserve LOS <sup>d</sup> (yrs)	4.1	7.2	6.1

Table 7, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
Drill LOS (yrs)	4.0	1.1	1.0
Time in grade <sup>e</sup> (yrs)	2.1	4.6	3.9
DMOS same as PMOS or SMOS	No (49.7%)	No (32.2%)	No (45.7%)
DMOS qualified <sup>f</sup>	Yes (57.9%)	No (44.0%)	Yes (52.9%)
Priority MOS <sup>g</sup>	No (34.1%)	No (23.3%)	No (24.9%)
Ever receive incentive	Yes (51.2%)	No (0.9%)	No (1.2%)
Currently receive incentive	Yes (51.0%)	No (0.8%)	No (1.1%)
<b>Unit characteristics</b>			
Location (census region) <sup>h</sup>	South (39.2%)	South (44.3%)	South (38.5%)
Assigned to inactive unit	No (5.2%)	No (4.9%)	No (6.0%)
Unit type <sup>i</sup>	Medical (22.9%)	Technical (29.0%)	Technical (26.4%)

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Includes service in IRR.

<sup>c</sup>High School diploma and mental group IIIA and above.

<sup>d</sup>Length of service, including service in IRR.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>Fully qualified or qualified except grade.

<sup>g</sup>See Appendix B for priority MOS codes.

<sup>h</sup>See Appendix C for states by Census Region.

<sup>i</sup>See Appendix D for unit type categories.

was the same as his PMOS or SMOS. The nonprior service and "other" prior service no show enlistees were DMOS qualified, but their prior Active Duty counterpart was not. Only the typical nonprior service no show had ever received an incentive benefit.

For all of the prior service categories, the typical no show's TPU was an active unit located in the South Census region (see Appendix C for states by Census region). If he was nonprior service, his TPU was a medical unit, while the typical prior Active Duty and "other" prior service no show served in technical units (see Appendix D for unit type categories.)

#### **D. A TRANSFER TO ACTIVE DUTY OR ANOTHER RESERVE COMPONENT**

Those reservists who leave the USAR to join one of the Active services or another Reserve Component continue to contribute to the Department of Defense's mission, though they represent a loss of trained personnel for their TPUs. It is important to note that transfers to other USAR TPUs are not members of this loss category.

As indicated in Table 8, regardless of prior service status, these transfers were typically White males whose highest level of education was a high school diploma. Nonprior service and "other" prior service enlistees were typically single, while a prior Active Duty transfer was likely to be married. A transferring nonprior service reservist was younger than his unsatisfactory participant, voluntary leaver, and no-show counterparts. A prior Active Duty transfer was older than an unsatisfactory participant or no show, but younger than a voluntary leaver. The same pattern was found among typical "other" prior service transfers.

All transfers were E4s, regardless of prior service status and all were high quality soldiers in mental group IIIA or above. As with other loss categories, a typical nonprior service transfer entered the reserves and his current drilling category when much younger than a typical prior

TABLE 8

PROFILE OF A TRANSFER TO ACTIVE DUTY OR  
ANOTHER RESERVE COMPONENT  
BY PRIOR SERVICE STATUS<sup>a</sup>

USAR 1995-96 Enlisted Losses

	Nonprior service	Prior Active Duty service	Other prior service
<b>Personal characteristics</b>			
Gender	Male (77.4%)	Male (86.9%)	Male (77.8%)
Marital status	Single (87.4%)	Married (54.2%)	Single (57.7%)
Age (years)	23.1	32.2	29.1
Race/ethnic group	White (65.5%)	White (70.9%)	White (67.7%)
Highest education level	HS diploma (85.9%)	HS diploma (80.2%)	HS diploma (78.0%)
<b>Military background</b>			
Paygrade	E4 (48.4%)	E4 (39.1%)	E4 (45.3%)
Age entered <sup>b</sup> Reserve (yrs)	19.8	23.1	21.2
Age entered drill category (yrs)	19.8	28.2	25.7
AFQT percentile	62.7	63.3	61.3
Mental group	IIIA + (73.1%)	IIIA + (70.7%)	IIIA + (67.1%)
High quality <sup>c</sup>	Yes (68.9%)	Yes (67.6%)	Yes (61.3%)

Table 8, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
Reserve LOS (yrs) <sup>d</sup>	3.3	9.1	7.9
Drill LOS (yrs)	3.2	3.9	3.6
Time in grade (yrs) <sup>e</sup>	1.5	4.6	3.7
DMOS same as PMOS or SMOS	Yes (64.9%)	No (40.3%)	No (47.9%)
DMOS qualified <sup>f</sup>	Yes (70.0%)	Yes (58.1%)	Yes (61.2%)
Priority MOS <sup>g</sup>	No (32.4%)	No (25.8%)	No (28.4%)
Ever receive incentive	No (44.9%)	No (11.3%)	No (11.4%)
Currently receive incentive	No (44.5%)	No (9.9%)	No (10.2%)
<b>Unit characteristics</b>			
Location (Census region) <sup>h</sup>	South (41.8%)	South (37.9%)	South (37.5%)
Assigned to inactive unit	No (8.4%)	No (9.1%)	No (8.6%)
Unit type <sup>i</sup>	Medical (23.4%)	Technical (25.0%)	Technical (23.6%)

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Includes service in IRR.

<sup>c</sup>High School diploma and mental group IIIA and above.

<sup>d</sup>Length of service, including service in IRR.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>Fully qualified or qualified except grade.

<sup>g</sup>See Appendix B for priority MOS codes.

<sup>h</sup>See Appendix C for states by Census Region.

<sup>i</sup>See Appendix D for unit type categories.

Active Duty or "other" prior service transfer. His AFQT percentile score (for all prior service groups) was higher than for any loss category except for voluntary leaver. Reserve length of service, length of service in current drilling category, and time in grade followed a similar pattern to those for other loss categories. Only the nonprior service transfer enlistee was drilling in his PMOS or SMOS. All were DMOS qualified and no one was in a priority MOS. None of the typical transfers had ever received an incentive benefit.

Regardless of prior service category, the typical transfer's TPU was an active unit located in the South Census region (see Appendix C for states by Census region). If he was nonprior service, his TPU was a medical unit, while the typical prior Active Duty and "other" prior service transfer served in technical units (see Appendix D for unit type categories.)

#### **E. A PARTICIPANT COMPLETING OBLIGATED SERVICE**

Those completing a term of obligated service (ETS) are the most "satisfactory" of losses. They have adjusted to the TPU environment, dealt with possible family and civilian job conflicts, and honored their contract with the USAR. They are a useful group for comparison with other categories of leavers who have not adapted as successfully.

As indicated in Table 9, a typical ETS participant was a White male whose highest educational level was a high school diploma, regardless of prior service status. A typical prior Active Duty service ETS participant was married, while his nonprior service and "other" prior service counterparts were single. The nonprior service ETS reservist was 29.1 years old, almost two years younger than the "other" prior service ETS enlistee and nearly three years younger than the prior Active Duty service ETS participant.

All typical ETS reservists were E4s, regardless of prior service status, and all were high

TABLE 9

PROFILE OF A PARTICIPANT COMPLETING  
OBLIGATED SERVICE  
BY PRIOR SERVICE STATUS<sup>a</sup>

USAR 1995-96 Enlisted Losses

	Nonprior service	Prior Active Duty service	Other prior service
<b>Personal characteristics</b>			
Gender	Male (68.2%)	Male (84.8%)	Male (77.4%)
Marital status	Single (62.4%)	Married (51.8%)	Single (54.1%)
Age (years)	29.1	31.8	31.0
Race/ethnic group	White (58.0%)	White (62.8%)	White (60.7%)
Highest education level	HS diploma (77.3%)	HS diploma (84.5%)	HS diploma (77.4%)
<b>Military background</b>			
Paygrade	E4 (49.3%)	E4 (51.4%)	E4 (51.3%)
Age entered <sup>b</sup> Reserve (yrs)	20.4	22.5	21.0
Age entered drill category (yrs)	20.6	28.0	26.9
AFQT percentile	59.3	60.8	58.9
Mental group	IIIA + (64.5%)	IIIA + (65.9%)	IIIA + (61.0%)
High quality <sup>c</sup>	Yes (61.7%)	Yes (61.8%)	Yes (55.7%)
Reserve LOS (yrs) <sup>d</sup>	8.7	9.3	9.9

Table 9, cont'd

	Nonprior service	Prior Active Duty service	Other prior service
Drill LOS (yrs)	8.4	3.7	4.1
Time in grade (yrs) <sup>e</sup>	4.6	5.9	5.3
DMOS same as PMOS or SMOS	Yes (61.6%)	No (47.9%)	Yes (53.9%)
DMOS qualified <sup>f</sup>	Yes (73.0%)	Yes (60.9%)	Yes (62.5%)
Priority MOS <sup>g</sup>	No (31.8%)	No (28.5%)	No (29.0%)
Ever receive incentive	Yes (53.9%)	No (8.4%)	No (13.6%)
Currently receive incentive	Yes (52.3%)	No (7.7%)	No (12.9%)
<b>Unit characteristics</b>			
Location (Census region) <sup>h</sup>	South (37.4%)	South (34.7%)	South (31.4%)
Assigned to inactive unit	No (6.0%)	No (5.5%)	No (5.1%)
Unit type <sup>i</sup>	Technical (24.8%)	Technical (24.2%)	Tech./logistics (22.0%)

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Includes service in IRR.

<sup>c</sup>High School diploma and mental group IIIA and above.

<sup>d</sup>Length of service, including service in IRR.

<sup>e</sup>Includes Active Duty and Reserve Service.

<sup>f</sup>Fully qualified or qualified except grade.

<sup>g</sup>See Appendix B for priority MOS codes.

<sup>h</sup>See Appendix C for states by Census Regions.

<sup>i</sup>See Appendix D for unit type categories.

quality soldiers. A typical "other" prior service ETS participant was in mental group IIIA or above, as were his nonprior and prior Active Duty service counterparts. As with other loss categories, a typical nonprior service ETS participant entered the reserves and his current drilling category when much younger than a typical prior Active Duty or "other" prior service ETS participant. The AFQT score for the typical prior Active Duty service ETS reservist was 60.8, slightly higher than that of his nonprior service (59.3) and "other" prior service (58.9) counterparts. Reserve length of service, length of service in current drilling category, and time in grade followed a similar pattern to those for other loss categories. All but the prior Active Duty ETS enlistee were drilling in their PMOS or SMOS. All were DMOS qualified and none was in a priority MOS. Only the nonprior service typical ETC participant had ever received an incentive benefit.

Regardless of prior service category, the typical ETS participant's TPU was an active unit located in the South Census region (see Appendix C for states by Census region). If he was nonprior service or prior Active Duty, he served in a technical unit. If his prior service status was "other," he was equally likely to be in a technical or a logistics unit. (See Appendix D for unit type categories.)

#### IV. CHARACTERISTICS OF USAR VOLUNTARY LOSSES

Tables 10 through 21 present a detailed picture of differences between unsatisfactory participants and other 1995-1996 USAR losses within prior service groups. They also provide similar information for the USAR membership.

##### A. NONPRIOR SERVICE LOSSES

###### 1. Personal Characteristics

**Gender.** Nonprior service unsatisfactory participants were overwhelmingly male (78.9 percent) - a higher percentage than any of the other loss categories. Voluntary leavers were the most likely of the losses to be female (32.3 percent). For the USAR membership as a whole, 27.6 percent of drilling nonprior service reservists were women. Women were thus under-represented among unsatisfactory participants, no shows and transfers but over-represented among ETS participants and voluntary transfers, compared with USAR membership. (See Tables 10 and 11.)

**Marital status.** About 85 percent of nonprior service USAR members were single, but nearly 90 percent of nonprior service unsatisfactory participants were unmarried, as were similar percentages for no shows and transfers. Only 76.8 percent of voluntary leavers were single and an even lower percentage (62.4) of ETS reservists were not married. Married nonprior service reservists were thus under-represented among unsatisfactory participants, no shows and transfers but over-represented among ETS losses and voluntary transfers. (See Tables 10 and 11.)

**Age.** The average age for nonprior service unsatisfactory participants was the same as for the nonprior service USAR membership, 23.4 years. Voluntary transfers were older (25.8 years) as were ETS participants (29.1 years) and no shows (24.0 years). Transfers to Active

TABLE 10

PERSONAL CHARACTERISTICS BY LOSS CATEGORY  
 USAR Nonprior Service<sup>a</sup> Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Gender</b>					
percent female	26.3	21.1	32.2	22.6	31.8
<b>Marital Status</b>					
percent married	11.0	10.9	23.2	12.6	37.6
<b>Age (years)</b>					
mean current age	24.0	23.4	25.8	23.1	29.1
age group					
percent:					
less than 20	3.9	5.5	1.4	14.1	1.0
20 - 24	67.7	72.6	50.0	64.6	6.0
25 - 29	21.3	16.5	36.0	14.7	60.2
30 or older	<u>7.1</u>	<u>5.4</u>	<u>12.6</u>	<u>6.6</u>	<u>32.8</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Race/Ethnic Group</b>					
percent:					
White	57.1	61.7	66.7	65.5	58.0
Black	30.4	28.2	23.5	25.1	31.9
Hispanic	7.6	6.5	5.6	5.6	7.1
Asian	3.6	2.5	3.1	2.6	2.4
Other	<u>1.3</u>	<u>1.1</u>	<u>1.1</u>	<u>1.2</u>	<u>0.6</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Education (highest level)</b>					
percent:					
Less than H.S. diploma	5.8	5.9	2.8	5.0	5.3
H.S. diploma	89.2	91.0	85.5	85.9	77.3
Some college or college degree	5.0	3.1	11.7	6.1	17.4

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 2 for loss category definitions and sizes

TABLE 11

PERSONAL CHARACTERISTICS  
 USAR Enlisted Members  
 September, 1994

	Prior Service Category <sup>a</sup>			USAR
	Nonprior service	Prior Active Duty service	Other prior service	
<b>Gender</b>				
percent female	27.6	14.0	23.4	21.6
<b>Marital Status</b>				
percent married	14.9	59.2	51.9	40.1
<b>Age (years)</b>				
mean current age	23.4	35.6	33.5	30.3
age group percent:				
less than 20	26.3	-- <sup>b</sup>	0.8	10.5
20 - 24	47.5	10.6	20.4	27.3
25 - 29	15.4	22.6	24.3	20.2
30 or older	<u>10.8</u>	<u>66.8</u>	<u>54.5</u>	<u>42.0</u>
Total	100.0	100.0	100.0	100.0
<b>Race/Ethnic Group</b>				
percent:				
White	63.4	60.4	59.7	61.5
Black	26.0	31.3	31.7	29.3
Hispanic	6.2	5.0	5.2	5.5
Asian	3.4	1.7	2.0	2.4
Other	<u>1.0</u>	<u>1.6</u>	<u>1.4</u>	<u>1.3</u>
Total	100.0	100.0	100.0	100.0

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>Less than 0.05 percent

Duty or another reserve component were slightly younger (23.1 years). (See Tables 10 and 11.)

**Race/ethnic group.** Nonprior service unsatisfactory participants were more likely to be nonwhite than were nonprior service USAR members (38.3 percent versus 36.6 percent) as were ETS participants (42.0 percent) and no shows (42.9 percent). Voluntary leavers (33.3 percent), and transfers (32.2 percent) were less likely to be nonwhite than the nonprior service USAR membership. (Hispanics are treated here as a separate race/ethnic group category). (See Tables 10 and 11.)

**Highest education level attained.** Unsatisfactory participants were the least likely nonprior service enlistees among the loss categories to have any college education (3.1 percent) and the most likely to have less than a high school diploma (5.9 percent). No shows had about the same percent with less than a high school diploma (5.8 percent) and Voluntary leavers and ETS participants were most likely to have attended college (11.7 percent and 17.4 percent, respectively). Data on educational attainment for USAR members was not available in a comparable format. (See Table 10.)

## 2. **Military Background Characteristics**

**Paygrade.** Unsatisfactory participants were next to the lowest in rank of the nonprior service loss groups (40.2 percent below E4) while transfers to Active Duty or another reserve component were the most likely to be in the E1 to E3 group (41.7 percent). No shows were next lowest with 30.1 percent below E4. Only 9.8 percent of voluntary leavers and 4.5 percent of ETS participants were ranked below E4. For the USAR as a whole, low-ranking nonprior service reservists (E1 to E3) were a higher percentage of the total force 43.9 percent than for any of these loss categories. (See Tables 12 and 13.)

TABLE 12

MILITARY BACKGROUND CHARACTERISTICS BY LOSS CATEGORY  
 USAR Nonprior Service <sup>a</sup>Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Paygrade (percent)</b>					
E1-E2	11.3	14.1	2.9	15.4	2.0
E3	18.8	26.1	6.9	26.3	2.5
E4	63.8	55.5	68.4	48.4	49.3
E5	5.2	3.6	17.9	7.9	33.3
E6	0.8	0.6	3.4	1.6	12.4
E7-E9	<u>0.1</u>	<u>0.1</u>	<u>0.5</u>	<u>0.3</u>	<u>0.5</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Age at entry (years)</b>					
mean age entered Reserve service	19.9	19.7	20.0	19.8	20.4
Reserve entry age group percent:					
less than 20	65.3	69.8	67.7	58.7	63.9
20 - 24	28.3	25.1	23.6	24.5	25.4
25 - 29	4.5	3.7	6.0	4.8	6.6
30 or older	<u>1.8</u>	<u>1.4</u>	<u>2.7</u>	<u>2.0</u>	<u>4.1</u>
Total	100.0	100.0	100.0	100.0	100.0
mean age entered current drilling category	20.1	19.7	20.1	19.8	20.6
<b>Mental qualification</b>					
Mean AFQT percentile	61.0	59.6	63.7	62.7	59.3
Mental group category percent:					
I	5.5	4.3	6.8	7.0	5.6
II	35.8	35.5	43.3	39.8	36.3
IIIA	28.0	28.4	24.0	26.3	22.6
IIIB	28.2	29.0	22.5	24.3	28.6

Table 12, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
below IIIB	<u>2.5</u>	<u>3.8</u>	<u>3.4</u>	<u>2.6</u>	<u>6.9</u>
Total	100.0	100.0	100.0	100.0	100.0
percent High Quality <sup>c</sup>	64.2	63.1	72.0	68.9	61.7
<b>Length of Service (yrs)</b>					
mean length of Reserve service	4.1	3.7	5.8	3.3	8.7
length of Reserve service group percent:					
Less than 1	0.6	0.3	0.4	4.9	1.2
1 - 4	73.4	77.9	27.2	77.9	5.1
5 - 9	23.4	20.2	68.2	14.5	73.4
10 - 14	2.1	1.4	3.6	2.3	18.5
15 or more	<u>7.8</u>	<u>10.1</u>	<u>22.5</u>	<u>16.5</u>	<u>13.9</u>
Total	100.0	100.0	100.0	100.0	100.0
mean length of service in current drilling category	4.0	3.7	5.7	3.2	8.4
<b>Time-in-grade (yrs)</b>					
mean time in current grade	2.1	1.9	3.2	1.5	4.6
time-in-grade group percent:					
< 1	26.3	31.0	9.9	45.7	4.8
1 - 2	49.1	48.7	33.3	40.1	21.3
3 - 4	19.9	16.5	46.6	10.9	29.7
5 - 6	3.6	2.9	8.5	2.4	32.3
7 or more	<u>1.1</u>	<u>0.9</u>	<u>1.7</u>	<u>0.9</u>	<u>11.9</u>
Total	100.0	100.0	100.0	100.0	100.0

Table 12, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Military occupation</b>					
percent serving in own PMOS or SMOS	49.7	71.4	64.2	64.9	61.6
percent priority MOS <sup>d</sup>	34.1	32.6	31.8	32.4	31.8
percent DMOS qualified <sup>e</sup>	57.9	74.3	73.9	70.0	73.0
<b>Incentives</b>					
percent ever received incentive	51.2	54.1	54.5	44.9	53.9
percent currently receiving incentive	51.0	53.8	53.7	44.5	52.3

<sup>a</sup>See Table 3 for prior service category definitions.

<sup>b</sup>See Table 3 for loss category definitions and sizes.

<sup>c</sup>High School diploma and mental group IIIA or above.

<sup>d</sup>See Appendix B for priority MOS codes.

<sup>e</sup>Fully qualified or qualified except grade.

TABLE 13  
MILITARY BACKGROUND  
USAR Enlisted Members  
September, 1994

	Prior Service Category <sup>a</sup>			USAR
	Nonprior service	Prior Active Duty service	Other prior service	
<b>Paygrade (percent)</b>				
E1-E2	26.4	0.7	6.4	12.1
E3	17.5	2.1	7.3	9.3
E4	42.9	29.8	34.1	36.0
E5	8.9	23.8	19.6	17.0
E6	3.5	20.9	14.4	12.5
E7-E9	0.8	22.7	18.2	13.1
<b>Age at entry (yrs)</b>				
mean age entered current drilling category	18.4	28.9	26.9	24.3
<b>Mental qualification</b>				
mean AFQT percentile	61.9	61.4	60.3	61.3
mental group category percent:				
I	6.1	11.2	9.9	8.9
II	39.3	32.7	31.7	35.1
IIIA	26.0	25.6	27.6	26.2
IIIB	25.1	23.0	23.1	23.8
Below IIIB	<u>3.5</u>	<u>7.5</u>	<u>7.7</u>	<u>6.0</u>
Total	100.0	100.0	100.0	100.0
Length of service (yrs)	5.0	6.7	6.6	6.0
mean length of service in current drilling category				

<sup>a</sup>See Table 1 for prior service category definitions.

**Age entered the reserves.** Unsatisfactory participants without prior military service were the youngest of the loss categories at the time they entered the reserves (19.7 years). Transfers to Active Duty or another reserve component and no shows were close to the same age (19.8 and 19.9 years old, respectively). Voluntary leavers and ETS participants were slightly older (20 and 20.4 years old, respectively). Data on age at reserve entry for USAR members was not available in a comparable format. (See Table 12.)

**Mental qualification.** Among nonprior service reservists, unsatisfactory participants and ETS participants had the lowest AFQT scores (59.6 and 59.3, respectively) while voluntary leavers and transfers had the highest (63.7 and 62.7, respectively).

The percent of nonprior service enlisted losses in mental groups I to IIIA followed the same pattern with the highest percent for voluntary leavers (74.1 percent) and the lowest for ETS participants (64.5 percent). The percent high quality (high school diploma graduate and IIIA or above) was similarly highest for voluntary transfers (72 percent) and lowest for ETS participants (61.7 percent), with unsatisfactory participants next to lowest (63.1 percent).

Of the nonprior service losses discussed in this report, only the voluntary leavers and the transfers scored higher on the AFQT than the mean for all USAR members (61.9). They were also more likely than all nonprior service USAR members to be in mental groups I to IIIA, or to be considered high quality. (See Tables 12 and 13.)

**Length of service.** Nonprior service unsatisfactory participants had been in the reserves for 3.7 years, a somewhat shorter tenure than the USAR membership's length of service of 5.0 years. Transfers had been in the reserves for a shorter period (3.3 years) but the other loss categories exceeded unsatisfactory participants in their tenure. (See Tables 12 and 13.)

**Time-in-grade.** Nonprior service unsatisfactory participants had been in their current paygrade 1.9 years, while no shows had held the same rank for about the same length of time (2.1 years) and transfers somewhat less (1.5 years). Voluntary leavers and ETS participants had spent more time in their current paygrade, 3.2 years and 4.6 years, respectively. (See Table 12.)

**Military occupation.** Among the loss categories for nonprior service reservists, the percent serving in priority MOSs varied very little, from 31.8 percent (voluntary leavers and ETS) to 34.1 percent (no shows). However, the percent serving in their own primary or secondary MOS varied dramatically, with the highest percentage for unsatisfactory participants (71.4 percent) and the lowest for no shows (49.7 percent). The percent qualified (except for grade) to work in their own duty MOS followed the same pattern, with the highest percentage among unsatisfactory participants (74.3 percent) and the lowest among no shows (57.9 percent). Those completing a term of obligated service were less likely (61.6 percent) than unsatisfactory participants to be serving in their own MOS and slightly less likely (73.0 percent) to be DMOS qualified. (See Table 12.)

**Incentives.** More than half (54.1 percent) of unsatisfactory participants with no prior service had ever received an incentive benefit. This percentage was similar for most of the other loss categories, including ETS participants (53.9 percent). Only transfers (44.9 percent) were much less likely to have been the recipient of a incentive benefit. (See Table 12.)

### 3. Unit Characteristics

**Unit location.** The regional distribution of unsatisfactory participants and voluntary leavers appears to be very similar to that of the USAR membership as a whole. ETS participants

were more heavily concentrated in the South and North Central census regions while no shows were over-represented in the North East and under-represented in the West. Transfers were more heavily concentrated in the South than were other loss categories. (See Tables 14 and 15.)

**Unit type.** The pattern of assignment by unit type for nonprior service losses did not differ much by loss category. Medical units were the largest category for all groups, followed by technical units. A unit type distribution was not available for the USAR membership. (See Table 14.)

## **B. PRIOR ACTIVE DUTY SERVICE LOSSES**

### **1. Personal Characteristics**

**Gender.** Prior Active Duty service USAR members were only about 14 percent female, reflecting the large role of combat occupations in the active force. Unsatisfactory participants were even less likely to be women (12.8 percent) while voluntary leavers were much more likely to be female (21.0 percent). Women were represented among no shows, transfers, and ETS participants in about the same proportions as in the USAR membership (14, 13.1, and 15.2 percent, respectively). (See Tables 11 and 16.)

**Marital status.** Because former Active Duty members of the USAR are older than their nonprior service counterparts, they were more likely to be married (59.2 percent). In contrast, only 46.2 percent of prior Active service unsatisfactory participants were married, the lowest proportion for any of the loss categories. Voluntary leavers were the most likely to be married (56.9 percent), though none of the loss categories were as likely to be married as the membership. (See Tables 11 and 16.)

**Age.** The average age for USAR prior Active Duty service members was 35.6

TABLE 14

UNIT CHARACTERISTICS BY LOSS CATEGORY  
 USAR Nonprior Service <sup>a</sup>Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Unit location (census region)</b>					
percent:					
North East	28.0	22.7	22.1	21.4	18.1
South	39.2	36.8	37.9	41.8	37.4
N. Central	22.0	27.6	26.1	21.6	33.5
West	<u>10.8</u>	<u>12.9</u>	<u>14.0</u>	<u>15.3</u>	<u>11.0</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Unit status</b>					
percent assigned to inactive unit	5.2	4.5	5.2	8.4	6.0
<b>Unit type</b>					
percent:					
administration	4.2	3.4	5.1	4.6	5.5
technical	22.6	23.9	22.4	20.6	22.6
logistics	20.6	21.6	18.8	18.1	20.2
medical	22.9	24.5	23.7	23.4	24.8
intelligence	11.0	5.7	7.3	8.9	6.2
aviation	2.0	2.4	2.6	5.1	1.2
police	5.0	4.4	5.3	3.5	3.8
other	<u>11.7</u>	<u>14.1</u>	<u>14.8</u>	<u>15.8</u>	<u>15.7</u>
Total	100.0	100.0	100.0	100.0	100.0

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 2 for loss category definitions and sizes.

TABLE 15

UNIT CHARACTERISTICS  
USAR Enlisted Members  
September, 1994

	Prior Service Category <sup>a</sup>			USAR
	Nonprior service	Prior Active Duty service	Other prior service	
<b>Unit location</b> (Census region) <sup>b</sup> percent:				
North East	22.2	18.8	22.3	20.9
South	37.0	40.1	37.5	38.3
N. Central	27.2	25.1	25.4	26.0
West	<u>13.6</u>	<u>16.0</u>	<u>14.8</u>	<u>14.8</u>
Total	100.0	100.0	100.0	100.0

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Appendix C for states in Census regions.

TABLE 16

PERSONAL CHARACTERISTICS BY LOSS CATEGORY  
 USAR Prior Active Duty Service<sup>a</sup> Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Gender</b>					
percent female	14.0	12.8	21.0	13.1	15.2
<b>Marital Status</b>					
percent married	51.8	46.2	56.9	54.2	51.8
<b>Age (years)</b>					
mean current age	28.3	29.5	33.2	32.2	31.8
age group					
percent:					
less than 25	30.6	23.7	13.7	13.9	0.3
25 - 29	43.2	41.0	31.7	32.7	51.2
30 - 34	14.3	18.3	20.9	24.2	25.1
35 - 39	6.6	9.5	12.4	13.8	11.8
40 or older	<u>5.3</u>	<u>7.5</u>	<u>21.3</u>	<u>15.4</u>	<u>11.6</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Race/Ethnic Group</b>					
percent:					
White	61.2	57.9	67.9	70.9	62.8
Black	32.7	34.1	23.5	20.7	29.5
Hispanic	2.9	4.5	5.0	4.7	4.5
Asian	1.3	1.3	1.8	1.7	1.6
Other	<u>1.9</u>	<u>2.2</u>	<u>1.8</u>	<u>2.0</u>	<u>1.6</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Education (highest level)</b>					
percent:					
Less than H.S. diploma	5.7	7.0	5.8	4.9	6.4
H.S. diploma	90.4	88.6	78.8	80.2	84.5
Some college or college degree	3.9	4.4	15.4	14.9	9.1

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 3 for loss category definitions and sizes.

years, substantially older than the average age for unsatisfactory participants, 29.5 years. Voluntary leavers were the oldest loss category (33.2 years), followed by transfers and ETS participants (32.2 and 31.8 years old, respectively). No shows were the youngest group at 28.3 years old. (See Tables 11 and 16.)

**Race/ethnic group.** Prior Active Duty service unsatisfactory participants were more likely to be nonwhite than were USAR members (42.1 percent versus 39.6 percent). The proportion of race/ethnic minorities for all the other loss categories was lower than the USAR membership. Transfers were the least likely group of losses to be nonwhite (29.1 percent). (Hispanics are treated here as a separate race/ethnic group category). (See Tables 11 and 16.)

**Highest education level attained.** Unsatisfactory participants and no shows were the least likely prior Active Duty service enlistees among the loss categories to have any college education (4.4 and 3.9 percent, respectively). Unsatisfactory participants were the most likely to have less than a high school diploma (7.0 percent). Voluntary leavers, transfers, and ETS participants were much more likely to have some college experience than no shows and unsatisfactory participants. Data on educational attainment for USAR members were not available in a comparable format. (See Table 11.)

## **2. Military Background**

**Paygrade.** Unsatisfactory participants and no shows were the lowest in rank of the prior Active Duty service loss groups (15.1 and 18.8 percent below E4, respectively). In contrast, less than 5.2 percent of voluntary leavers, transfers, and ETS participants were below the rank of E4. All loss categories were lower ranking than the USAR prior Active service membership (2.8 percent below E4.) (See Tables 13 and 17.)

**Age entered the reserves.** Unsatisfactory participants and no shows with prior

TABLE 17

MILITARY BACKGROUND CHARACTERISTICS BY LOSS CATEGORY  
 USAR Prior Active Duty Service<sup>a</sup> Enlisted Losses  
 1995-1996  
 Loss Category<sup>b</sup>

Paygrade	NS	UNSAT	VOL	TRF	ETS
E1-E2	5.3	3.7	1.1	1.7	1.4
E3	13.5	11.4	2.9	3.3	3.8
E4	62.8	58.3	42.6	39.1	51.4
E5	13.6	17.1	24.0	27.0	28.7
E6	3.6	17.2	16.2	18.8	11.7
E7-E9	<u>1.2</u>	<u>2.3</u>	<u>13.2</u>	<u>10.1</u>	<u>3.0</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Age at entry (yrs)</b>					
mean age entered Reserve service <sup>c</sup>	21.1	22.2	23.3	23.1	22.5
Reserve entry age group percent:					
less than 20	54.5	38.0	31.4	32.1	38.3
20 - 24	31.6	41.7	41.0	40.3	38.5
25 - 29	8.7	13.4	15.8	16.4	14.4
30 or older	<u>5.2</u>	<u>6.9</u>	<u>11.8</u>	<u>11.2</u>	<u>8.8</u>
Total	100.0	100.0	100.0	100.0	100.0
mean age entered current drilling category	27.2	26.9	29.3	28.2	28.0
<b>Mental qualification</b>					
Mean AFQT percentile	60.5	58.7	63.4	63.3	60.8
Mental group category percent:					
I	13.1	10.7	13.7	13.7	11.5
II	26.8	26.2	33.7	33.5	30.7

Table 17, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
IIIA	25.8	27.4	24.4	23.5	23.7
IIIB	28.5	28.3	22.8	22.7	27.0
below IIIB	<u>5.8</u>	<u>7.4</u>	<u>5.4</u>	<u>6.6</u>	<u>7.1</u>
Total	100.0	100.0	100.0	100.0	100.0
percent High Quality <sup>d</sup>	61.1	59.7	68.1	67.6	61.8
<b>Length of Service (years)</b>					
mean length of Reserve service <sup>c</sup>	7.2	7.2	9.9	9.1	9.3
length of Reserve service group percent:					
Less than 1	6.8	4.1	3.2	3.0	1.1
1 - 4	22.3	35.0	24.9	27.4	22.0
5 - 9	53.2	36.5	32.3	32.9	45.5
10 - 14	9.9	14.3	17.1	20.2	17.5
15 or more	<u>7.8</u>	<u>10.1</u>	<u>22.5</u>	<u>16.5</u>	<u>13.9</u>
Total	100.0	100.0	100.0	100.0	100.0
mean length of service in current drilling category	1.1	2.6	3.9	3.9	3.7
mean length of Active Duty service	4.4	4.4	4.7	4.6	4.8
<b>Time-in-grade (yrs)</b>					
mean time in current grade <sup>e</sup>	4.6	4.7	5.2	4.6	5.9
time-in-grade group <sup>e</sup> percent:					
< 1	2.6	5.9	4.0	7.4	3.0
1 - 2	24.6	23.2	24.0	27.6	16.1
3 - 4	38.8	34.1	29.5	30.6	18.2
5 - 6	20.7	19.3	19.3	16.2	35.4
7 or more	<u>13.3</u>	<u>17.5</u>	<u>23.2</u>	<u>18.2</u>	<u>27.3</u>
Total	100.0	100.0	100.0	100.0	100.0

Table 17, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Military occupation</b>					
percent serving in own PMOS or SMOS	32.3	43.0	43.5	40.3	47.9
percent priority MOS <sup>f</sup>	23.3	26.4	27.9	25.8	28.5
percent DMOS qualified <sup>g</sup>	44.0	55.9	61.3	58.1	60.9
<b>Incentives</b>					
percent ever received incentive	0.9	6.2	9.6	11.3	8.4
percent currently receiving incentive	0.8	5.6	8.4	9.9	7.7

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 3 for loss category definitions and sizes.

<sup>c</sup>Includes service in IRR.

<sup>d</sup>High school diploma and mental group IIIA or above.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>See Appendix B for priority MOS codes.

<sup>g</sup>Fully qualified or qualified except grade.

Active Duty military service were the youngest of the loss categories at the time they entered the reserves (22.2 and 21.1 years old, respectively). Voluntary leavers were the oldest group at entry (23.3 years old) and transfers were very close to them in entry age (23.1 years). ETS participants were about the same age as unsatisfactory participants (22.5 years old). Data on age at reserve entry for USAR members were not available in a comparable format. (See Table 17).

**Age entered the reserves.** Unsatisfactory participants without prior military

reserves (22.2 and 21.1 years old, respectively). Voluntary leavers were the oldest group at entry (23.3 years old) and transfers were very close to them in entry age ( 23.1 years). ETS participants were about the same age as unsatisfactory participants (22.5 years old). Data on age at reserve entry for USAR members were not available in a comparable format. (See Table 17.)

**Mental qualification.** Among prior Active Duty service reservists, unsatisfactory participants had the lowest average AFQT scores (58.7) while voluntary leavers and transfers had the highest (63.4 and 63.3, respectively). No shows and ETS participants fell between these extremes with average AFQT scores of 60.5 and 60.8, respectively.

The proportion of prior Active Duty enlistees in mental groups I to IIIA was highest for voluntary leavers (71.8 percent) and the lowest for unsatisfactory participants (64.3 percent). Similarly, the percent high quality (high school diploma graduate and IIIA or above) was highest for voluntary transfers (68.1 percent) and lowest for unsatisfactory participants (59.7 percent), with no shows next to lowest (61.1 percent). ETS participants were slightly more likely (61.8 percent) to be high quality than were no shows.

Of the loss categories discussed in this report, only the voluntary leavers and the transfers scored higher on the AFQT than the mean for all prior Active Duty service USAR members (61.4). They were also the only loss categories more likely than all prior Active service USAR members to be in mental groups I to IIIA. (See Tables 13 and 17.)

**Length of service.** Prior Active Duty service unsatisfactory participants and no shows had been in the reserves for an average of 7.2 years, while voluntary leavers, transfers, and ETS participants had more than 9 years of reserve tenure. These figures include service in the IRR. In contrast, average length of service in current drilling category for prior Active Duty reservists presents a very different picture, with no shows and unsatisfactory participants averaging only 1.1

and 2.6 years of service, respectively. Transfers and voluntary leavers had drilled in their current category 3.9 years, while ETS participants had done so for an average of 3.7 years. The USAR membership's average length of service in current drilling category was 6.7 years. (See Tables 13 and 17.)

**Time-in-grade.** Prior Active Duty service unsatisfactory participants had been in their current paygrade an average of 4.7 years, while no shows and transfers had held the same rank for about the same length of time (4.6 years for each). Voluntary leavers and ETS participants had spent more time in their current paygrade, 5.2 years and 5.9 years, respectively. (See Table 17.) Time spent in the IRR probably accounts for the lengthy time-in-grade of prior active service reservists. Accurate time-in-grade data were not available for the USAR membership.

**Military occupation.** Among the loss categories for prior Active Duty service reservists, the percent serving in priority MOSs varied very little, from 23.3 percent (no shows) to 28.5 percent (ETS participants). The percent serving in their own primary or secondary MOS was lowest for no shows (32.3 percent) and highest for ETS participants (47.9 percent). Of the unsatisfactory participants, 43 percent were drilling in their own PMOS or SMOS. The majority (56 percent) of no shows were not qualified to drill in their own duty MOS. Unsatisfactory participants were more likely than no shows to be DMOS qualified (55.9 percent). ETS participants and voluntary leavers were the most likely to be qualified of the loss categories (60.9 and 61.3 percent, respectively). (See Table 17.)

**Incentives.** Very few prior Active Duty service losses in the categories discussed in this report had ever received an incentive benefit. No shows, followed by unsatisfactory participants, were the least likely to have been recipients (0.9 percent and 6.2 percent, respectively). Transfers were the most likely, with 11.3 percent who had received an incentive benefit and ETS

participants were next highest with 8.4 percent. (See Table 17.)

### 3. Unit Characteristics

**Unit location.** The regional distribution of prior Active Duty service losses is very similar to that of the prior Active service USAR membership, with the largest percentages in the South and North Central census regions. Unsatisfactory participants, transfers, and ETS participants were less heavily concentrated in the South than were comparable USAR members. No shows and ETS participants were under-represented in the West, while voluntary leavers and transfers were over represented in that region. (See Tables 15 and 18.)

**Unit type.** The pattern of assignment by unit type for prior Active Duty losses did not differ much by loss category. Technical units were the largest category for all loss groups, followed by logistics units for all other loss categories except transfers for whom medical units were the second most common type of unit. A unit type distribution was not available for the USAR membership. (See Table 18.)

## C. "OTHER" PRIOR SERVICE LOSSES

### 1. Personal Characteristics

**Gender.** "Other" prior service USAR members were 23.4 percent women, closer to the gender distribution of nonprior service enlistees than to that of prior Active Duty enlistees in the USAR. Women were under-represented in all of the loss categories except voluntary leavers. No shows and unsatisfactory participants had the lowest proportion of women (20.5 percent and 21.4 percent, respectively) of all of the loss categories. (See Tables 11 and 19.)

**Marital status.** "Other" prior service USAR members were somewhat less likely to be married (51.9 percent) than their prior Active Duty service counterparts. However, none of the "other" prior service loss categories discussed in this study were as likely to be married as the

TABLE 18

UNIT CHARACTERISTICS BY LOSS CATEGORY  
 USAR Prior Active Duty Service<sup>a</sup> Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Unit location</b>					
<b>(census region)<sup>c</sup></b>					
percent:					
North East	15.8	16.8	16.5	17.8	19.5
South	44.3	38.0	42.1	37.9	34.7
N. Central	27.8	29.2	21.0	22.8	31.6
West	<u>12.1</u>	<u>16.0</u>	<u>20.4</u>	<u>21.5</u>	<u>14.2</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Unit status</b>					
percent assigned to inactive unit	4.9	4.9	5.8	9.1	5.5
<b>Unit type<sup>d</sup></b>					
percent:					
administration	4.6	4.3	5.8	3.7	4.5
technical	29.0	25.6	23.9	25.0	24.2
logistics	23.0	23.1	16.8	11.4	20.1
medical	10.8	15.5	14.6	22.3	17.0
intelligence	6.4	6.0	9.4	7.9	8.9
aviation	2.6	2.7	2.7	5.4	2.7
school/training	6.8	5.2	5.3	3.9	6.6
other	<u>16.8</u>	<u>17.6</u>	<u>21.5</u>	<u>20.4</u>	<u>16.0</u>
Total	100.0	100.0	100.0	100.0	100.0

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 3 for loss category definitions and sizes.

<sup>c</sup>See Appendix C for states by Census Region.

<sup>d</sup>See Appendix D for unit type categories.

TABLE 19

PERSONAL CHARACTERISTICS BY LOSS CATEGORY  
 USAR Other Prior Service<sup>a</sup> Enlisted Losses  
 1995-1996

	Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Gender</b>					
percent female	21.4	20.5	33.1	22.2	22.6
<b>Marital Status</b>					
percent married	35.7	31.6	48.1	42.5	45.9
<b>Age (years)</b>					
mean current age	26.6	27.2	31.1	29.1	31.0
age group					
percent:					
less than 20	0.3	0.5	0.2	1.3	0.0
20 - 24	43.5	39.9	21.5	30.0	0.8
25 - 29	38.5	37.7	35.8	34.3	55.5
30 or older	<u>17.7</u>	<u>21.9</u>	<u>42.5</u>	<u>34.4</u>	<u>43.7</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Race/Ethnic Group</b>					
percent:					
White	60.6	58.2	66.5	67.7	60.7
Black	32.6	32.9	24.8	22.4	31.9
Hispanic	3.5	5.8	5.3	5.8	4.8
Asian	0.9	1.3	1.6	2.8	1.1
Other	<u>2.4</u>	<u>1.8</u>	<u>1.8</u>	<u>1.3</u>	<u>1.5</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Education (highest level)</b>					
percent:					
Less than H.S. diploma	18.6	16.1	7.9	10.6	11.5
H.S. diploma	78.3	80.0	74.6	78.0	77.4
Some college or college degree	3.1	3.9	17.5	11.4	11.1

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 4 for loss category definitions and signs.

comparable USAR membership. At the lower bound, only 31.6 percent of unsatisfactory participants were married while voluntary transfers were the most likely to be married (48.1 percent) and ETS participants (45.9 percent) were the next most likely. (See Tables 11 and 19.)

**Age.** The average age for all USAR "other" prior service members was 33.5 years, substantially older than the average age for unsatisfactory participants, 27.2 years. Voluntary leavers were the oldest "other" prior service loss category (31.1 years), followed by ETS participants and transfers (31.0 and 29.1 years old, respectively). No shows were the youngest group at 26.6 years old. (See Tables 11 and 19).

**Race/ethnic group.** "Other" prior service unsatisfactory participants were slightly more likely to be nonwhite than were comparable USAR members (41.8 percent versus 40.3 percent). The proportion of race/ethnic minorities for all the other loss categories was lower than the comparable USAR membership. Transfers were the least likely group of losses to be nonwhite (32.3 percent). (Hispanics are treated here as a separate race/ethnic group category). (See Tables 11 and 19.)

**Highest education level attained.** Unsatisfactory participants and no shows were by far the least likely "other" prior service enlistees among the loss categories to have any college education (3.9 and 3.1 percent, respectively). No shows were also the most likely to have less than a high school diploma (18.6 percent) and unsatisfactory participants were the next most likely (16.1 percent). Voluntary leavers, transfers, and ETS participants were much more likely (17.5 percent, 11.4 percent, and 11.1 percent, respectively) than unsatisfactory participants or no shows to have some college experience. (See Table 19.) Data on educational attainment for USAR members were not available in a comparable format.

## 2. Military Background

**Paygrade.** Unsatisfactory participants and no shows were the lowest in rank of the "other" prior service loss groups (42.4 and 56.0 percent below E4, respectively). In contrast, less than 19 percent of voluntary leavers, transfers, and ETS participants were below the rank of E4. Only voluntary leavers (13.5 percent) had a smaller percentage below E4 than the USAR "other" prior service membership (13.7 percent). (See Tables 13 and 20.)

**Age entered the reserves.** The "other" prior service members of the loss categories discussed in this report were all about the same age when they entered the reserves, including the IRR. The oldest were voluntary transfers (21.5 years old) and the youngest were no shows (20.5 years old). Data on age at reserve entry for USAR members were not available in a comparable format. (See Table 20.)

**Age entered current drilling category.** The average age at which the "other" prior service USAR leavers entered their current drilling category was about 5 years older than the age at which they entered the reserve service, regardless of loss category. Time in the IRR (which may have been intermittent) probably accounts for this difference.

**Mental qualification.** Among "other" prior service reservists, unsatisfactory participants had the lowest average AFQT scores (55.9) while voluntary leavers and transfers had the highest (62.1 and 61.3, respectively). No shows and ETS participants fell between these extremes with average AFQT scores of 56.3 and 58.9, respectively. (See Table 20).

The percent of "other" prior enlistees in mental groups I to IIIA was highest for voluntary leavers (69.7 percent) and the lowest for unsatisfactory participants (56.7 percent). Similarly, the percent high quality (high school diploma graduate and IIIA or above) was highest for voluntary transfers (65.5 percent) and lowest for unsatisfactory participants (48.1 percent), with

TABLE 20

MILITARY BACKGROUND CHARACTERISTICS BY LOSS CATEGORY  
 USAR Other Prior Service<sup>a</sup> Enlisted Losses  
 1995-1996

Paygrade	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
E1-E2	31.6	21.3	5.4	7.8	6.5
E3	24.4	21.1	8.1	10.7	9.4
E4	37.0	45.0	45.7	45.3	51.3
E5	5.5	8.9	19.8	21.6	22.7
E6	1.0	2.8	11.8	10.9	8.2
E7-E9	<u>0.5</u>	<u>0.9</u>	<u>9.2</u>	<u>3.7</u>	<u>1.9</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Age at entry (yrs)</b>					
mean age entered Reserve service <sup>c</sup>	20.5	20.6	21.5	21.2	21.0
entry age group percent:					
less than 20	61.0	59.4	51.8	55.8	56.9
20 - 24	28.7	29.5	30.7	27.8	27.9
25 - 29	6.9	7.4	10.2	10.0	9.8
30 or older	<u>3.4</u>	<u>3.7</u>	<u>7.3</u>	<u>6.4</u>	<u>5.4</u>
Total	100.0	100.0	100.0	100.0	100.0
mean age entered current drilling category	25.6	24.8	26.7	25.7	26.9
<b>Mental qualification</b>					
Mean AFQT percentile	56.3	55.9	62.1	61.3	58.9
Mental group category percent:					
I	10.4	8.7	10.9	11.9	11.1
II	21.7	22.9	34.7	31.4	27.9
IIIA	24.9	25.1	24.1	23.8	22.0
IIIB	36.1	34.6	23.9	25.2	28.9
below IIIB	<u>6.9</u>	<u>8.7</u>	<u>6.5</u>	<u>7.7</u>	<u>9.1</u>
Total	100.0	100.0	100.0	100.0	100.0

Table 20, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
percent High Quality <sup>d</sup>	48.1	48.6	65.5	61.7	55.7
<b>Length of Service (yrs)</b>					
mean length of Reserve service <sup>c</sup>	6.1	6.7	9.7	7.9	9.9
length of Reserve service group <sup>c</sup>					
percent:					
Less than 1	3.5	2.1	2.0	2.5	0.5
1 - 4	32.7	31.6	15.8	30.6	4.8
5 - 9	54.5	51.5	49.5	41.1	64.5
10 - 14	6.6	9.9	15.9	15.5	20.9
15 or more	<u>2.7</u>	<u>4.8</u>	<u>16.7</u>	<u>10.3</u>	<u>9.3</u>
Total	100.0	100.0	100.0	100.0	100.0
mean length of service in current drilling category	1.0	2.4	4.4	3.6	4.1
<b>Time-in-grade (yrs)</b>					
mean time in current grade <sup>e</sup>	3.9	3.7	4.6	3.7	5.3
time-in-grade group <sup>e</sup>					
percent:					
< 1	4.4	11.3	6.9	13.4	4.5
1 - 2	29.3	32.1	26.3	35.1	18.8
3 - 4	38.8	32.1	32.5	26.3	22.7
5 - 6	21.1	16.4	17.4	12.3	29.5
7 or more	<u>6.5</u>	<u>8.1</u>	<u>16.9</u>	<u>12.9</u>	<u>24.5</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Military occupation</b>					
percent serving in own PMOS or SMOS	45.7	51.6	50.5	47.9	53.9

Table 20, Cont'd.

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
percent priority MOS <sup>f</sup>	24.9	25.8	26.5	28.4	29.0
percent DMOS qualified <sup>g</sup>	52.9	60.0	64.8	61.2	62.5
<b>Incentives</b>					
percent ever received incentive	1.2	6.6	14.1	11.4	13.6
percent currently receiving incentive	1.1	6.0	12.8	10.2	12.9

<sup>a</sup>See Table 4 for prior service category definitions.

<sup>b</sup>See Table 1 for loss category definitions and sizes.

<sup>c</sup>Includes service in IRR.

<sup>d</sup>High school diploma and mental group IIIA or above.

<sup>e</sup>Includes Active Duty and Reserve service.

<sup>f</sup>See Appendix B for priority MOS codes.

<sup>g</sup>Fully qualified or qualified except grade.

no shows next to lowest (48.6 percent). All of these groups fell below the USAR membership (70.2 percent) in percent in mental categories I to IIIA. ETS participants were slightly more likely (61.8 percent) to be high quality than were no shows.

Of the loss categories discussed in this report, only the voluntary leavers and the transfers scored higher on the AFQT than the mean for all "other" prior service USAR members (60.3). They were also more likely than all "other" prior service USAR members to be in mental

groups I to IIIA. (See Tables 13 and 20.)

**Length of service.** "Other" prior service unsatisfactory participants and no shows had been in the reserves for an average of 6.7 years and 6.1 years, respectively, while voluntary leavers and ETS participants had more than 9 years of reserve tenure and transfers had served almost 8 years. These figures include service in the IRR. In contrast, average length of service in current drilling category for "other" prior service reservists presents a very different picture, with no shows and unsatisfactory participants averaging 1.0 and 2.4 years of service, respectively. ETS participants and voluntary leavers had drilled in their current category over four years, while transfers had done so for an average of 3.6 years. The "other" prior service USAR membership's average length of service in current drilling category was 6.6 years. (See Tables 13 and 20.)

**Time-in-grade.** "Other" prior service unsatisfactory participants and transfers had each been in their current paygrade 3.7 years, while no shows had held the same rank for 3.9 years. Voluntary leavers and ETS participants had spent more time in their current paygrade, 4.6 years and 5.3 years, respectively. (See Table 20.) Accurate time-in-grade data were not available for the USAR membership.

**Military occupation.** Among the loss categories for "other" prior service reservists, the percent serving in priority MOSs varied very little, from 24.9 percent (no shows) to 29.0 percent (ETS participants). The percent serving in their own primary or secondary MOS was lowest for no shows (45.7 percent) and highest for ETS participants (53.9 percent). Of the unsatisfactory participants, 51.6 percent were drilling in their own PMOS or SMOS. The majority of "other" prior service losses in all categories were qualified to drill in their own duty MOS. No shows were the least likely to be DMOS qualified (52.9 percent). ETS participants and voluntary leavers were the

most likely to be qualified (62.5 percent and 64.4 percent, respectively). (See Table 20.)

**Incentives.** Among "other" prior service losses in the categories discussed in this report most had never received an incentive benefit. No shows, followed by unsatisfactory participants, were the least likely to have been recipients (1.2 percent and 6.6 percent, respectively). ETS participants were the most likely, with 13.6 percent who had received an incentive benefit and voluntary leavers were next highest with 14.1 percent. (See Table 20.)

### 3. **Unit Characteristics**

**Unit location.** The regional distribution of all "other" prior service loss categories was similar to that of the comparable USAR membership, with the largest percentage in the South Census region. Unsatisfactory participants and ETS participants were less heavily concentrated in the South and more heavily concentrated in the North Central census regions than were the comparable USAR members. No shows were under-represented in the West and voluntary leavers and transfers were over-represented in that region. (See Tables 15 and 21.)

**Unit type.** For "other" prior service losses, the pattern of assignment by unit type for "other" prior service losses did not differ much by loss category. ETS participants were equally likely to drill in technical and logistics units. For all other loss categories, technical units were the largest category, followed by logistics units. A unit type distribution was not available for the USAR membership. (See Table 21.)

TABLE 21

UNIT CHARACTERISTICS BY LOSS CATEGORY  
 USAR Other Prior Service<sup>a</sup> Enlisted Losses  
 1995-1996

	Loss Category <sup>b</sup>				
	NS	UNSAT	VOL	TRF	ETS
<b>Unit location (census region)<sup>c</sup></b>					
percent:					
North East	21.4	24.3	20.4	18.7	23.8
South	38.5	33.6	38.2	37.5	31.4
N. Central	29.8	27.6	23.7	22.5	32.3
West	<u>10.3</u>	<u>14.5</u>	<u>17.7</u>	<u>21.3</u>	<u>12.5</u>
Total	100.0	100.0	100.0	100.0	100.0
<b>Unit status</b>					
percent assigned to inactive unit	6.0	4.8	5.6	8.6	5.1
<b>Unit type<sup>d</sup></b>					
percent:					
administration	4.6	4.5	6.0	5.2	6.0
technical	26.4	26.0	23.4	23.6	22.0
logistics	26.0	24.7	17.9	15.5	22.0
medical	13.1	16.5	18.1	20.0	20.0
intelligence	5.4	4.6	7.7	8.3	6.8
aviation	1.9	2.3	2.2	6.7	1.7
police	5.9	5.4	5.4	3.9	5.4
other	<u>16.7</u>	<u>16.0</u>	<u>19.3</u>	<u>16.8</u>	<u>16.1</u>
Total	100.0	100.0	100.0	100.0	100.0

<sup>a</sup>See Table 1 for prior service category definitions.

<sup>b</sup>See Table 3 for loss category definitions and sizes.

<sup>c</sup>See Appendix C for states by Census region.

<sup>d</sup>See Appendix D for unit type codes.

## V. CONCLUSIONS

### A. STRUCTURE OF THE STUDY

This report profiles the characteristics of the enlisted personnel leaving USAR drilling TPU status voluntarily, particularly unsatisfactory participants. Profiles are separately constructed by prior service status. In addition, when data are available, the categories of leavers are compared with the USAR membership for greater perspective on their relationship to the component as a whole. Loss data are from the 1995-1996 USAR transaction files and membership data are from the 1994 SIDPERS file.

Voluntary losses from the USAR in 1995 and 1996 identified in this study include:

1. no shows - never appear for TPU duty
2. unsatisfactory participants - fail to attend drills
3. voluntary separations - seek release from commitment
4. transfers - move to Active Duty or another Reserve Component
5. ETS - complete term of obligated service.

### B. HIGHLIGHTS OF FINDINGS

#### 1. Loss Categories and Prior Service Status

- Unsatisfactory participants are the largest category of losses for nonprior service (entered present reserve category with no prior Active Duty or Reserve service) and "other" prior service (did not enter current reserve category as nonprior service and had not completed 18 months or more on Active Duty) losses (38 and 31 percent, respectively). Voluntary separations are the largest category of losses for prior Active Duty (served at least 18 consecutive months on Active Duty) followed by unsatisfactory participants (30 and 26 percent, respectively).
- No shows are rare among nonprior service losses (3 percent) but more common for prior

Active Duty losses (14 percent) and "other" prior service losses (17 percent). ETS participants are also less prevalent among nonprior service losses (6 percent) than among prior Active Duty service losses (21 percent) or "other" prior service losses (18 percent). Transfers to Active Duty or another reserve component are twice as likely for nonprior service losses (21 percent) than for those with prior military experience (10 percent for both prior service groups).

## 2. Characteristics of Unsatisfactory Participants and Other Voluntary Leavers

Among nonprior service losses, unsatisfactory participants and no shows consistently display many personal and military background characteristics indicating that they face particular challenges when adjusting to the TPU environment and may be seriously "at risk" of dropping-out of (or never starting) TPU service:

- Nonprior service unsatisfactory participants are more likely to be unmarried, male members of a race/ethnic minority, and to have a lower level of education than are USAR members or most other loss categories. Unsatisfactory participants also score lower on the AFQT, are in a lower mental group, and joined the Reserves at an earlier age than did USAR members or other loss groups. They are younger, lower ranking, have spent less time-in-grade, and have received fewer incentive benefits than other types of losses.

Prior Active Duty service unsatisfactory participants showed the same pattern of "at-risk" characteristics as nonprior service unsatisfactory participants. Prior Active Duty no shows were even closer to the extremes of the scale on every measure than were unsatisfactory participants:

- Because prior Active Duty unsatisfactory participants and no shows are older than their nonprior service counterparts, they are more likely to be married. They are also more likely

to be male, reflecting the Active Duty gender distribution. In addition, they are less likely to be minority race/ethnic group members or high school diploma graduates than are their nonprior service counterparts. As expected, after completing their Active obligation (and often a period in the IRR), they entered their current drilling category when substantially older and are higher ranking and have greater time-in-grade.

- Unlike their nonprior service counterparts, prior Active Duty service unsatisfactory participants and no shows differ from other prior Active Duty loss categories, especially ETS participants, on occupation-related traits. Prior Active Duty unsatisfactory participants are less likely to be DMOS qualified or to be working in their own PMOS or SMOS, reflecting their training in combat occupations.

Twenty percent of unsatisfactory participants and about one third of no shows are neither nonprior service nor prior Active Duty service. These "other" prior service leavers (less than 18 months on Active Duty or prior service in the reserves) show the same relative youth and inexperience relative to other loss categories within their prior service status as is found among nonprior service and prior Active Duty service losses. They fall between nonprior service and prior Active Duty service losses on many, but not all measures :

- As might be expected in light of their "intermediate" military experience, "other" prior service unsatisfactory participants and no shows rank between the nonprior and prior Active service groups on percent male, percent married, percent minority race/ethnic group members as well as age at reserve entry, age entered drilling current category, reserve length of reserve service (including IRR), time in current drilling category, percent drilling in their own PMOS or SMOS and percent DMOS qualified.

- However, these "other" prior service unsatisfactory participants and no shows are the least likely to have a high school diploma and have the lowest AFQT scores of any prior service group. They have received about the same incentive benefits as their prior Active Duty service counterparts.

### **C. LEAVERS' MOTIVATIONS - A COMPANION STUDY**

These profiles offer a broad picture of who leaves the USAR - but they do not tell us why individual reservists leave. What motivates a new nonprior service enlistee or a transfer from Active Duty or the IRR to overcome the challenges that accompany TPU membership? What problems do individuals encounter that lead them to drop out? What role do TPU administration and leadership play in encouraging potential drop-outs to continue drilling and successfully complete a term of service? Answers to these questions must come from the TPU members themselves. A companion technical report investigates the determinants of unsatisfactory participation using interviews with both unsatisfactory participants and continuing USAR members, examines reasons for their behavior, and discusses policy recommendations for reducing unsatisfactory participant losses.

**APPENDIX A**

**TABLE A-1**

**LOSS CODES USED IN CONSTRUCTING LOSS CATEGORIES  
FOR USAR ENLISTED LOSSES  
1995-1996**

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<u>Loss Category</u>	<u>Loss Codes</u>
No show	JM, JV, MD, MZ, NI, NG
Unsatisfactory participant	JE
Voluntary separation (voluntary reassignment, parenthood, employment conflict, relocation)	J5, J8, J6, JU
Transfer to Active Duty or other Reserve Component	NC, NF, NJ, NE, N6
Completed term of obligated service	N1, N2

APPENDIX B

TABLE B-1

PRIORITY PRIMARY MILITARY OCCUPATIONS (PMOS)

USAR ENLISTED

<u>Medical</u>	29M	97B
01H	29N	97E
35G	29S	97G
35U	29V	
42C	29Y	<u>Chemical</u>
42D	31C	54B
42E	31D	
71G	31F	<u>Aviation</u>
76J	31K	67H
91B	31L	67N
91C	31M	67R
91D	31U	67S
91E	31V	67T
91F	33R	67U
91G	33T	67V
91H	33V	67Y
91J	33Y	68B
91L	36L	68D
91M	36M	68F
91N	39C	68G
91P	39D	68H
91Q	39E	68J
91R	39G	68L
91S	39L	68N
91T	98C	68Q
91U	98D	68R
91V	98G	68X
91W	98H	93B
91X	98J	93C
91Y	98K	93D
92B		93P
92E	<u>Transportation</u>	<u>Military Intelligence</u>
<u>Signal</u>	88H	96B
29E	88K	96D
29J	88L	96H
	88M	96R
	88N	

APPENDIX C

TABLE C-1

U.S. BUREAU OF CENSUS CLASSIFICATION  
OF STATES BY REGION

Region	States	
NORTH CENTRAL	Illinois	Missouri
	Indiana	Nebraska
	Iowa	North Dakota
	Kansas	Ohio
	Michigan	South Dakota
	Minnesota	Wisconsin
	NORTHEAST	Connecticut
Maine		New York
Massachusetts		Pennsylvania
New Hampshire		Rhode Island
		Vermont
SOUTH	Alabama	Maryland
	Arkansas	Mississippi
	Delaware	North Carolina
	District of Columbia	Oklahoma
	Florida	South Carolina
	Georgia	Tennessee
	Kentucky	Texas
	Louisiana	Virginia
		West Virginia
	WEST	Alaska
Arizona		Nevada
California		New Mexico
Colorado		Oregon
Hawaii		Utah
Idaho		Washington
		Wyoming

APPENDIX D

TABLE D-1

BRANCH CODES USED IN  
CONSTRUCTING UNIT TYPE

---

<u>Unit Type</u>	<u>Branch Code</u>
Administration	AG, FI, HQ, JA, PA, SC (DET or HHD)
Technical	CM, IN, SC(CO), SI
Logistics	LG, OD, QM, TC
Medical	MD, DE, VC
Intelligence	CA, MI, PO
Aviation	AV, AB
Police	MP
Other	AR, AS, AV, CS, FA, FO, MH, PE, RE, RG, RP, RS, SC (other), SV, TN, Unspec- ified

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