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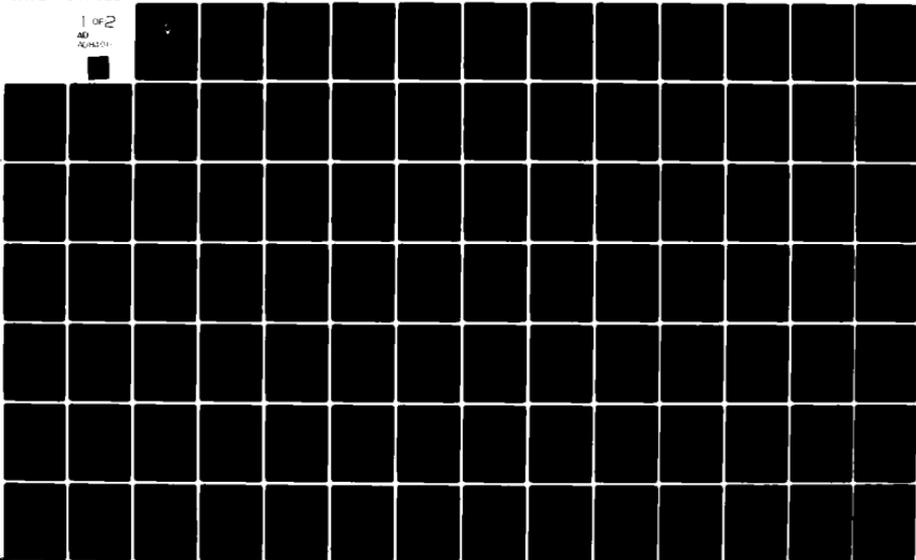
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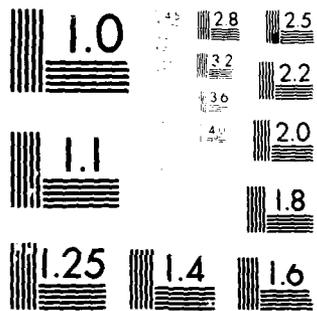
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THESIS

THE PRIOR SERVICE NAVY VETERAN;  
AN UNEXPLOITED SOURCE OF MANPOWER  
FOR THE DECADE OF THE 1980's

by

Robert Baran Hawkins

December 1979

Thesis Advisor:

R.A. Elster

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An Unexploited Source of Manpower  
For the Decade of the 1980's

by

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Lieutenant Commander, United States Navy  
B.S., Pennsylvania State University, 1967

Submitted in partial fulfillment of the  
requirements for the degree of

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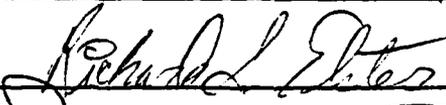
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## ABSTRACT

This thesis studied the results attained by the six Navy Recruiting Areas in the recruitment of prior-service Navy veterans (NAVETS) for the years FY 1975- FY 1978. Data analyzed included age, marital status, level of education, entry paygrade, race and broad occupational category. Comparisons of total numbers of NAVETS recruited with total numbers of other service veterans (OSVETS) recruited were also made. Policy implications and recommendations for the recruitment of prior service Navy veterans are presented.

TABLE OF CONTENTS

I.	INTRODUCTION -----	9
	A. DEFINITION OF PROBLEM -----	9
	B. HISTORICAL BACKGROUND -----	9
	C. THE DECADE OF THE 1980'S -----	14
	D. THE EXPERIENCE MIX -----	16
II.	METHODOLOGY -----	22
	A. PURPOSE OF THE STUDY -----	22
	B. SCOPE OF THE STUDY -----	22
	C. DATA IN THE STUDY -----	27
	1. Prior Service Navy Reenlistments -----	28
	2. Individual Data Elements -----	29
	3. FY 1975 Prior Service Attrition Data -----	31
	4. Other Data Used -----	32
III.	RESULTS -----	33
	A. GENERAL FINDINGS -----	33
	B. DEMOGRAPHIC FINDINGS -----	35
	C. OCCUPATIONAL GROUP FINDINGS - FISCAL YEAR -----	43
	D. OCCUPATIONAL GROUP FINDINGS - RECRUITING AREAS -----	45
	E. GEOGRAPHIC FINDINGS -----	46
	F. FY 1975 MALE PRIOR SERVICE ATTRITION FINDINGS -----	54
	G. OTHER ASSOCIATED FINDINGS -----	56
	H. NAVY RECRUITING AREAS SUMMARY HIGHLIGHTS -----	56
	1. Navy Recruiting Area One -----	56

2. Navy Recruiting Area Three -----	58
3. Navy Recruiting Area Four -----	59
4. Navy Recruiting Area Five -----	60
5. Navy Recruiting Area Seven -----	61
6. Navy Recruiting Area Eight -----	63
IV. DISCUSSION -----	65
V. CONCLUSIONS -----	71
VI. RECOMMENDATIONS -----	74
APPENDIX A: Organization of the Navy Recruiting Command --	76
APPENDIX B: Prior Service Enlistment Criteria -----	80
APPENDIX C: Occupational Group Rating Composition -----	92
APPENDIX D: Navy Recruiting Area One -----	94
APPENDIX E: Navy Recruiting Area Three -----	101
APPENDIX F: Navy Recruiting Area Four -----	108
APPENDIX G: Navy Recruiting Area Five -----	115
APPENDIX H: Navy Recruiting Area Seven -----	123
APPENDIX I: Navy Recruiting Area Eight -----	130
APPENDIX J: Chi Square Statistic Values -----	137
APPENDIX K: Bureau of Naval Personnel Statistics -----	145
APPENDIX L: DOD-Edited USAREC File NAVET Statistics -----	146
APPENDIX M: Navy Recruiting Command Goal and Attainment, NAVET and OSVET Accession Statistics -----	147
APPENDIX N: NAVET Enlistments by Occupational Groups and Navy Recruiting Area -----	149
APPENDIX O: Occupational Group Summaries -----	151
LIST OF REFERENCES -----	156
INITIAL DISTRIBUTION LIST -----	158

LIST OF TABLES

1.	Prior service male NAVET reenlistment totals -----	27
2.	Reenlistment and recruiting results FY 1975 - FY 1978 --	34
3.	NAVET accessions by age and fiscal year -----	36
4.	NAVET accessions by entry paygrade and fiscal year -----	38
5.	Percent of single male NAVETS by entering age, entry paygrade and fiscal year -----	39
6.	NAVET accessions by level of education and fiscal year -	41
7.	NAVET accessions by race and fiscal year -----	42
8.	NAVET accessions by occupational group and fiscal year -	44
9.	NAVET accessions by occupational group and recruiting area -----	46
10.	NAVET accessions by age group and recruiting area -----	48
11.	NAVET accessions by entry paygrade and recruiting area -	49
12.	Percent of unmarried NAVET accessions by recruiting area and fiscal year -----	50
13.	NAVET accessions by level of education and recruiting area -----	52
14.	NAVET accessions by race and recruiting area -----	53
15.	FY 1975 cohort attrition data -----	55
16.	End of fiscal year distribution of males on active duty by length of service -----	56
17.	Navy Recruiting Area One statistics -----	100
18.	Navy Recruiting Area Three statistics -----	107
19.	Navy Recruiting Area Four statistics -----	114
20.	Navy Recruiting Area Five statistics -----	122
21.	Navy Recruiting Area Seven statistics -----	129
22.	Navy Recruiting Area Eight statistics -----	136

LIST OF FIGURES

1. Navy Recruiting Areas and Districts ----- 79

## I. INTRODUCTION

### A. DEFINITION OF PROBLEM

The Navy, during the first six years of recruiting in an all-volunteer force environment, has been relatively successful in attracting enough volunteers to maintain authorized Navy force levels.

The decade of the 1980's, however, presents a different environment than that experienced in the seventies. A declining youth population, Congressional resistance to additional expenditures on manpower costs and increased competition from other institutions for the dwindling supply of the nation's youth make the challenge of the 1980's one that Navy policy makers must recognize and meet if the Navy is to stay adequately manned throughout the decade.

Every aspect of the supply of manpower should be examined. This thesis investigates the potential in one area of that supply, the pool of prior service Navy veterans.

### B. HISTORICAL BACKGROUND

During the thirty years immediately prior to the end of the draft, the Navy enjoyed what for all practical purposes was a basically endless supply of personnel to fulfill its manpower needs. Personnel needs could generally be met simply by selecting from those individuals who wished to avoid conscription into the draft-filled ranks of the army. If adequate numbers of individuals were not available via this "volunteer"

basis, then the draft could always be expanded to include procurement to fill Navy vacancies.

This type of environment could, and often did, produce personnel policies that ran counter to those present in industry which had to treat manpower as a scarce resource available only in a competitive environment.

Growing dissatisfaction with the draft and its inequities during the 1960's and early 1970's led to increasing debate about the desirability of using conscription as a means of meeting America's defense manpower needs. In March of 1969, President Nixon created a commission "to develop a comprehensive plan for eliminating conscription and moving toward an all-volunteer armed force" [The Report of the President's Commission on an All-Volunteer Force, p. 18]. This commission, commonly called the Gates Commission, after its chairman Thomas S. Gates, a former Secretary of Defense, was composed of fifteen members drawn from diverse segments of society.

In February, 1970, after a year of intense study during which a wide range of military as well as civilian experts and representatives were consulted, the commission issued its report.

Its conclusion was:

"We unanimously believe that the nation's interest will be better served by an all-volunteer force, supported by an effective stand-by draft, than by a mixed force of volunteers and conscripts; that steps should be taken promptly to move in this direction; and that the first indispensable step is to remove the present inequity in the pay of men serving their first term in the armed forces." (p. 6)

This report cemented the movement toward abolishment of the draft. The armed forces were directed to move toward establishment of a completely all-volunteer force with the implementation data set as 1 July 1973.

On July 1, 1973 the Universal Military Service and Training Act was allowed to expire and conscription as a means of military manpower procurement ended.<sup>1</sup>

The Navy was now faced with a situation analogous to that faced by many large industrial corporation and civilian institutions; that of attracting and retaining adequate numbers of qualified personnel. Although this situation was not unique when viewed from a historical perspective,<sup>2</sup> manpower procurement by means of, or largely forced by, conscription had been the practice since 1948.

Analysis of personnel procurement in previous non-conscription periods provided little useful guidance. Two factors caused the situation in the 1970's to differ significantly from that encountered in past times.

The first factor is the tremendous long-range flexibility and destructive power that today's armed forces possess. Today's

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<sup>1</sup>Although the draft officially expired on July 1, 1973, draft calls ceased on the first of January, 1973.

<sup>2</sup>The use of conscription to procure military manpower has been used with varying frequency and varying success in the nation's history. For a more complete description of the history of conscription as government policy, see "The Importance of Socio-Economic Factors in Recruiting and Sustaining the All-Volunteer Force," Foti, unpublished thesis, 1978.

modern military forces can be rapidly deployed to almost any corner of the world to either instigate or respond to a crisis. In the past, the mere logistics of transporting a sizable force allowed the opposing force time to build up its own assets. This luxury is no longer available and necessitates the maintenance even in times of peace of a large and well-prepared standing military force.<sup>3</sup>

The second factor affects the composition of today's forces. The technological complexity of today's military equipment requires that a heavy investment in training and training time be made in a large proportion of today's military personnel. Preparation for previous conflicts or wars primarily involved the mobilization of large masses of manpower most of which could be adequately trained to operate military equipment in a relatively short period of time. As Binkin and Kyriakopoulos point out, "The overall growth in the proportion of personnel trained in white-collar occupations is particularly evident, reflecting the shift away from work requiring general skills toward that requiring special skills. White-collar workers in the military now make up 46 percent of the total versus 28 percent in 1945 ..." [Binkin and Kyriakopoulos 1979, p. 18]. Cooper further breaks down the required skill level of today's forces using figures taken from Congressional testimony, placing 73% of Navy

---

<sup>3</sup>For further discussion on the necessity of maintaining a strong military force in today's world environment, see the Defense Manpower Commission Report of April, 1976, "Defense Manpower: The Keystone of National Security," pp. 25-40.

enlisted occupations in a medium or high skill category, with the remaining 27% in a low skill category [Cooper, 1977, p. 140]. Thus, the ever increasing level of sophistication of today's military equipment requires not only longer periods of training time, but also imposes a demand for larger proportions of quality personnel than in past times if the force is to function effectively.

These two factors, the requirement for a large standing force coupled with the need for more quality personnel in order to be able to operate and maintain increasingly sophisticated equipment, have imposed upon the Navy an extremely difficult and complex manpower procurement situation.

Navy accession requirements for the first six years of the all-volunteer force have ranged between 85,000 and 100,000 annually. These numbers were needed to sustain a force of approximately 525,000 personnel [NAVPERS 15658 and CNRC Program Analysis Reports].

The measurement of personnel quality is a nebulous undertaking at best. Three basic criteria are used by the Navy to establish quality standards. These criteria are expressed in moral, mental and physical enlistment standards. However, in recent years an additional factor has been used to further define quality; that factor is possession of a high school diploma.

Thus, the Navy's annual new accession requirement is to enlist approximately 90,000 individuals who meet existing mental, moral and physical standards, and a significant proportion

(approximately 75%) of whom have graduated from high school [The Costs of Defense Manpower, 1977, p. 38].

The selectivity of the conscription system enabled the Navy to maintain desired mental, moral, physical and educational standards deemed necessary. However, the all-volunteer force concept requires that the Navy compete on the open market for personnel possessing these desired standards. The Navy's competition comes not only from industry and civilian institutions, but also from the other armed services.

#### C. THE DECADE OF THE 1980'S

The Navy traditionally has drawn the largest proportion of its manpower from the 17-21 year old segment of the population with the largest single number being in the 18 year old bracket. Almost 85% of Navy first enlistments were estimated to be within this age group in 1975 with 30% in the 18 year old age bracket [NP15658, various years]. Thus, the target population for the next decade has to be assumed to be the 17-21 year old.

Within this target population exist several factors that significantly reduce the actual number of individuals that can be classified as eligible for military service. Mental, moral and physical disqualifications will remove many from consideration. Navy imposed "quality" limitations such as high school diploma requirements and lower mental category limitations further reduce the supply of eligibles. In fact, disregarding any additional specific service entrance requirements, it has been estimated that only 58% of all males in the 17-21 year old bracket can

be considered qualified for military service [Cost of Defense Manpower: Issues for 1977, p. 51].

Working within this framework of eligibility requirements, Navy manpower personnel must contend with a demographic trend that portends severe problems for future recruiting. The estimated population of 17-21 year old males peaked at 10.8 million in 1978. Since then the number in this age bracket has declined, and will continue to decline significantly (an estimated 2.5% per year between 1983 and 1987) throughout the decade until by 1990 the number of males in the 17-21 year old age bracket will only be 83% of that in 1978.

This significant decline in the primary target population for first enlistments in the Navy portends an ominous future for Navy recruiting efforts in the 1980 decade. The numbers problem will be further compounded by the amount of increased competition from civilian employers, colleges and universities and the other services that will characterize the market environment.<sup>4</sup> The Navy as well as the other military services, however, has to contend with two major constraints not impacting on competing civilian employers.

The first constraint is the rigidity of the military pay structure. Scarce skills cannot be purchased on the open market by means of increased wage offers (certain bonuses represent

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<sup>4</sup>For further discussion of the impact of increased competition for youthful resources upon the all-volunteer force, see Congressional Budget Office Report, National Service Programs and their Effects on Military Manpower and Civilian Youth Problems, January, 1978).

exceptions). Navy compensation is strictly tied to Congressional action. Present compensation policy rewards an individual based primarily upon his tenure and overall military achievement (i.e. advancement as a petty officer) and does not distinguish between the relative value to the service of specific types of expertise [Cooper, 1977, p. 17]. Thus, the Navy does not have the same freedom to either retain or attract the individual with a scarce skill by offering to increase his compensation as does an industrial corporation. Other incentives such as educational benefits, e.g., the G.I. Bill, are also under Congressional control, and have in recent years been reduced.

The second major constraint under which the Navy operates is that of the need for the individual to incur a contractually obligated period of service upon enlistment. Largely to maintain force stability and to receive a return on the often extensive training investment the Navy makes in an individual, that individual must accept the fact that once he enlists he is legally bound to remain in the Navy for the contracted period of time.

These two constraints will assume increasing significance in the 1980's as the competition for qualified young men becomes more and more intense.

#### D. THE EXPERIENCE MIX

The Navy and, in fact, all of the services have traditionally relied upon the youth of America to meet the preponderance of their manpower needs. The Navy has for the past eighteen years relied upon a force composed of from 55% to 67%

personnel with less than four years of service, and with the majority of its personnel less than 25 years in age [Cooper, 1977, p. 306]. According to Binkin and Kyriakopoulos, several factors account for this heavy reliance on youth:

1. The military has traditionally set a premium on youth and vigor in its forces.
2. The military personnel system organized upon a pyramidal rank structure is characterized by a high rate of turnover and strong emphasis upon upward mobility.
3. Youth have traditionally been viewed as an inexpensive supply of labor.
4. The high turnover rate that characterizes the military personnel system feeds the reserve forces.
5. Several benefits accrue to society because of the utilization of large numbers of the nation's youth. (p. 6)

The traditional military job in the past has been characterized by the high degree of physical effort necessary to perform in assigned capacities [Binkin and Kyriakopoulos, 1979, p. 7]. Physical activities were strongly stressed at all levels of the service from recruit training to shipboard physical training programs. Physical entrance standards were often based upon an individual's ability to perform difficult physical tasks regardless of the ultimate task assignment once enlisted into the Navy [Cooper, 1977, p. 137]. The services have equated physical ability with youth and thus, service policy makers have attempted to keep their respective forces youthful.

The pyramidal rank structure of each service tends to force a high degree of turnover of younger members of the force. Largely because of the closed nature of the military

personnel system<sup>5</sup> and the pyramidal limitations placed on promotion opportunities, a steady flow of experienced personnel (i.e., those who have completed their first term of service) must exit the system and be replaced by newly recruited personnel, or the services will face personnel stagnation.

Reliance upon a very structured, closed pyramidal system has another implication. Because promotion comes to those who rise through the system as opposed to via lateral entry from an outside source, the Navy cannot compete for the older more experienced members of the nation's work force. Those members would almost always be forced to enter the Navy personnel system at the bottom, receiving little or no advantage from their previous experience. Exceptions have been and are still made for certain specialized skills such as medical and dental skills, and certain skills required in times of military necessity, such as construction skills during the Vietnam era.

The policy of conscription practiced between 1940 and 1973<sup>6</sup> reinforced the belief that it was more cost effective to maintain a youthful force. With military service viewed as obligation or duty to country, the inequity of extremely low pay for those members in the lower paygrades was not considered, or, if considered, was rapidly dismissed. This practice of viewing

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<sup>5</sup>For a more detailed discussion of the various aspects of the military personnel system, see Cooper, Military Manpower and the All-Volunteer Force, p. 16.

<sup>6</sup>The draft was continuously in effect from 1940 until 1973 except for an 18 month period with no conscription in 1947-1948.

the first term enlistee as a "free good" was basically carried over to the all-volunteer force.

The high turnover created by reliance on youth had a direct impact upon the reserve forces. All male military personnel enlist for a period of six years [Coffey, 1978, p. 24]. Different contracts require different lengths of time spent on duty with the active forces. The remainder of the six year period of obligation is fulfilled in a reserve unit, either as an active or as an inactive member. Thus the higher the amount of turnover forced by exodus of personnel having less than six years of service, the larger will be the number of experienced personnel fed into the reserve system.

The large number of the nation's youth who flow through the military system is said to benefit society in several ways. This flow has been considered by some to be a means to guard against the development of a separate military ethos. Other arguments stress the importance of the military as a training institution; one that provides basic technological skills that its members can return to society upon leaving the service. Other arguments look at the importance of the military as an institution in which an undisciplined youth can find direction and later return to society and lead a productive life [Binkin and Kyriakopoulos, 1979, pp. 13,14].

However, countering these arguments that call for large manpower flows through the military, are those that point out the increasing cost of maintaining such a system. With manpower

costs assuming an increasing proportion of defense budget costs, several military analysts have looked to a change in the experience mix policies as a means of incurring cost savings.<sup>7</sup> Arguments have generally concluded that substitutions of more experienced personnel for first-term personnel would generate substantial cost savings. Reductions in training costs and other costs of attrition would accrue to the services if a higher percentage of experienced personnel were present in the active forces [Cooper, 1977, pp. 307-315].

Therefore, with recognition of both the decreasing supply of youth in the 1980's and the increasing costs of manpower, questions must be asked concerning the validity of a personnel policy that calls for such a large proportion of young and inexperienced personnel and which requires a high turnover rate. As one analyst states:

"The substitution of career for first term personnel is perhaps the single most important issue with respect to the future of the all-volunteer force." [Cooper, 1977, p. 319]

One source of recruitable personnel in whom the services have already made a sizable training investment consists of prior service personnel. This pool includes individuals who have successfully completed at least one term of enlistment in any one of the military services and who are considered eligible to reenlist. The Navy alone discharges between 50,000 and

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<sup>7</sup>For thorough treatments of arguments in this area, see: Binkin and Kyriakopoulous 1979, p. 51-76; Cooper, 1977, pp. 307-315; and Rice, 1979, pp. 63-77.

60,000 individuals a year who have satisfactorily completed either their first or second enlistment and who are considered eligible to reenlist [NAVPERS 15658].

If considered eligible to reenlist, these individuals should have performed satisfactorily. They should require less training and supervision and attrite at a lower rate than individuals who enter the Navy on an initial enlistment.

The remainder of this thesis will investigate whether the pool of prior service personnel is being tapped effectively by the Navy.

## II. METHODOLOGY

### A. PURPOSE OF THE STUDY

The purpose of this study was to examine the effectiveness of recent historical recruiting efforts for prior service veterans. The study examined trends in four general areas. First: Overall performance trends in prior service recruiting were analyzed. Second: Demographical time trends were analyzed by fiscal year for prior service Navy veterans (NAVETS). Third: Occupational time trends and regional accession trends were analyzed by fiscal year and by recruiting area for Navy veterans (NAVETS). Fourth: NAVET geographic accession trends, with the six Navy recruiting areas forming the geographic divisions, were analyzed by demographics and occupational groupings.

### B. SCOPE OF THE STUDY

This study was undertaken utilizing aggregate prior service (Navy veteran [NAVET] plus other service veteran [OSVET]) data and individual NAVET prior service reenlistment data for the time period 1 July 1974 through 30 September 1978.

The data collected were analyzed by fiscal year for both national results generated by the total national prior service recruiting effort and for individual Navy recruiting area results in the recruitment of prior service personnel.

The total prior service recruiting effort was analyzed by comparison with stated annual prior service goals, actual numbers of prior service personnel recruited by year and by

comparison of the proportion of total prior service accessions that were other service veterans (OSVETS) with the proportion that were Navy veterans (NAVETS). The NAVET component of the prior service total was further analyzed by age, marital status, entry paygrade, education, race and broad occupational group.

Each individual recruiting area was analyzed for actual prior service recruiting performance as compared to assigned goals and for its contribution to the total prior service recruiting effort.

The NAVET component of each Navy recruiting area's annual prior service results was further analyzed by age, marital status, entry paygrade, education level, race and broad occupational group. Predominant characteristics within each category were identified as were indications of trends. Comparisons of the relative recruiting area strengths within each category were identified when deemed worthy of further research.

Demographic data examined in the study were further analyzed to determine if each demographic element was independent of the other variable used in the trend analysis, either the recruiting area or the fiscal year. The method used to test for independence was the Chi-square test for independence. In each case the basic hypothesis was that the demographic variable under examination was independent of (or unaffected by) the other variable (either the fiscal year with time trend analysis or recruiting area with geographic analysis) used in the trend analysis.

The Chi-square test for independence was based on the difference between the observed frequencies of occurrence of each of the demographic and occupational variables and the expected frequencies of the same variables. The expected frequencies were calculated by multiplying the total number of observations observed in a demographic category by the total number of observations in the same demographic category for either a specific year or specific recruiting area and dividing this product by the total number of observations in all categories of analysis.

Example:

<u>Race</u>	<u>Actual Observations</u>				<u>Total</u>
	<u>FY 1975</u>	<u>FY 1976</u>	<u>FY 1977</u>	<u>FY 1978</u>	
Caucasian	4535	4288	4318	3016	16,157
Black	623	684	671	429	2,407
Other Minority	67	93	100	105	365
Total	5225	5065	5089	3550	18,929

Calculations for expected frequencies of observation FY 1975-1978

Caucasians:

$$\begin{array}{r}
 16,157 \text{ (total Caucasians during period of analysis)} \\
 \times 5,225 \text{ (total of all racial categories in FY 1975)} \\
 \hline
 84,420,325 \\
 \div 18,929 \text{ (total of all racial categories observed in} \\
 \text{period of analysis, FY 1975 - FY 1978)} \\
 \\
 = 4460 \text{ (expected number of Caucasians in FY 1975)}
 \end{array}$$

Calculations of expected frequencies were made for each category in each year and then compared with the actual observation taken from the data. The difference in each case was squared and divided by the expected frequency. The cumulative result of each of these figures formed the chi-square statistic

for the variables in question. The chi-square statistic was then compared with the chi-square table value for an equivalent sample size using a confidence level of 95% ( $\alpha = .05$ ) and a determination of the existence of statistical independence between the variables was made.

In addition to demographic and occupational analysis, examination of the survivability of prior service veterans was conducted. Those prior service male veterans who enlisted in FY 1975 were tracked using DMDC COHORT Files for three years. The personnel were broken down by initial term of enlistment, two-year, three-year, and four-year. At regular intervals, the attrition figures for each cohort group were compared with Department of Defense published attrition figures for FY 1975, non-prior service personnel.

In an area related to policies concerning prior service acquisitions, the experience mix (first term - less than four years of service vs. career - 4 years or longer) of the enlisted force was examined. Bureau of Naval Personnel end of fiscal year personnel statistics were compared with Navy experience-mix goals and commens were offered.

The Navy recruiting area responsible for enlistment of a Navy prior service veterans was identified by utilizing the Armed Forces Examining and Entrance Station (AFEES) coded on the individual's enlistment form. Navy recruiting areas presently in existence are numbered 1, 3, 4, 5, 7 and 8. When originally established, the recruiting command consisted of eight recruiting

areas. A consolidation from eight to the present number of six recruiting areas eliminated Recruiting Areas Two and Six. The remaining recruiting areas retained the same numerical designation, although some increased in size. For example, when Recruiting Area Six was eliminated, Areas Five and Seven absorbed the Area Six resources and recruiting responsibilities.

Appendix A provides a brief description of the Navy recruiting organizational structure and identifies the relationships between the AFEES and Navy recruiting areas. NAVETS who were processed by AFEES that are no longer operational were considered to have enlisted from the area which that AFEES would serve if it were in operation.

At the end of fiscal year 1976, the Navy adopted a new accounting system based upon a fiscal year starting on 1 October and ending 30 September, replacing the previous fiscal year time period, 1 July - 30 June. In the interim, a transition quarter, July - September 1976, was created. Unless otherwise noted, the results attained in this transition quarter were included with those attained in fiscal year 1977.

This study was constrained in several ways, some author-imposed and some data-system imposed.

1. The prior service data base used was limited to male prior service veterans. All data examined were male prior service veteran data unless otherwise noted.

2. Demographic and occupational data analyzed in the study were from DOD-edited USAREC files provided by the Defense Manpower Data Center. These files generally included approximately

90% of the total male NAVET accessions recorded by the Navy Recruiting Command for the same period. See Table 1 below.

3. Male NAVET data were analyzed by demographic and occupational characteristics. OSVET data were only analyzed to determine total numbers recruited annually and entry paygrade.

4. Cohort attrition data were analyzed only for FY 1975 and included both NAVET and OSVET male accessions.

Table 1

Prior Service Male NAVET Reenlistment  
Totals

	FY 1975	FY 1976	FY 1977+FYTQ	FY 1978
DOD-edited USAREC files	5398	5066	5089	3550
Recruiting Command Program Summary Report	6103	5497	5681	4035
Bureau of Naval Personnel, Navy Military Personnel Statistics Report	6771	5866*	5783	5032

\*Includes females

C. DATA IN THE STUDY

Prior service reenlistment data were collected from the five primary sources: the USAREC DOD-edited file, the USAREC DOD-edited cohort file for FY 1975, the USAREC DOD-edited file compared with the edited BUPERS Enlisted Master Record, BUPERS Report - NAVPERS 15658 and the Commander Navy Recruiting Command Production Summary Report.

1. Prior Service Navy Reenlistments

Fiscal year reenlistment data for male prior service Navy veterans were obtained from the DOD-edited USAREC files of 1 July 1974 through 30 September 1978. These files are maintained by the Defense Manpower Data Center, Monterey, California, and are constructed using accession data provided by the Military Enlistment Processing Command (MEPCOM) from each individual AFEES. The following criteria were used to select personnel from this file:

1. Male
2. Prior service Navy
3. Enlisting into active duty

Once selected by means of the above criteria, each individual's record was examined for the following demographic characteristics:

1. Age group
2. Marital status
3. Entry paygrade
4. Level of education
5. Race
6. Occupational group

Additional aggregate prior service reenlistment statistics were obtained from analysis of the end of fiscal year Navy Military Personnel Statistics Reports (NAVPERS 15658) compiled by the Bureau of Naval Personnel and from the Production Summary Reports (Program Analysis Report for FY 1975-1978)

containing end of fiscal year statistics compiled by the Navy Recruiting Command.

2. Individual Data Elements

a. Age

Each individual prior service Navy veteran (NAVET) was classified according to an age grouping as follows:

- (a) Age less than 20
- (b) Age 20 through 25
- (c) Age 26 through 30
- (d) Age greater than 30

The age recorded is the individual's age upon reenlistment.

b. Marital Status

Each individual NAVET's data file has been screened to determine his marital status at the time of reenlistment. No attempt was made to determine dependency or past marital status.

c. Entry Pay Grade

This data element is based upon the NAVET's assigned paygrade upon reenlistment. Paygrade groupings were made as follows:

- (a) Paygrade less than E-4
- (b) Paygrade E-4
- (c) Paygrade E-5
- (d) Paygrade E-6
- (e) Paygrade greater than E-6

The paygrade assigned upon reenlistment depends upon the NAVET's time since last released from active duty, the criticality of manning on the Navy of the individual's particular skill or rating and the prior service program under which he reenlisted. The paygrade may or may not be the same as that which the NAVET held upon release from active duty. See Appendix B.

d. Level of Education

Data for this element are based upon each NAVET's reported highest year of education upon reenlistment. Levels of education were classified as follows:

- (a) Non-high school graduate
- (b) High school graduate with high school diploma
- (c) High school equivalency diploma
- (d) Some attendance at college

Data for the year 1975 do not distinguish between those who received their high school graduation certification by high school diploma and those who received it by completion of a High School Equivalency Degree program such as the General Educational Test of California Proficiency Test.

e. Race

Data for this element are based upon each NAVET's reported race as recorded at the time of reenlistment. No attempt was made for further breakdown into ethnic groupings. Race data were grouped as follows:

- (a) Caucasian
- (b) Negro
- (c) Minority - other

f. Occupational Group

Data for this element are based upon each NAVET's rating as recorded upon the Bureau of Personnel (BUPERS) enlisted master record at the end of each fiscal year. Data were obtained by matching the Social Security numbers of those NAVET reenlistees recorded on the DOD-edited USAREC files, maintained by the Defense Manpower Data Center, with the Social Security numbers of all Navy enlisted personnel at the end of the fiscal year as recorded in the BUPERS enlisted master file. Navy ratings were grouped into nine broad occupational categories. Those occupational categories are as follows:

- (a) Deck/ordnance including SR, SA, SN
- (b) Technical
- (c) Administrative
- (d) Engineering/hull including FR, FA, FN
- (e) Construction including OR, CA, CN
- (f) Aviation-engineering
- (g) Aviation-technical
- (h) Aviation-other including AR, AN, AA
- (i) Medical/dental including DR, DA, DN and HR, HA, HN

The complete assignment of the specific ratings assigned within each occupational group is listed in Appendix C.

3. FY 1975 Prior Service Attrition Data

Data used for analysis of the survivability of male prior service (OSVET plus NAVET) accessions enlisted in FY 1975 were taken from the FY 1975 DOD-edited USAREC cohort files maintained by the Defense Manpower Data Center. Prior service

veterans were categorized by term of enlistment with percentages of those that attrite calculated at six month intervals for a three year period.

4. Other Data Used in the Analysis in this Thesis

- a. Data from End of Fiscal Year Navy Military Personnel Statistics Report [NAVPERS 15658]
  - (a) Active duty enlisted personnel age distribution
  - (b) Active duty enlisted personnel length of service distribution
  - (c) Active duty end strength
  - (d) Active duty end strength - males
  - (e) Active duty reenlistments
  - (f) First and second term active duty separations, eligible to reenlist
- b. Data from the Navy Recruiting Command Production Summary Reports
  - (a) Navy Veteran (NAVET) reenlistments by Navy Recruiting Area
  - (b) Other Service Veteran (OSVET) reenlistments by Navy Recruiting Area
  - (c) NAVET/OSVET paygrades upon reenlistment
  - (d) Annual prior service goals by Navy Recruiting Area
  - (e) Total annual national recruiting goal and attainment

### III. RESULTS

The results presented on the following pages are organized with a general findings section of results followed by discussion of the findings by occupational grouping and then discussion of the geographic results derived from individual recruiting area analysis.

The general findings section displays the results found from analysis of the total recruiting effort for prior service veterans. Total prior service results are presented initially, followed by demographic results including trend analysis. This section is followed by discussion of results observed from analysis of the nine occupational groups. Both time trend and geographic trends are addressed.

The geographic analysis section presents the results of the analysis of annual NAVET prior service accessions in each of the six Navy recruiting areas. Included with each area analysis are the results of the demographic analysis of NAVET accessions including trend analysis and the results obtained from analysis of the occupational groups.

#### A. GENERAL FINDINGS (See Table 2)

1. Both total Navy and total Navy male reenlistments (including both reenlistments through the recruiting command and those effected at the individual's last duty station) significantly declined during the period 1975 through 1978. During this period total prior service reenlistments through the

recruiting command comprised from 11.1% - 13.5% of annual Navy reenlistment totals.

Concurrently, both total male prior service (including OSVETS) and male NAVET reenlistments also declined. Although the recruiting command's prior service goals closely approximated prior service accessions in FY 1976 and FY 1977 (including FYTQ) the goal was substantially increased in FY 1978 but accessions continued to decrease (FY 1977 accessions include 7970 accessed in FY 1977 plus 2314 accessed in FYTQ). Total male prior service accessions in FY 1978 were almost 25% below FY 1975 accessions while prior service goals increased by 3%. Male NAVET reenlistments were over 33% below FY 1975 levels in FY 1978.

Table 2

Reenlistment and Recruitment Results FY 1975 - FY 1978

	FY 1975	FY 1976	FY 1977+FYTQ	FY 1978
Total Navy Reenlistments*	54803	40586	43279	32092
Male Reenlistments*	53996	39370	42853	31072
BUPERS Male NAVET Reenlistments*	6771	5866**	5783	4032
USAREC Male NAVET Reenlistments	5398	5066	5089	3550
CNRC Prior Service Goal	8121	8671	10284	8400
CNRC Prior Service Reenlistments	8891	8610	10284	6703
CNRC Male Prior Service Reenlistments	8673	8462	9986	6425
CNRC Male NAVET Reenlistments	6103	5497	5681	4035
CNRC NAVET Males as a % of Male Prior Serv.	70.4	65	56.9	62.8

\* Data from Bureau of Naval Personnel Report [NAVPERS 15658]

\*\* Includes both males and females

## B. DEMOGRAPHIC FINDINGS

### 1. Age Groups (See Table 3)

A chi-square test for independence was used to see if there was a significant statistical dependence between NAVET entry age and the years surveyed. The null hypothesis tested was that expected frequency of NAVET's in specific age groups in specific years would equal the actual observed number of NAVET's in those same age groups and same years.

A chi-square statistic of 73.5 was determined from the available data (see Appendix J). This value exceeded the chi-square value at the .05 level of significance. It appears that there is a significant statistical dependence between the ages of NAVET's enlisted annually and the fiscal year in which the enlistments occurred.

Closer analysis (see Appendix J) of the actual values that comprise the chi-square statistic, however, shows that most of the difference between expected and observed frequencies occurred in FY 1975 and FY 1978 with two age groups, the 20-25 and 26-30 year old age groups.

Approximately 50% of all USAREC-recorded male NAVET accessions were between the ages of 20 and 25. Over 80% of all male NAVET accessions were between the ages of 20 and 30. There was a slow but steady increase from 1975 to 1978 in the percentage of NAVET accessions that came from the 20 to 25 year old age group. The percentage in FY 1978 increased to 55% of total USAREC-recorded accessions from the 1975 figure

of 48%. This increase has come at the expense of the 26 to 30 year old group which decreased from 34% of accessions in FY 1975 to 27% in FY 1978.

The remaining age groupings analyzed, the less than 20 and over 30 years of age, remained relatively stable with approximately 7% and 11% of total recorded accessions, respectively.

Table 3

NAVET\* Accessions by Age and Fiscal Year

Age	Year		FY 1975	FY 1976	FY 1977	FY 1978	Total
< 20			404	294	357	233	1288
(%) (%)			(7) (31)	(10) (23)	(7) (28)	(7) (18)	(7)
20-25			2562	2668	2662	1934	9026
(%) (%)			(48) (26)	(47) (27)	(53) (27)	(55) (20)	(51)
26-30			1819	1588	1548	974	5929
(%) (%)			(34) (31)	(32) (27)	(30) (26)	(27) (16)	(31)
> 30			613	516	522	409	2060
(%) (%)			(11) (30)	(11) (25)	(10) (25)	(11) (20)	(11)
TOTALS			5398	5066	5089	3550	19103
(%)			(28)	(26)	(27)	(19)	(100)

\* Data from DOD-edited USAREC files

Table Note: First figure is the number of NAVET accessions in that particular category. The first figure in parentheses is the column percentage; the second figure in parentheses is the row percentage; some totals not = 100% due to rounding.

2. Entry Paygrade (See Table 4)

A chi-square test for independence was used to see if there was significant statistical dependence between the entry paygrade of a NAVET enlisted and the fiscal year of enlistment.

The null hypothesis tested was that the expected frequency of NAVETS enlisting with a specific paygrade was equal to the actual frequency observed in each of the years analyzed.

A chi-square statistic of 1029.3 was determined from Navy Recruiting Command NAVET accession data (see Appendix J). This value exceeded the chi-square value at the .05 level of significance indicating that there was a significant statistical dependence between the entry paygrade of a NAVET and the year in which the enlistment occurred.

Closer analysis of the values that comprise the chi-square statistic reveals that over 80% of the chi-square statistic is accounted for by paygrades E-4 and less than E-4 (see Appendix J).

NAVET reenlistments in paygrades E5, E6 and those grouped in the above E6 category (E7 to E9) remained relatively constant during the years surveyed. There was, however, a marked decrease in the number of NAVETS enlisting into paygrades less than E4. The FY 1978 total is only 35% of that enlisted in FY 1975. NAVETS enlisting into paygrade E4 showed a 14% increase in FY 1978 over those enlisted in FY 1975. Interestingly, although the number of NAVETS enlisting into paygrades less than E4 declined by 65%, the number of OSVETS enlisting into those same paygrades remained relatively constant.

Table 4

## NAVET\* Accessions by Entry Paygrade and Fiscal Year

Entry Paygrade	Fiscal Year		FY 1977	FY 1978	TOTAL
	FY 1975	FY 1976			
< E4	3376 (54) (36)	2867 (51) (30)	2133 (36) (22)	1170 (28) (12)	9546 (43)
E4	1503 (24) (21)	1548 (28) (22)	2209 (38) (32)	1713 (41) (25)	6973 (32)
E5	929 (15) (24)	859 (15) (22)	1135 (19) (30)	941 (22) (24)	3864 (18)
E6	379 (6) (28)	298 (5) (22)	336 (6) (25)	346 (8) (25)	1359 (6)
> E6	51 (1) (31)	26 (1) (16)	30 (1) (19)	55 (1) (34)	162 (1)
TOTAL	6238 (28)	5598 (26)	5843 (27)	4225 (19)	21,904 (100)

\* Data from Navy Recruiting Command Program Summary Reports.

TABLE NOTE: First figure is the number of NAVET accessions in that particular category. The first figure in parentheses is the column percentage and the second figure is the row percentage.

### 3. Marital Status (See Table 5)

A greater proportion of those NAVETS enlisting via the recruiting command were single rather than married. The percentage of single NAVETS reenlisting range from 46.4% in FY 1975 to almost 53% in FY 1978. This percentage increased annually to a high of 54% in FY 1977 and then dropped back slightly to the FY 1978 level.

Further analysis comparing marital status versus age group, reveals that approximately 60% of those NAVETS who

reenlisted when between the ages of 20-25 were single while only approximately 42% of those between the ages of 26-30 were single. Additionally, there appears to be a slight upward trend in NAVET reenlistments of unmarried males between the ages of 20 and 25. FY 1976 results showed 59% of those NAVET in 20 to 25 year old age bracket to be single. That figure steadily increased until the FY 1978 figure of almost 61%.

Analysis of marital status by paygrade also revealed a steady upward trend in the percentage of unmarried NAVETS enlisting in the non-rated paygrades, E1 to E3. Of those enlisting in paygrades less than E4 in FY 1978, over 73% were single. This figure is above the 68% recorded in FY 1976.

The percentage of those NAVETS enlisting with paygrade E4 who were unmarried has also increased since FY 1976. In FY 1976, 47% of those enlisting with paygrade E4 were single; in 1978, 56% were single.

Table 5

Percent of Single Male NAVETS by Entry Age,  
Entry Paygrade and Fiscal Year

Entry age	FY 1976	FY 1977	FY 1978
< 20	87	84	85
20-25	59	60	61
26-30	41	44	40
> 30	34	31	39
Paygrade			
< E4	68	68	73
E4	47	50	56
E5	35	40	41
E6	23	23	18
> E6	39	24	13
Total all NAVETS enlisted	52	54	53

#### 4. Level of Education (See Table 6)

A chi-square test for independence was used to statistically determine if the education level of NAVETS enlisted was related to the year in which they enlisted. The null hypothesis tested was that the expected frequency of NAVET's enlisting with certain specified educational levels was equal to the actual observed frequency in each of the years analyzed.

A chi-square statistic of 324.8 was determined from DOD-edited USAREC data (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance indicating that there was a significant statistical dependence between the educational level of a NAVET and the year in which the enlistment occurred.

The only category in which the observed frequency was approximated by the expected frequency of observation was that of the non-high school graduate. Non-high school graduates comprised from 13%-16% of NAVET accessions between FY 1976 and FY 1978. There was a steady increase in the percentage of NAVETS possessing high school equivalency certificates during the period analyzed rising from 6% of NAVET enlistments in FY 1976 to 12% in FY 1978. There was no trend evident with either college attendees or high school graduates.

Table 6

## NAVET Accessions by Level of Education and Fiscal Year\*

Level of Education	Fiscal Year	FY 1976	FY 1977	FY 1978	TOTALS
Non-High School Grad.		779 (15) (39)	686 (13) (34)	528 (15) (27)	1993 (14)
High School Grad.		3282 (65) (37)	3559 (70) (40)	2024 (57) (23)	8865 (65)
Some College Attend.		695 (14) (43)	347 (7) (22)	571 (16) (35)	1613 (12)
High School Equival.		310 (6) (25)	497 (10) (40)	427 (12) (35)	1234 (9)
TOTAL		5066 (37)	5089 (37)	3550 (26)	13705 (100)

\* Data From DOD-edited USAREC Files: FY 1975 not available.

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

#### 5. Race (See Table 7)

A chi-square test for independence was used to statistically determine if the race of NAVETS enlisted was related to the year in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting with a certain specified race was equal to the actual observed frequency of enlistments in each of the years analyzed.

A chi-square statistic of 40.76 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance indicating that there was a significant statistical dependence between the race of a NAVET and the year in which the enlistment occurred.

Closer analysis (see Appendix J) of the values that comprise the chi-square statistic revealed that differences between expected and actual other-minority NAVET accessions in fiscal years 1975 and 1978 accounted for almost 80% of the chi-square statistic.

NAVET reenlistments by race showed a consistent pattern across the years analyzed (FY 1975 - FY 1978). The percentages of Caucasian, black and other NAVET accessions have remained within one percentage point of a distribution of 86%, 12% and 2% respectively. By racial category, the percentage of minority-other NAVET accessions showed a small but steady increase of from 1% of accessions in 1975 to 3% in 1978.

Table 7

NAVET Accessions\* by Race and Fiscal Year

Race	Fiscal					
	Year	FY 1975	FY 1976	FY 1977	FY 1978	TOTAL
Caucasian		4535 (87) (28)	4288 (85) (26)	4318 (85) (27)	3016 (85) (19)	16157 (85)
Black		623 (12) (26)	684 (14) (28)	671 (13) (28)	429 (12) (18)	2407 (13)
Other Minority		67 (1) (18)	93 (2) (26)	100 (2) (27)	105 (3) (29)	365 (2)
TOTAL		5225 (28)	5065 (26)	5089 (27)	3550 (19)	18929 (100)

\* Data From: DOD-edited USAREC Files.

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

C. OCCUPATIONAL GROUP FINDINGS - FISCAL YEAR (See Table 8)

A chi-square test for independence was used to determine if the occupational group of NAVETS enlisted was related to the year in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting in certain specified occupational groups was equal to the actual observed frequency of enlistments in those same groups for each of the years analyzed.

A chi-square statistic of 517.2 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance indicating that there was a significant statistical dependence between the occupational group of a NAVET and the year in which the enlistment occurred.

Closer analysis of the values that comprise the chi-square statistic (see Appendix J) revealed that four of the nine occupational groups account for 91% of the chi square statistic value. The construction and medical/dental groups account for 34% and 32% respectively while the deck/ordnance (11%) and aviation-other (14%) occupational groups accounted for the remainder of the 91%.

NAVET enlistments into each of the occupationally classified rating groups declined during 1975 through 1978, except into the group containing the ratings classified as aviation-other. NAVET accessions in this group were approximately 17% higher in 1978 than in 1975. The two occupational groups representing the largest percentage of total NAVET accessions,

deck/ordnance and engineering/hull (28% and 24%, respectively, of NAVET accessions in FY 1978), both declined more than did total NAVET accessions, which in FY 1978 were 34% less than the total accessions in FY 1975. Accessions in the deck/ordnance occupational group and the engineering/hull occupational group in FY 1978 were 44% and 37% less, respectively, than total NAVET accessions in FY 1975. The occupational group showing the largest decline was the construction group. In FY 1978, construction group NAVET accessions has decreased almost 90% from 1975 totals.

More extensive discussion of occupational results is contained in Appendix O.

Table 8  
NAVET Accessions\* by Occupational Group and Fiscal Year

Occupational Group	Fiscal Year				TOTAL
	FY 1975	FY 1976	FY 1977	FY 1978	
Desk Ordnance	1624 (34) (29)	1733 (37) (31)	1322 (30) (24)	908 (28) (16)	5587 (33)
Technical	245 (5) (27)	256 (2) (28)	250 (6) (27)	164 (5) (18)	915 (5)
Administrative	563 (12) (24)	596 (13) (25)	679 (6) (29)	506 (15) (22)	2344 (14)
Engineering/ Hull	1248 (26) (30)	1154 (25) (27)	1041 (24) (25)	779 (24) (18)	4222 (25)
Construction	136 (4) (71)	27 (1) (14)	11 - (6)	18 (1) (9)	192 (1)
Aviation- Technical	166 (3) (27)	164 (3) (27)	174 (4) (28)	114 (4) (18)	618 (4)
Aviation Engineering	309 (6) (23)	383 (8) (29)	380 (9) (29)	259 (8) (19)	1331 (8)
Aviation-Other	246 (5) (20)	294 (6) (24)	412 (9) (33)	281 (9) (23)	1233 (7)
Medical	226 (5) (37)	87 (2) (14)	83 (2) (14)	209 (6) (35)	605 (4)
TOTAL	4763 (28)	4694 (27)	4352 (26)	3238 (19)	17047 (100)

\* Data from DOD-edited USAREC Files.

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

D. OCCUPATIONAL GROUP FINDINGS BY NAVY RECRUITING AREA  
(See Table 9)

A chi-square test for independence was used to statistically determine if the Navy Recruiting Area in which NAVETS enlisted was related to the occupational group in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting with certain specified occupation and in a specific Navy Recruiting Area was equal to the actual observed frequency of NAVET enlistments in those categories in each of the years analyzed.

A chi-square statistic of 271.9 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance indicating that there was a significant statistical dependence between the occupational group of a NAVET and the Area in which the enlistment occurred.

Closer analysis of the values that comprise the chi-square statistic (see Appendix J) revealed that Area One values comprise over 60% of the chi-square statistic. Areas Three and Eight account for 15% and 11% with the remaining three areas each accounting for less than 10%.

Within each area, one or two occupational groups account for most of the difference between the expected and observed frequencies of each occupational group. More detailed discussion is given in the following section.

Table 9

## NAVET Accessions\* by Occupational Group and Recruiting Area

Occupational Area	Fiscal Year						TOTAL
	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8	
Desk/Ordnance	951 (37) (17)	958 (31) (17)	1111 (35) (20)	748 (32) (14)	852 (33) (15)	967 (29) (17)	5587 (33)
Technical	131 (5) (14)	140 (5) (15)	163 (5) (18)	123 (5) (14)	131 (5) (14)	227 (7) (25)	915 (5)
Administrative	354 (14) (15)	437 (14) (19)	421 (13) (18)	293 (12) (12)	353 (14) (15)	486 (15) (21)	2344 (14)
Engineering/ Hull	622 (24) (15)	689 (23) (16)	845 (27) (20)	624 (27) (15)	624 (24) (15)	818 (25) (19)	4222 (25)
Construction	32 (1) (17)	40 (1) (21)	39 (1) (20)	17 (1) (9)	26 (1) (13)	38 (1) (20)	192 (1)
Aviation- Technical	82 (3) (13)	110 (4) (18)	105 (3) (17)	89 (4) (14)	103 (4) (17)	129 (4) (21)	618 (4)
Aviation- Engineering	157 (6) (12)	282 (9) (21)	205 (6) (15)	182 (8) (14)	246 (9) (18)	259 (8) (20)	1331 (8)
Aviation- Other	136 (6) (11)	290 (9) (24)	215 (7) (17)	165 (7) (13)	183 (7) (15)	244 (7) (20)	1233 (7)
Medical	94 (4) (16)	114 (4) (19)	95 (3) (15)	86 (4) (14)	92 (3) (15)	124 (4) (21)	605 (3)
TOTAL	2559 (15)	3060 (18)	3199 (19)	2327 (14)	2610 (15)	3292 (19)	17047 (100)

\* Data from DOD-edited USAREC Files.

NOTE: The first figure is the number of NAVET Accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

## E. GEOGRAPHIC FINDINGS

Discussion of demographic findings by recruiting area is presented first in this section followed by a section containing summary highlights of findings by specific area. More detailed area findings can be found in Appendices D-I.

1. Entry Age (See Table 10)

A chi-square test for independence was used to statistically determine if the entry age of NAVETS enlisted was related to the area in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting within certain specified entry age was equal to the actual observed frequency of NAVET enlistments in each of the areas analyzed.

A chi-square statistic of 94.9 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the 95% confidence level indicating that there was a significant statistical dependence between the entry age of a NAVET and the area in which the enlistment occurred.

Closer analysis of the values that make up the chi-square statistic revealed that the Area Eight value for the > 30 age group comprised over 27% of the statistic. Three values from Area Five accounted for an additional 32% of the chi-square statistic (see Appendix J).

Area Eight accounted for 24% of the > 30 age group NAVET enlistment total while enlisting 19% of the total of all NAVETS enlisted between FY 1975 and FY 1978. Other area percentages of enlistments by age group all fell within 3% of their total percentage of NAVET enlistments.

Table 10

## NAVET Accessions by Age and Recruiting Area \*

Entry Paygrade	Recruiting Area						TOTAL
	1	3	4	5	7	8	
< 20 (%) (%)	216 (8) (17)	239 (7) (19)	206 (6) (16)	128 (5) (10)	212 (7) (16)	287 (8) (22)	1288 (7)
20-25 (%) (%)	1404 (49) (14)	1767 (52) (18)	1957 (54) (20)	1357 (52) (14)	1557 (52) (16)	1784 (49) (18)	9826 (51)
26-30 (%) (%)	925 (33) (16)	1031 (30) (17)	1070 (30) (18)	886 (34) (15)	926 (31) (16)	1091 (30) (18)	5929 (31)
> 30 (%) (%)	296 (10) (14)	378 (11) (19)	365 (10) (18)	229 (9) (11)	295 (10) (14)	497 (13) (24)	2060 (11)
TOTAL %	2841 (15)	3415 (18)	3598 (19)	2600 (13)	2990 (16)	3659 (19)	19103 (100)

\* Data from DOD-edited USAREC Files

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

## 2. Entry Paygrade (see Table 11)

A chi-square test for independence was used to determine if the entry paygrade of NAVETS enlisted was related to the area in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting with a certain specified entry paygrade was equal to the actual observed frequency of NAVET enlistments in each of the areas analyzed.

A chi-square statistic of 83.6 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance, indicating that there was a significant statistical dependence

between the entry paygrade of a NAVET and the area in which the enlistment occurred.

Closer analysis of the values that made up the chi-square statistic (see Appendix J), revealed that almost 60% of the value of that statistic was attributable to Area Eight. The paygrades that accounted for the largest increments in Area Eight were the less than E4 paygrade and the E6 paygrade. These two paygrades accounted for 20% and 30%, respectively, of the total value of the chi-square statistic.

Area Eight enlisted 26% of the E6 NAVETS enlisted during the period FY 1975 - FY 1978 but only 17% of the less than E4 NAVETS. Area Eight enlisted 19% of the total NAVETS enlisted from FY 1975 - FY 1978.

Area Four enlisted 14% of the > E6 NAVETS enlisted nationally while accounting for 19% of total NAVET enlistments.

Table 11

NAVET Accessions\* by Entry Paygrade and Recruiting Area

Entry Paygrade	Recruiting Area						TOTAL
	1	3	4	5	7	8	
< E4	1443	1664	1788	1262	1502	1603	9262
(%) (%)	(51) (16)	(49) (18)	(50) (19)	(49) (14)	(50) (16)	(44) (17)	(48)
E4	787	995	1058	759	840	1084	5483
(%) (%)	(28) (14)	(29) (18)	(29) (19)	(29) (14)	(28) (15)	(30) (20)	(29)
E5	442	556	564	431	449	650	3092
(%) (%)	(15) (14)	(16) (18)	(16) (18)	(16) (14)	(15) (15)	(18) (21)	(16)
E6	133	207	159	123	169	277	1068
(%) (%)	(5) (12)	(6) (19)	(4) (15)	(5) (12)	(6) (16)	(7) (26)	(6)
> E6	36	33	29	25	30	45	198
(%) (%)	(1) (18)	(1) (17)	(1) (14)	(1) (13)	(1) (15)	(1) (23)	(1)
TOTAL	2841	3415	3598	2600	2990	3659	19103
(%) (%)	(15)	(18)	(19)	(13)	(16)	(19)	(100)

\*Data from Navy Recruiting Command Program Summary Reports

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

3. Marital Status (See Table 12)

A chi-square test for independence was not conducted on marital status data. Four of the six areas showed an increase in the percentage of unmarried NAVETS enlisted over the last three years of analysis. This increase represented a 1% to 4% percentage growth in unmarried NAVET accessions. Area Eight remained constant with a 51% rate of NAVET accessions during the period 1976-1978, but Area One increased from 57% in FY 1976 to 64% of all NAVET accessions being unmarried in FY 1978.

Fiscal year 1975 figures for all areas except Area One (51%), were below 50% for unmarried NAVET's.

Table 12

Percent of Unmarried NAVET's Accessions by  
Recruiting Area and Fiscal Year

Fiscal Year	Recruiting Area					
	1	3	4	5	7	8
FY 1975	52	42	45	49	42	45
FY 1976	57	51	52	52	51	51
FY 1977	59	49	58	57	53	51
FY 1978	64	52	55	56	53	51

4. Level of Education (See Table 13)

A chi-square test for independence was used to determine if the education level of NAVETS enlisted was related to the area in which they entered. The null hypothesis tested was that the expected frequency of NAVETS enlisting with certain specified education level was equal to the actual observed frequency of NAVETS enlisted in each of the areas analyzed.

A chi-square statistic of 78.0 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance, indicating that there was a significant statistical dependence between the education level of a NAVET and the area in which the enlistment occurred.

Further analysis of the values that made up the chi-square statistic (see Appendix J) revealed that five of the twenty-four values accounted for 70% of the chi-square statistic; two of these values resulted from differences between observed and expected frequencies of NAVETS with a high school equivalent level of education and two from those who indicated some college. Only one area, Area Eight, had more than one of these values and it had two.

Both Area One and Area Eight had a 4% difference between their total enlistment percentages and their percentages of NAVETS possessing high school equivalency certification. Area One enlisted 4% less than its percentage of total national enlistments (15%) and Area Eight enlisted 4% more than its total of national enlistments (19%). All other area percentages by education level were within 3% of their percentage contribution to the national total of NAVETS enlisted.

Table 13

## NAVET Accessions\* by Level of Education and Recruiting Area

Level of Education	Area						TOTAL
	1	3	4	5	7	8	
NHSG	314	345	426	279	322	307	1993
(%) (%)	(15) (16)	(14) (17)	(16) (21)	(15) (14)	(15) (16)	(12) (16)	(14)
HSG	1353	1548	1711	1213	1303	1737	8865
(%) (%)	(67) (15)	(65) (17)	(66) (19)	(64) (14)	(61) (15)	(66) (20)	(65)
COL	226	280	247	235	305	320	1613
(%) (%)	(11) (14)	(12) (17)	(10) (15)	(12) (15)	(14) (19)	(12) (20)	(12)
HS Equiv.	139	213	216	165	223	278	1234
(%) (%)	(7) (11)	(9) (17)	(8) (18)	(9) (13)	(10) (18)	(10) (23)	(9)
TOTAL	2032	2386	2600	1892	2153	2642	13705
(%)	(15)	(17)	(19)	(14)	(16)	(19)	(100)

\* Data from DOD-edited USAREC Files

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

#### 5. Race (See Table 14)

A chi-square test for independence was used to statistically determine if the race of NAVETS enlisted was related to the area in which they enlisted. The null hypothesis tested was that the expected frequency of NAVETS enlisting with certain specified race was equal to the actual observed frequency of NAVETS enlisted in each of the areas analyzed.

A chi-square statistic of 815.1 was determined from DOD-edited USAREC files (see Appendix J). This value exceeded the chi-square table value at the .05 level of significance indicating that there was a significant statistical dependence between the race of a NAVET and the area in which the enlistment occurred.

Closer analysis of the values comprising the chi-square statistic (see Appendix J), revealed that differences between the observed and expected frequencies in Area Three accounted for 44% of the chi-square statistic. Area Eight differences accounted for another 40%. The largest deviations from the expected values occurred in Areas Three, Five and Eight for NAVETS who were black and in Area Eight for NAVETS whose race was listed as other/minority.

During the four years surveyed, Area Three enlisted 33% of the NAVETS who were black and Area Five enlisted 22%. Area Eight enlisted 54% of those whose race was listed as minority-other.

Table 14  
NAVET Accessions\* by Race and Recruiting Area

Race	Recruiting Area						TOTAL
	1	3	4	5	7	8	
Caucasian (%) (%)	2483 (89) (15)	2583 (76) (16)	3005 (84) (19)	2369 (92) (15)	2553 (86) (16)	3164 (80) (29)	16157 (85)
Black (%) (%)	290 (10) (12)	788 (23) (33)	527 (15) (22)	188 (7) (8)	369 (12) (15)	245 (7) (10)	2407 (13)
Minority- Other (%) (%)	37 (1) (10)	24 (1) (7)	35 (1) (10)	25 (1) (7)	48 (2) (13)	196 (5) (54)	365 (2)
TOTAL (%)	2810 (15)	3395 (18)	3567 (19)	2582 (14)	2970 (16)	3605 (19)	18929 (100)

\* Data from DOD-edited USAREC Files

NOTE: First figure is the number of NAVET accessions recorded in that particular category. The first figure in parentheses is the column percentage; the second is the row percentage.

F. FY 1975 MALE PRIOR SERVICE ATTRITION RESULTS (See Table 15)

Analysis of data from the USAREC cohort files for FY 1975 revealed that prior service (NAVETS plus OSVETS) veterans enlisted in paygrades E3 and E4 (the only paygrades analyzed) attrite at a lower rate than did the non-prior service DOD recruit in FY 1975. Eighty-four percent of those FY 1975 prior-service veterans originally enlisting in paygrade E3 for a two-year term of service were still in the Navy after 18 months. By the end of 24 months, or the end of their enlistment, an additional 34% of those originally enlisted left the Navy. Assuming that almost all of those in their last six months of enlistment completed their obligated service, 34% of the prior-service veterans enlisting for two years elect not to reenlist at the end of their period of obligated service.

The same analysis can be applied to the prior-service veterans enlisting for initial terms of three years and four years. At the end of 30 months, 79% of those prior-service veterans enlisting in paygrade E3 for a three-year term of service were still in the Navy. In the next six months or at the end of their term of enlistment, 25% of those who originally enlisted elected discharge.

Eighty percent of those prior-service veterans enlisting in paygrade E3 for four years of service were still in the Navy after three years. Data to determine the percentage of those who ultimately reenlist upon completion of their obligated term of service were not available.

Based upon attrition analysis of prior service and non-prior service accessions in FY 1975, the prior service veteran enlisted with paygrades E3 and E4 had a significantly lower rate of attrition than did the non-prior service recruit.

Table 15  
 FY 1975 Cohort Attrition Data  
 DOD Non-Prior Service Male Attrition Percentages (a), (c)  
 3 Year Enlistment

0-6 Months	7-12 Months	13-24 Months	25-36 Months	0-36 Months <sup>a</sup>
13.2	5.7	10.9	5.7	32

Prior-Service (NAVET plus OSVET) Male Attrition Percentages (b), (c)

		2 Year Enlistment						
Entry Paygrade	Number Enlisted	0-6 Mos	7-12 Mos	13-18 Mos	19-24 <sup>(d)</sup> Mos	25-30 Mos	31-36 <sup>(e)</sup> Mos	0-36 Mos
E-1	464	1.9	3.9	3.5	26.9		5.8	42.0
E-2	99	5.1	6.1	9.0	33.4		13.1	66.7
E-3	2166	3.2	5.9	5.7	34.1		8.1	58.0
E-4	560	1.6	.9	3.0	31.5		6.4	43.2
		3 Year Enlistment (d)						
E-1	16	0	6.3		0	6.3	18.8	31.3
E-2	1	-	100.0		-	-	-	100.0
E-3	266	2.6	4.9		5.6	4.1	25.2	46.6
E-4	21	4.8	-		-	4.8	33.3	42.9
		4 Year Enlistment						
E-1	163	3.7	1.2		5.5		1.8	89.4
E-2	14	14.3	14.3		7.1		7.1	42.9
E-3	1070	2.0	4.0		9.2		4.9	20.1
E-4	238	3.4	4.2		7.1		6.7	21.4

Notes:

- a) Data from America's Volunteers, 1978, p. 65 (0-36 Month Figure is Navy only; others all DOD services combined).
- b) Data from DOD-edited USAREC Cohort Files
- c) Cumulative percentages can be formed by adding over the separate time intervals
- d) Losses in these columns include personnel who left the Navy voluntarily at the end of their obligated period of service
- e) Figures in this column include those individuals completing their 2 year term of enlistment, remaining in the Navy and subsequently attrite.

## G. OTHER ASSOCIATED FINDINGS

### 1. Length of Service (See Table 16)

As shown in Table 8, the percentage of enlisted males with less than four years of service in the Navy active force rose above 55% at the end of FY 1977 and FY 1978. This has the effect of reducing the percentage of experienced personnel in the Navy enlisted force below 45%.

Table 16

#### Distribution of Males on Active Duty by Length of Service \*

End of Fiscal Year

Years of Service	30 June 1975	30 Sep 1976	30 Sep 1977	30 Sep 1978
< 4	244,783	238,507	245,317	254,856
(%)	54.6	54.2	55.5	57.7
4	23612	23637	18,643	19163
(%)	5.3	5.3	4.2	4.3
5	17465	18021	20,600	17891
(%)	3.9	4.1	4.7	4.1
6	17857	17200	16,426	15619
(%)	4.0	3.9	3.7	3.6
> 6	144448	143058	141,375	133,810
(%)	32.2	32.5	31.9	30.3
TOTAL	448,165	440,423	442,361	441,339

\* Data from Bureau of Personnel Report, Navpers 15658

## H. INDIVIDUAL NAVY RECRUITING AREA SUMMARIES

### 1. Navy Recruiting Area One

During the period 1975-1978, Area One enlisted 5297 prior service (NAVET plus OSVET) veterans into the United States Navy. This number amounted to 15.4% of the total number of prior

service veterans enlisted by the recruiting command. During this same period Area One was goaled 5687 prior service veterans, or 16% of the total recruiting command prior service goal. NAVET-only prior service accessions as recorded on USAREC files show Area One having enlisted 14.9% of the NAVETS enlisted by the recruiting command in the period encompassing FY 1975-FY 1978.

Three trends were apparent after analysis of Area One NAVET enlistments during the period FY 1975-FY 1978. First: Area One experienced a large decrease in the total number of prior service veterans who accessed through the area. A total of 412 fewer prior service veterans were enlisted by Area One in FY 1978 than were enlisted in FY 1975.

Second: The number of NAVETS enlisted in Area One with a paygrade less than E-4 declined 61% between FY 1975 and FY 1978. This amounted to a numerical decrease of 295 NAVETS: enlisted in FY 1978.

Third: Unmarried NAVETS comprise a much higher percentage of Area One total NAVETS enlisted than in the other five areas. In FY 1978, 64% of the Area One NAVET's enlisted were unmarried as compared to a recruiting command average of 53%.

The strongest occupational group for Area One NAVET accessions was the deck/ordnance rating group. Overall, Area One NAVETS into this rating group accounted for 17% of recruiting command accessions in the deck/ordnance ratings from

FU 1975-FY 1978. The weakest occupational areas were in the aviation ratings. Area One NAVET enlistments as a percentage of the national total for the period FY 1975-FY 1978 were 13.3% of aviation-technical ratings, 11.8% of aviation-engineering ratings and 11% of aviation-other ratings. Area One NAVET enlistments in the other occupational groups approximated the Area One percentage of the total prior service accessions from FY 1975-FY 1978 of 15.4%.

2. Navy Recruiting Area Three

During the period 1975-1978, Area Three enlisted 5912 prior service veterans into the United States Navy. This amounted to 17.1% of the total number of prior service veterans enlisted by the recruiting command goal for prior service veterans. NAVET only prior service accessions (DOD-edited USAREC files) enlisted by Area Three, accounted for 17.9% of the NAVETS enlisted by the recruiting command in the period FY 1975-FY 1978.

Three factors characterized Area Three prior service enlistments during the period FY 1975-FY 1978:

a. Total prior service enlistments declined 17.6% between 1975 and 1978. This decline amounted to 268 fewer NAVETS enlisted in FY 1978 than in FY 1975.

b. The total number of NAVETS enlisting with paygrades less than E-4 declined 72% between FY 1975 and FY 1978. This amounted to a difference of 472 NAVETS enlisted in these paygrades between FY 1975 and FY 1978.

c. Area Three enlisted approximately one-third of all black NAVETS enlisted by the recruiting command.

The strongest occupational group for NAVET accessions in Area Three were the aviation-engineering and aviation-other rating groups in which Area Three NAVET enlistments accounted for 21.2% and 23.5% respectively of recruiting command totals in these rating groups during the period FY 1975-FY 1978. The weakest occupational group for Area Three was the technical group in which Area Three NAVET enlistments accounted for only 15.3% of the national total during FY 1975-FY 1978. Area Three NAVET enlistments in the other occupational groups approximated the Area Three percentage of total prior service accessions from FY 1975-FY 1978 of 15.4%.

### 3. Navy Recruiting Area Four

Navy Recruiting Area Four enlisted 4943 prior service veterans into the United States Navy in the period from FY 1975-FY 1978. This amounted to 14.3% of all prior service veterans enlisted by the Navy recruiting command during that period. Area Four was goaled 6690 prior service veterans or 18.9% of the total recruiting command goal from 1975-1978. NAVET-only prior service accessions (DOD-edited USAREC files) enlisted by Area Four accounted for 18.8% of the NAVET's enlisted by the recruiting command in the period FY 1975-FY 1978.

Two factors characterized Area Four prior service enlistments during the period FY 1975-FY 1978.

a. Total prior service enlistments declined 21.4% in 1978 after showing increases over 1975 totals in the previous

two years. The FY 1978 Area Four prior service enlistment total was 15.2% below FY 1975 totals. This meant that 216 fewer prior service veterans enlisted in 1978 than had enlisted in FY 1975 from Area Four.

b. In FY 1978, the number of NAVET with less than an E-4 paygrade was 70% less than had enlisted in FY 1975. This amounted to a decrease of 429 NAVET enlistments.

The strongest occupational groups for NAVET accessions in Area Four were the deck/ordnance group and the engineering/hull group. Almost 20% of NAVETS enlisted into deck/ordnance ratings during the period FY 1976-FY 1978 enlisted from Area Four. Likewise 20% of those enlisting into engineering/hull ratings during that period were from Area Four. The Area Four percentages of NAVET enlistments for this period in all other occupational groups fell between the Area Four percentage of total prior service enlistments attained (14.3%) and the Area Four percentage of total prior service goal (18.9%).

#### 4. Navy Recruiting Area Five

Navy Recruiting Area Five enlisted 3401 prior service veterans into the United States Navy in the period from FY 1976-FY 1978. This amounted to 13.3% of the total of all prior service veterans enlisted during that period by the Navy recruiting command. Area Five was goaled 3932 prior service veterans during this same period or 14.4% of the recruiting command prior service goal. NAVET-only prior service accessions (DOD-edited USAREC files), enlisted by Area Five, accounted

for 13.8% of the NAVETS enlisted by the recruiting command from 1976-1978.

Two factors characterized Area Five prior service enlistments during the periods FY 1976-FY 1978 and FY 1975-FY 1978:

a. Total prior service enlistments declined 34.2% between FY 1976 and FY 1978. This amounted to 411 fewer NAVETS enlisted in FY 1978 than were enlisted in FY 1976.

b. Almost 70% fewer NAVETS were enlisted into pay-grades less than E-4 in FY 1978 than were enlisted in FY 1975. Numerically, this was a decrease of 299 NAVET enlistments between those two years.

Analysis of NAVET enlistments by occupational groupings revealed no occupational grouping area that was markedly stronger than any other in Area Five. Are Five NAVET enlistments were spread fairly uniformly throughout the nine occupational groups studied with all providing between 12.5% and 15% of the total recruiting command NAVET enlistments between FY 1975 and FY 1978.

##### 5. Navy Recruiting Area Seven

Navy Recruiting Area Seven enlisted 4130 prior service veterans into the United States Navy in the period from FY 1976-FY 1978. This amounted to 16.1% of the total of all prior service veterans enlisted during that period by the Navy recruiting command. Area Seven was goaled 4251 prior service veterans during this same period or 15.5% of the recruiting command prior service goal. NAVET only prior service accessions

(DOD-edited USAREC files), enlisted by Area Seven, accounted for 15.7% of the NAVETS enlisted by the recruiting command from 1975-1978.

Three factors characterized Area Seven prior service enlistments during the period FY 1976-FY 1978 and FY 1975-FY 1978:

a. Total prior service enlistments declined 10% between FY 1976 and FY 1978. This amounted to 128 fewer NAVETS enlisted in FY 1978 than in FY 1976.

b. Enlistments of NAVET with paygrades less than E-4 declined 64% between FY 1975 and FY 1978. This amounted to a decrease of 34 NAVETS. Two hundred and thirty-one fewer non-rated NAVETS were enlisted in FY 1978 than in FY 1976.

c. Enlistments of NAVET with paygrades of E-4 and E-5 significantly increased from FY 1975 to FY 1978, partially offsetting the decrease in non-rated NAVET accessions. NAVET enlistments into paygrade E-4 increased 44% or an increase of 69 E-4 NAVETS. NAVET enlistments into paygrade E-5 increased 42% or an increase of 37 E-5 NAVETS between FY 1975-FY 1978.

The strongest occupational group for NAVET accessions in Area Seven was the group containing aviation/engineering ratings. Area Seven NAVET enlistments into this occupational group accounted for 18.5% of the recruiting command aviation/engineering enlistments between FY 1975 and FY 1978. NAVET enlistments in the remaining occupational groups approximated the percentage of recruiting command goal for prior service veterans (15.5%) assigned to Area Seven between FY 1975 and FY 1978.

6. Navy Recruiting Area Eight

Navy Recruiting Area Eight enlisted 6491 prior service veterans into the United States Navy in the period from FY 1975-FY 1978. This amounted to 18.8% of the total of all prior service veterans enlisted during that period by the Navy recruiting command. Area Eight was goaled 6732 prior service veterans during this same period or 19% of the recruiting command prior service goal. NAVET-only prior service accessions (DOD-edited USAREC files), enlisted by Area Seven accounted for 19.2% of the NAVETS enlisted by the recruiting command from 1975-1978.

Four factors characterized Area Eight prior service enlistments during the period FY 1975-FY 1978:

a. Total prior service enlistments declined 18.8% between FY 1975 and FY 1978. This resulted in a decrease of 302 NAVETS enlisted between FY 1975 and 1978.

b. Enlistments of NAVET with paygrades of 1-ss than E-4 decreased 69% between FY 1975 and FY 1978. Over 400 fewer non-rated NAVETS were enlisted in FY 1978 than were enlisted in FY 1975.

c. Enlistments of NAVETS in paygrades E-4 and E-5 increased substantially, partially offsetting the decrease experienced with non-rated NAVET enlistments. Paygrade E-4 NAVETS enlistments increased 45%, an increase in FY 1978 of 85 E-4 NAVET over FY 1975 totals. NAVETS enlisted with paygrade E-5 increased 43% in FY 1978 with 51 more E-5 NAVETS enlisted than were enlisted in FY 1975.

d. Over 50% of all of the minority/other recruiting command NAVET enlistments during the period FY 1975-FY 1978 enlisted in Navy Recruiting Area Eight.

Area Eight consistently provided approximately 20% of recruiting command NAVET accessions in all occupational categories during the period 1975-1978. The strongest occupational group for Area Eight during this period was that containing the technical ratings. Almost 25% of all NAVETS enlisting into those ratings came from Area Eight. The weakest occupational group was that containing the deck/ordnance ratings. Only 17% of recruiting command NAVETS enlisting into this group enlisted in Area Eight.

#### IV. DISCUSSION

Prior service veterans (NAVETS plus OSVETS) enlisted in the six recruiting areas annually accounted for from 7.2% to 8.4% of the total recruiting command annual enlistments (less Filipinos recruited under the Philippine recruiting program) during the years FY 1975 through FY 1978. The NAVET component of prior service enlistments during that period accounted for from 3.9% to 5.5% of total annual enlistments.

However, while the total number of enlistments (prior service plus non-prior service) attained by the recruiting command fluctuated, actually reaching a high in FY 1977 (without FYTQ added in) of 111,257 (less Filipinos), the total number of prior service veterans recruited showed a steady decline, decreasing from 8891 enlisted in FY 1975 to 6703 enlisted in FY 1978 [CNRC Program Summary Reports].

The NAVET component of the prior service veteran total accounted for almost all of that decrease. The quantity decrease of prior service veterans resulted in FY 1975 and FY 1978 was 2188 veterans. The quantity decrease in NAVETS (male and female) in those two years was 2,043 veterans. Thus, other service veteran (OSVET) enlistments via the recruiting command remained relatively unchanged, decreasing by only 145 in those two years.

The segment of NAVET recruiting most affecting overall NAVET enlistments between FY 1975 and FY 1978 was that of NAVET

enlistments into paygrades E-4 and below. In FY 1975, 3376 NAVETS (male and female) were enlisted into paygrades less than E-4 (441 were E-1/E-2 and 2965 were E-3). In FY 1978, 1170 NAVETS (male and female) were enlisted into paygrades less than E-4 (198 were E-1/E-2 and 972 were E 3).

As mentioned previously, the OSVET component of prior service accessions had a minimal decrease. The total number of OSVETS (male and female) enlisted in FY 1975 was 2673. Of these, 2402 were enlisted into paygrades E-3 or below (58 into paygrades E-1/E-2 and 2344 into paygrade E-3). In FY 1978, 2478 OSVETS were enlisted. Of these, 2335 were enlisted with paygrade E-3 or below (202 into paygrades E-1/E-2 and 2133 into paygrade E-3).

A review of recruiting regulations in effect during the period from FY 1975-FY 1978 revealed no substantial differences in enlistment requirements for the two categories of veterans, NAVETS and OSVETS. Basically, each, in order to be eligible, must have been able to meet the same mental, moral and physical requirements in effect at the time.

In the author's experience, as Enlisted Program's Officer at NRD San Francisco from 1976-1978, one significant difference was noted between the processing of NAVETS. and OSVETS. NAVETS released from duty in paygrade E-3 and eligible for reenlistment generally received either an RE-1 or an RE-3R reenlistment code. OSVETS released from one of the other services and eligible for reenlistment, received eith an RE-1 or one of a myriad of the other service reenlistment codes which indicated that the individual was eligible for reenlistment.

The recruiting command policy in effect during the 1975-1978 time period required that all NAVETS with RE-3R reenlistment codes be approved by the commanding officer of the local Navy recruiting district prior to enlistment. There was no comparable requirement for OSVETS.

It is hypothesized, although unsubstantiated, that sometime in late 1975 or early 1976, the Navy recruiting policy concerning waiver requirements was re-emphasized and enforced. If waiver procedures in 1975 were loosely followed, administrative processing would add negligible time to the process of enlisting E-3 NAVETS with RE-3R reenlistment codes. The author suspects that sometime in late FY 1975 or early FY 1976 recruiting districts were directed to strengthen the waiver process.

This would have the impact of forcing all NAVET's who were released from service in paygrade E-3, to endure a lengthy administrative process before they could be found eligible to reenlist. Additionally, it would force the local recruiter to extend significantly the amount of processing time necessary to effect an enlistment. It is hypothesized that both of these factors had enough negative impact to reduce E-3 renlistments by almost 70% between 1975 and 1978.

The Navy's long-range objective for percentage of the enlisted having served less than four years was established as 55% as of October 1978 [Binkin and Kyriakopoulos, 1979, p. 6]. Using a base enlisted force of 460,000, this means that each 1% change in the force requires a movement of 4,600 personnel between the

less than four years service component of the Navy and the greater than four years component.

Navy end strength figures published in Bureau of Personnel Report, NAVPERS 15658, show the enlisted force percentage of personnel with less than four years as having exceeded 55% in FY 1976 (57.7%), FY 1977 (55.5%) and FY 1978 (57.7%).

As discussed previously, many all-volunteer force analysts<sup>1</sup> argue persuasively that some adjustment is needed in the first term (less than four years of service)/career mix if the all-volunteer force is to survive. However, even without an adjustment in the experience mix policy of the Navy, additional inputs of career enlisted personnel could have been added to the force at the end of the fiscal years 1977 and 1978 without having the enlisted force fall under a 55% percentage of first term personnel.

Thus it is evident that, at least in the years 1977 and 1978, the Navy personnel system could have afforded to absorb additional numbers of experienced personnel and still have kept within current force-objective percentages. If, in fact, the experience mix objectives change to favor a force composed of a higher percentage of experienced personnel, then the enlistment of prior service veterans and especially Navy veterans should assume increasing importance.

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<sup>1</sup>See Cooper, 1977, pp. 307-315; Binkin and Kyriakopoulos, 1979, pp. 51-76; and Rice, 1979, pp. 63-77.

The historical review of recruiting area NAVET accessions characteristics undertaken in this study indicated that NAVET's from some broad occupational areas might be more available in some recruiting regions than in others. For example, Navy Recruiting Area Three appears to be a strong recruiting area for NAVETS with aviation ratings and Area Eight appears to be a strong recruiting area for NAVETS with technical ratings.

Other factors analyzed in this study also indicate that potential market targeting within an area might be accomplished using demographic data available from separation files. Certain ratings and/or paygrades might be targeted within an area as having the greatest potential to reenlist. Identification of prospective NAVET accessions might be accomplished by age or marital status breakdowns, or by further age or marital breakdowns within a specific rating and/or paygrade.

Analysis of attrition of prior service veterans (NAVETS plus OSVETS) indicates that the E-3 and E-4 prior service enlistee experienced a lower rate of attrition than did the non-prior service enlistee. Considering the fact that the prior service veteran has already received fundamental training, has previously acquired some basic skill training and if eligible to reenlist, was an acceptable performer during his previous enlistment, it would appear that in increasing the number of E-3 prior service enlistments would be beneficial.

From the attrition data as related to enlistment term, it would also appear that allowing E-3 prior service personnel to

enlist for terms of longer than two years should be seriously considered. Although it is recognized that most of those enlisting for more than two years had been released in paygrades E-4 or above, and had accepted enlistment at paygrade E-3 to guarantee schooling (thus incurring additional service obligation), the fact that longer enlistment terms appear to reduce attrition should not be ignored when considering policy alternatives for E-3 NAVETS with RE-3R reenlistment codes. The author suspects that many of these individuals, if given the chance, would perform equally as well as have former petty officers, provided they receive similar inducements such as guaranteed schooling.

## V. CONCLUSIONS

In the course of this study, a total of 19,103 individual male Navy veteran (NAVET) records was studied. This constituted almost 90% of the 21,316 male NAVETS reported recruited by the Navy Recruiting Command during the period FY 1975-FY 1979. Conclusions, that may have several policy implications, surfaced as a result of the analysis conducted in the study.

The prior-service Navy veteran recruiting market may be significantly under-exploited. Findings from this study strongly support the need for increased emphasis in the recruitment of prior-service Navy personnel.

The first factor, and perhaps the foremost factor to consider, is that of the declining youth population. The rapidly dwindling supply of 17-21 year-old youths in the 1980's, along with the increased competition for their services that will naturally develop, will make it increasingly more difficult for the Navy to recruit the large numbers necessary to support current force manpower strengths under current policy guidelines regarding, for instance, careerist percentages, women, etc.

An increase in the number of prior-service Navy enlistments could help reduce the demands for non-prior service recruits; almost 85% of whom in 1975 came from the 17-21 year-old age bracket.

The second, and perhaps equally as important, factor to consider is the cost of recruiting and training an inexperienced individual to become a productive member of the force. Increasing manpower costs, especially those associated with first-term individuals, may have made the prior-service Navy veteran a cheaper source of manpower than the non-prior service individual. Recruiting costs (especially for high school diploma graduates), supervisory costs, training costs, attrition costs and possible lower productivity all weigh against the non-prior service recruit and make the prior-service Navy veteran look more attractive.

Additionally, even working within the current first term/career mix constraints of 55% first-term, 45% career, in two of the years studied, FY 1977-FY 1978, additional career personnel could have been added to the enlisted force without violating the mix guidelines.

A key opportunity for increasing the annual number of prior service accessions lies in recruitment of Navy veterans who were released from the service with a paygrade of E-3. Current recruiting regulations no longer require that E-3 NAVET personnel with RE-3R reenlistment codes be given a waiver prior to acceptance for reenlistment (see Appendix B). This policy change alone should open up the E-3 NAVET market which saw a 70% reduction in total E-3 NAVET reenlistments between FY 1975 and FY 1978.

The analysis of recruiting differences by recruiting areas and broad occupation categories, indicates that certain

distinctions probably exist among different regions of the country with respect to Navy recruiting's ability to attract NAVETS for reenlistment. With further specific and more in-depth analysis of the NAVET recruiting market in each area, and in each Navy recruiting district, programs to more effectively recruit prior-service NAVETS to meet existing service needs could be developed.

## VI. RECOMMENDATIONS

1. Immediate emphasis should be placed upon expanding the recruiting effort in the RE-3R market to include:
  - A. A program to "sell" RE-3R NAVETS to the field recruiter with reiteration that waivers are no longer required for reenlistment.
  - B. A revision of the prior service veteran direct mail advertising procedures to include a series of letters to the RE-3R Navy veteran, rather than the single letter currently sent.
2. Further study should be conducted into the area of prior service NAVET enlistments. Particular areas of interest should be:
  - A. Analysis to determine the most productive time after separation in which to contact a former NAVET.
  - B. Determination of the characteristics of those NAVETS enlisting by rating.
  - C. Determination of the most prevalent characteristics of NAVETS reenlisting by Navy recruiting district.
  - D. Surveys to determine what it would take to bring a NAVET back into the Navy, i.e., choice of location, term of enlistment, bonus, etc.
  - E. Further analysis should be conducted of the survivability of the E-3 NAVET based upon varying initial terms of enlistment.

F. Further analysis of the costs of recruiting and training a non-prior service recruit versus recruiting the already experienced NAVET.

## APPENDIX A

### Organization of the Navy Recruiting Command

The task of locating and enlisting qualified men and women to meet Naval manpower requirements is assigned to the Navy Recruiting Command (NAVCRUITCOM). Utilizing geography as a basis for organization NAVCRUITCOM is divided into six Navy Recruiting Areas (NRA) which in turn are further subdivided into a total of forty-three Navy Recruiting Districts (NRD).

The basic mission of the commander of each NRA is to manage the recruiting effort for enlisted and officer active duty programs within the geographic bounds defined by his area. Although, normally performing very little of the recruiting function themselves, the personnel assigned to the NRA provide expertise, guidance, coordination and direction to the NRDs.

The Navy Recruiting District (NRD) is the basic operational unit of NAVCRUITCOM. Each NRD commander is responsible for the actual recruitment and enlistment of qualified men and women for active duty enlisted and officer programs from within the geographic boundaries that define his district. To perform his mission the NRD commander has assigned to him recruiting personnel, administrative personnel, recruiting support personnel and supervisory personnel.

The six Navy Recruiting Areas are geographically located as illustrated in Figure 1. Normally, NRA boundaries follow existing state borders. However, in some cases such factors

such as population centers, available transportation or geographic features have been used in the determination that the NRA boundary not follow existing state lines.

Within the boundaries of each NRA reside an estimated number of potential Navy recruits. This population distribution is termed Qualified Military Availables (QMA) and is defined as the number of eligible men between the ages of 17 and 24 available for recruitment in the area. The QMA figures form the basis for determining how many enlistments the personnel assigned within a NRA should effect and also form the basis for the allocation of resources, both human and other, among the six NRAs.

The main processing activity and the focal point for all enlistments through a recruiting district is the Armed Forces Entrance and Examining Station (AFEES), the AFEES' falling under the jurisdiction of the Military Enlistment Processing Command (MEPCOM) are responsible for conducting the mental and physical examinations required for enlistment in each of the Department of Defense military services. AFEES are located throughout the United States and provide examination and processing services to each of the military services. Each NRD will normally have services provided by an individual AFEES with some of the geographically larger NRDs serviced by more than one AFEES.

APPENDIX A

Navy Recruiting Area \* Assignments for Armed Forces  
Entrance and Examining Stations (AFESS)

<u>Navy Recruiting Area 1</u>	<u>Navy Recruiting Area 3</u>	<u>Navy Recruiting Area 4</u>
Albany	Coral Gables	Cleveland
New Haven	Jacksonville	Columbus
Springfield	Atlanta	Detroit
White Hall	Fort Jackson	Indianapolis
Boston	San Juan	Cincinnati
Bangor	Memphis	Louisville
Manchester	Jackson	Pittsburgh
Portland	Montgomery	Ashland
Providence	Nashville	Beckley
Buffalo	Knoxville	Fairmont
Syracuse	Charlotte	Richmond
Fort Hamilton	Raleigh	Roanoke
Harrisburg		
Wilkes Barre		
Newark		
Philadelphia		
<u>Navy Recruiting Area 5</u>	<u>Navy Recruiting Area 7</u>	<u>Navy Recruiting Area 8</u>
Chicago	Denver	Butte
Kansas City	Dallas	Seattle
Milwaukee	Abilene	Spokane
Minneapolis	Albuquerque	Anchorage
Fargo	El Paso	Boise
Omaha	Amarillo	Salt Lake City
Souix-Falls	Houston	Portland
Des Moines	Little Rock	Fresno
St. Louis	Shreveport	Oakland
	New Orleans	Honolulu
	Oklahoma City	Guam
	San Antonio	Los Angeles
		Phoenix

\* Navy Recruiting Areas 2 and 6 no longer exist having been incorporated into the remaining six recruiting areas.

APPENDIX A

NAVY RECRUITING AREAS AND DISTRICTS

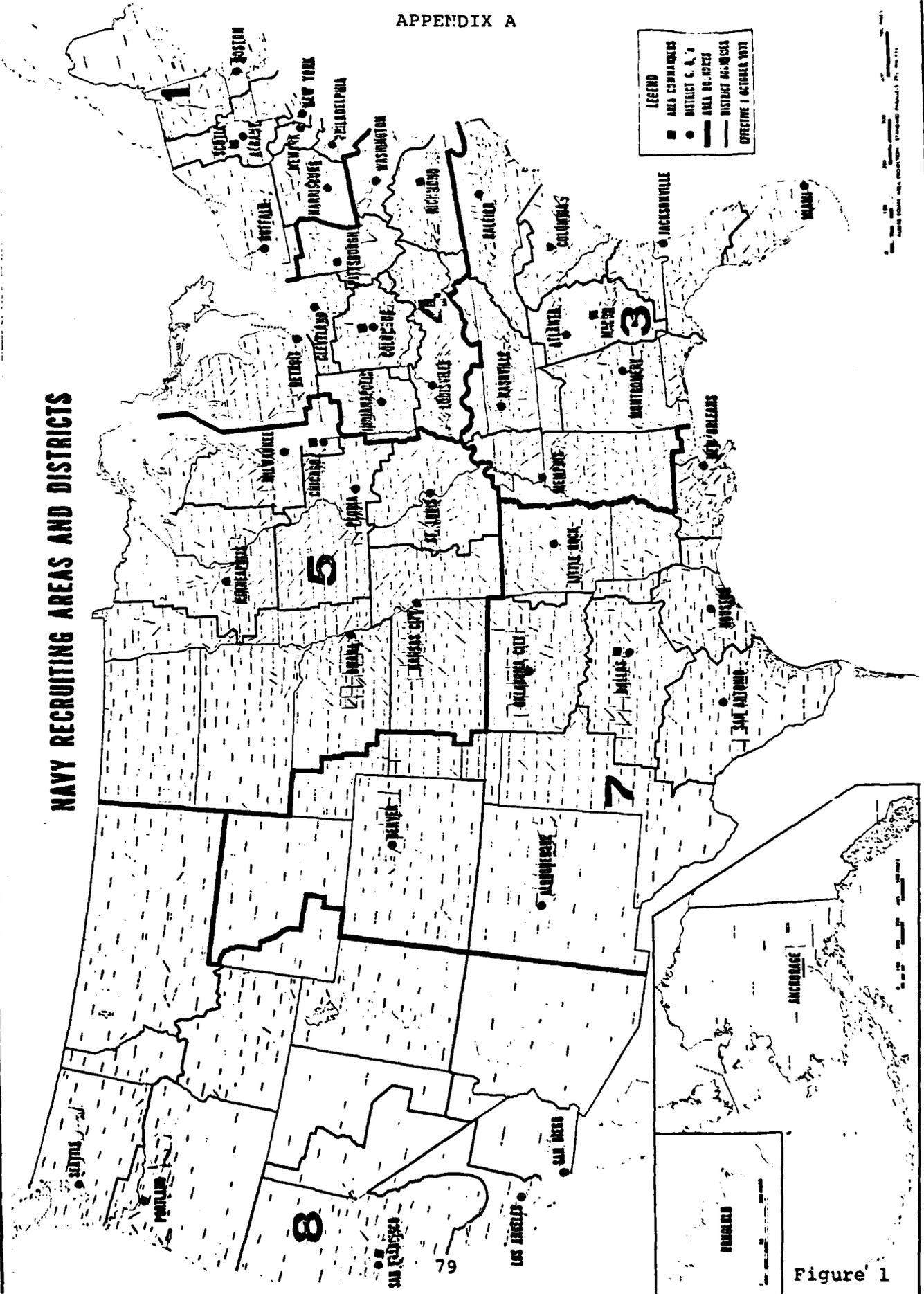


Figure 1

APPENDIX B  
PRIOR SERVICE ENLISTMENT CRITERIA

PRIOR SERVICE PROGRAM - GENERAL INFORMATION

5-1. DEFINITIONS

a. NAVETS - Prior service veterans whose last tour of active duty/active duty for training was in USN or USNR, and who completed a minimum of four months active duty/active duty for training. Ready Mariners are also considered NAVETS even though they may have completed less than four months ACDU/ACDUTRA.

b. OSVETS - Prior service veterans whose last tour of active duty was in a branch of service other than Navy and who completed a minimum of six months active duty/active duty for training.

5-2. QUALIFICATIONS. Must meet the enlistment eligibility requirements as outlined in Chapter 1 and the additional qualifications in the NAVET or OSVET section of this chapter, as applicable.

5-3. SEPARATION DOCUMENTS NOT AVAILABLE. If separation documents are not available, the applicant will be advised that they may be obtained as follows:

a. A certificate in lieu of, or a duplicate of, last separation documents may be requested from the Commander, Naval Military Personnel Command (NMPC-31) for personnel in the following categories:

- (1) EX-USN discharged within the past 6 months.
- (2) EX-USNR discharged within the past 6 weeks.
- (3) EX-USN/USNR participating in an active status with a Naval Reserve Unit.

R) b. All others should obtain a certified copy of the DD Form 214 from the Navy Liaison, Military Personnel Records Center, 9700 Page Boulevard, St. Louis, MO 63132 (Comm: 314-263-7185 or FTS 273-7185).

5-4. ENLISTMENT OF EX-OFFICER PERSONNEL. Former officers of the Armed Forces will not, normally, be approved for enlistment in the Naval Service in an enlisted status. Applications from personnel in this category shall not be solicited. However, when a particular need of the Naval Service would benefit by such action, applications may be forwarded to COMNAVMILPERSCOM for consideration. The following procedures apply:

a. Applicants with more than five years broken service must apply for entry into the Navy via the Direct Procurement Enlistment Program (DPEP) in accordance with Chapter 6.

b. Applications for enlistment in paygrade E-1 or E-2 will not be accepted.

APPENDIX B

PROGRAMS FOR PERSONNEL WITH PRIOR NAVAL SERVICE (NAVET)

5-I-1. PROGRAM INFORMATION

a. This chapter provides the policy and procedures to be followed when effecting the enlistment/reenlistment in the Regular Navy of male and female Navy veterans (NAVETS) whose last period of active duty or active duty for training in the military service was in the USN or USNR, and who have completed a total of four (4) months or more active duty (including active duty for training).

b. Personnel who have served an enlistment in the USN or USNR and subsequent to discharge or release from active duty enlisted in another branch of the Armed Forces and are now seeking enlistment in the Naval Service will be processed for enlistment in accordance with the provisions of the OSVET section of this manual.

5-I-2. QUALIFICATIONS REQUIRED. Must meet the enlistment eligibility requirements as outlined in Chapter 1, and those additional qualifications contained in this chapter and in pertinent COMNAVMILPERSCOM (BUPERS) directives.

a. Character. Must meet the same character background qualifications as required for those personnel applying for first enlistment.

b. Reenlistment Eligibility Code (RE-Code)

(1) Must have an RE-Code of RE-R1, RE-1, or RE-3R which is properly verified in accordance with COMNAVCRUITCOMINST 1160.1 and as follows:

(a) For NAVETS separated from active duty less than four years ago, an authorized NAVCRUITDIST representative must verify the RE-Code by inquiring by telephone to the Prior Service Enlistment Eligibility (PSEE) System, Defense Manpower Data Center (DMDC), Monterey, California, or by submitting via telephone a Prior Service Reenlistment Eligibility Information Verification Request as contained in paragraph 8-I-31 of this manual to COMNAVCRUITCOM (Code 33) PRIDE Special Programs Section. Additionally, the CO, NAVCRUITDIST may verify a NAVET's RE-Code by Naval Message to the NAVET's separation command.

(b) For NAVETS separated from active duty more than four years ago, a Pre-enlistment Evaluation (PREV) request along with a complete pre-enlistment kit must be submitted to COMNAVMILPERSCOM via COMNAVCRUITCOM (Code 33) for reenlistment determination, in accordance with paragraph 8-I-32. In reviewing the NAVET's service record, COMNAVMILPERSCOM verifies the NAVET's RE-Code.

APPENDIX B .

(c) For NAVETS whose RE-Code cannot be properly verified in accordance with subparagraph (a) above, or for whom conflicting or erroneous RE-Code information is obtained, the procedures contained in subparagraph (b) above should be followed.

(2) NAVETS assigned an RE-Code other than RE-R1, RE-1, or RE-3R require reenlistment authorization from COMNAVMILPERSCOM. PREV reenlistment requests must be submitted in accordance with paragraph 8-I-32.

(3) Reenlistment eligibility for NAVETS who have their discharge upgraded and are affected by Executive Amnesty, Pardons and similar actions must be determined by the Commander, Naval Military Personnel Command. Reenlistment requests, with a complete pre-enlistment kit, for this category of NAVETS will be submitted to the Commander, Naval Military Personnel Command (NMPC 523X) via Commander, Navy Recruiting Command (Code 33) with a copy of the letter request to COMNAVMILPERSCOM (NMPC 83X).

**5-I-3. TERM OF REENLISTMENT.** The period of years for which reenlistment may be effected is governed by the following criteria: (a) RE-Code and (b) Paygrade held at the time of release from active duty or discharge. The Reenlistment Code Verification/Term of Reenlistment Matrix indicates the authorized term of reenlistment for NAVET personnel.

a. When the COMNAVMILPERSCOM letter of authorization for reenlistment does not specify the number of years authorized, reenlistment may be effected for terms of two, three, four, five or six years. The minimum period of enlistment/reenlistment in the Regular Navy for Ready Mariners is four years.

b. NAVETS reenlisting for the PRISE II option must reenlist for a period of four years or more.

c. NAVETS reenlisting under the provisions of the RESCORE Program must enlist/reenlist for a period of two years and meet the additional obligated service requirements specified in paragraph 5-I-5.

d. The NAVCRUIT 1133/21 (see paragraph 8-I-18) will be used to delineate basic program and service guarantees.

CNRC INST 1130.8B

5-I-3

APPENDIX B

REENLISTMENT CODE VERIFICATION/TERM OF REENLISTMENT MATRIX

	RE-R1	RE-1	RE-3R	All other reenlistment codes and no code assigned or available
E-4 and above	As specified in paragraph 5-1-4	As specified in paragraph 5-1-4.	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV.	SUBMIT
E-3	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV	As specified in paragraph 5-1-4.	As specified in paragraph 5-1-4.	TO COMNAVILPERSCOM
E-2	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV	As specified in paragraph 5-1-4.	VIA
E-1	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV	Erroneous reenlistment code. Submit to COMNAVILPERSCOM via PREV	As specified in paragraph 5-1-4.	PREV

- NOTES: (1) Terms of reenlistment greater than two years must be authorized by COMNAVILPERSCOM except as noted in the Rate Determination Guide for Male WAIVERS and the Rate Determination Guide for Female WAIVERS. Submit request in accordance with paragraph 8-1-32 of this Chapter.  
 (2) The two year probationary reenlistment is the maximum term authorized (no waivers).

5-I-4

APPENDIX B

5-I-4. RATING AND PAYGRADE AUTHORIZED

a. Individuals whose latest period of affiliation with the Navy was as a Naval Academy Midshipman who entered the Academy from civilian status (or who completed less than four months ACDU/ACDUTRA in an enlisted status in the Navy) and whose appointment was subsequently terminated are considered non-prior service personnel. These individuals should not be processed for enlistment in accordance with the provisions of this chapter.

b. NAVETS in Paygrade E-1 or E-2. Male and female NAVETS who held paygrade E-1 or E-2 at the time of last discharge or release from active duty require reenlistment authorization from the Commander, Naval Military Personnel Command. Requests for COMNAVMILPERSCOM authorization must be submitted in accordance with paragraph 8-I-32. Refer to paragraph 5-I-6 for enlistment policy regarding Ready Mariner (R-M) and Reserve Female Enlistment Program (RFEP) personnel.

c. NAVETS in Paygrade E-3 with/without Striker Identification. Except as noted in paragraph 5-I-4d, male and female NAVETS who held paygrade E-3 without a striker identification and without regard to apprenticeship at the time of last discharge or release from active duty may be reenlisted as Seaman, Fireman, Airman, or under the provisions of the PRISE II Program provided their reenlistment code was RE-1 or RE-3R at the time of separation. Refer to paragraph 5-I-6 for enlistment policy regarding R-M personnel. The following provisions apply to E-3 NAVETS with a striker identification.

(1) Male NAVETS who held paygrade E-3 with a striker identification in a rating that is in CREO Group A, B, or C will retain the striker identification providing paygrade E-4 of the striker rating appears in CREO Category A, B, or C.

(2) Male NAVETS who held paygrade E-3 with a striker identification in a rating that is in CREO Group A, B, or C for which paygrade E-4 does not appear in CREO Category A, B, or C must be reenlisted in a general apprenticeship, i.e., Seaman, Fireman, or Airman, without a striker identification. Additionally, these individuals may be reenlisted under the provisions of the PRISE II Program.

(3) Female NAVETS who held paygrade E-3 with a striker identification in a rating that is in CREO Group A, B, or C will retain the striker identification.

d. Male and female NAVETS, including R-Ms, who at the time of last discharge or release from active duty were in any of the following categories will not be reenlisted without written approval of COMNAVMILPERSCOM. Requests for COMNAVMILPERSCOM authorization must be submitted in accordance with paragraph 8-I-32.

5-I-5

APPENDIX B

- (1) Personnel in ratings (including identified strikers) EM, EN, ET, IC, BT, or MM, if nuclear trained.
- (2) Personnel in rating of CT (including identified strikers).
- (3) Personnel in the rating of SK (including identified strikers).
- (4) Personnel in the rating of MU (including identified strikers).
- (5) Personnel in the rate of HMI or HMC.
- (6) Personnel in any rating (including identified strikers) with an (SS) designator.
- (7) Personnel in Group VIII ratings (EA, BU, SW, CE, UT, EO, and CM) including identified strikers.
- (8) Personnel with other than RE-R1, RE-1, or RE-3R reenlistment codes (except for R-M personnel who are not assigned a reenlistment code on release from ACDUTRA).
- (9) Personnel in any rating (including identified strikers) that is in CREO Group D or E or the current CREO Lists.
- (10) Personnel who were discharged in a rating that has been, or is scheduled to be, disestablished (i.e., SF, DC, SD, CS, etc.).
- (11) Personnel who are in possession of separation documents (DD Form 214) that do not contain total period of prior service and any NECs claimed by the applicant.
- (12) Personnel, regardless of paygrade, who have been separated from active duty for more than four years.
- (13) Personnel, including R-Ms, whose rating is identified with NOTE (2) in the OPEN/CLOSED RATING/RATE Lists (CREO LISTS).
- (14) Personnel whose last tour of duty was as a TEMAC Canvasser Recruiter or TEMAC Support.

e. NAVETS in Paygrade E-4 or Above. Reenlistment determination and determination of the rate in which an E-4 or above NAVET may be reenlisted will be made by using the current CREO Lists, Rate Determination Guides, and information received from the applicant and verified by review of the DD Form 214 and other approved sources of reenlistment code information. Specific information required to ascertain the reenlistment rate authorized is:

## Appendix B

(1) Rating/Rate held at time of release from active duty or discharge, including any NECs held.

(2) Current CREO Group/Category of the rating/rate held at time of release from active duty or discharge.

(3) Reenlistment code.

(4) The length of elapsed time since date of release from active duty or discharge.

(5) For male NAVETS, determine from the male OPEN/CLOSED RATING/RATE Lists (CREO Lists) which CREO Group (A, B, C, D, or E) the applicant's rating (i.e., EM, JO, BT, etc.) is in and which CREO Category (A, B, C, D, or E) the applicant's paygrade (E-4, E-5, etc.) is in (CREO Groups are listed in the column on the left side next to the ratings, and CREO Categories are listed within each rating for each paygrade). Using the Rate Determination Guide for male NAVETS, locate the row which contains the applicant's rating CREO Group (A, B, C, D, and E) and the applicant's reenlistment code. Locate the column containing the time frame which covers the period of time since the applicant was released from active duty or discharged. The numbered notes at the intersection of the appropriate row and column are applicable in determining the authorized reenlistment rate, term of reenlistment, and reenlistment restrictions, if any. For rate determination purposes, ratings/rates with special designations/NECs/skills as listed in the OPEN SKILLS List are considered to be in CREO Group/Category A without regard for the actual CREO Group/Category of the rating/rate. NAVETS in those categories specified in paragraph 5-I-4d of this chapter require COMNAVMILPERSCOM reenlistment approval notwithstanding the OPEN SKILLS List.

(6) For female NAVETS, determine from the female OPEN/CLOSED RATING/RATE List (CREO List) which CREO Group (A, B, C, D, or E) the applicant's rating (i.e., YN, JO, SK, etc.) is in. (CREO Groups are listed in the column next to the ratings). Using the Rate Determination Guide for Female NAVETS, locate the row which contains the applicant's rating CREO Group (A, B, C, D, or E) and the applicant's reenlistment code. Locate the column containing the time frame which covers the period of time since the applicant was released from active duty or discharged. The numbered notes at the intersection of the appropriate row and column are applicable in determining the authorized reenlistment rate, term of reenlistment, and reenlistment restrictions, if any.

f. Personnel authorized reenlistment under the PRISE II Option will be reenlisted in the apprenticeship (SN, FN, AN) that is in the normal path of advancement for the Class "A" School being guaranteed. Personnel authorized reenlistment under the PRISE II Option for Hospital Corpsman or Dental

APPENDIX B

Technician Class "A" School will be reenlisted in the Seaman Apprenticeship.

- g. Individuals enlisting or reenlisting under the provisions of the RESCORE Program will be reenlisted in the rating and paygrade specifically authorized by
- R) COMNAVMI LPERSCOM (NMPC 481). Authorization letters may be obtained by accessing the NEWS program in PRIDE.

- h. PREV requests submitted on personnel who were previously separated in a rating currently in CREO Group C, D, or E must
- R) contain RESCORE choices from CREO Group A or B. If RESCORE is not desired, so state in the remarks section. Additionally, a statement that the applicant desires consideration for reenlistment as SN, FN or AN must be included in the remarks section of the PREV request in case of overmanning. For RESCORE requests, ensure that the NAVET is tested with the ASVAB and meets the mental eligibility test score criteria for the RESCORE "A" School choices. RESCORE choices will not be accepted after the PREV has been submitted.

APPENDIX B

RATE DETERMINATION GUIDE FOR MALE NAVETS

BEFORE USING THE RATE DETERMINATION GUIDE, VERIFY THAT THE NAVET DOES NOT FIT IN ONE OF THE CATEGORIES LISTED IN PARAGRAPH 5-I-6 OF THIS CHAPTER. NAVETS WHO FIT IN ONE OF THE CATEGORIES LISTED IN PARAGRAPH 5-I-6 REQUIRE COMNAVMILPERSCOM REENLISTMENT AUTHORIZATION VIA THE PREV SYSTEM.

RATING IN CREO GROUP	REENLISTMENT CODE	MONTHS MEMBER HAS BEEN SEPARATED				
		0-3	3-6	6-24	24-48	OVER 48
A or B	RE-RI	1 & 6	1 & 6	2 & 6	2 & 6	5
	RE-I	1 & 6	2 & 6	2 & 6	2, 4 & 7	5
C	RE-RI	1 & 6	2 & 6	2 & 6	2 & 6	3
	RE-I	1 & 6	2, 4 & 7	2, 4 & 7	2, 4 & 7	3
D	RE-RI	3	3	3	3	3
	RE-I	3	3	3	3	3
E	RE-RI	3	3	3	3	3
	RE-I	3	3	3	3	3

NOTES

1. Reenlistment may be effected in the same rate held at time of discharge or release from active duty.
2. Reenlistment may be effected in the same rate held at time of discharge or release from active duty provided it is listed as being in CREO CATEGORY A, B or C; if it is not, then the next lower rate will be considered. This procedure will be followed until a rate is located in CREO CATEGORY A, B or C; if one cannot be located, then a rate determination shall be submitted to COMNAVMILPERSCOM by PREV request with RESCORE choices in accordance with paragraph 8-I-32. Personnel discharged as designated strikers will retain striker designation providing paygrade E-4 appears in CREO Categories A, B or C.
3. Reenlistment determination must be made by COMNAVMILPERSCOM. RESCORE choices (ratings in CREO Groups A and B) must be submitted. Submit PREV request in accordance with paragraph 8-I-32.
4. COMNAVMILPERSCOM approval not required for reenlistment for two years. Reenlistment for a period of more than two years must be approved by COMNAVMILPERSCOM via PREV request submitted in accordance with paragraph 8-I-32.
5. Reenlistment rate determination must be made by COMNAVMILPERSCOM. Submit PREV request in accordance with paragraph 8-I-32.
6. Reenlistment may be effected for periods of two, three, four, five, or six years.

5-I-16

CNRC INST 1130.8B

APPENDIX B

PROGRAMS FOR PERSONNEL WITH PRIOR SERVICE OTHER THAN NAVY (OSVET)

5-II-1. PROGRAM INFORMATION. This chapter provides the policy and procedures to be followed when effecting enlistment in the Regular Navy of male and female other service veterans (OSVETS) whose last period of active duty or active duty for training in the military service was in a branch of the Armed Forces other than USN or USNR and who have completed a total of six months or more active duty (including active duty for training).

5-II-2. QUALIFICATIONS REQUIRED. Applicants must meet all eligibility requirements for enlistment as outlined in Chapter 1 and the additional qualifications outlined below.

a. TEST SCORES.

(1) OSVETS who failed to attain paygrade E-4 must be "School Eligible" as defined in Chapter 1 (not applicable to OSVET "Ready Mariners").

(2) OSVETS who were discharged or last released from active duty in paygrade E-4 or above and who do not meet the qualifications specified in paragraph 5-II-4d of this Chapter must be eligible for the PRISE II Program.

b. CHARACTER. Must meet the same character requirements as those personnel applying for first enlistment.

c. REELISTMENT ELIGIBILITY CODE INFORMATION.

(1) Must have been recommended for reenlistment as verified in accordance with COMNAVCRUITCOMINST 1160.1 and as follows:

(a) For OSVETS separated from active duty in July 1973 or later, an authorized NAVCRUITDIST representative must verify the reenlistment eligibility code information by inquiring by telephone to the Prior Service Enlistment Eligibility (PSEE) System, Defense Manpower Data Center (DMDC), Monterey, California, or by submitting by telephone a Prior Service Reenlistment Eligibility Information Verification Request as contained in 8-I-31 of this manual to the COMNAVCRUITCOM PRIDE Special Program Section (Code 33).

(b) For OSVETS separated from active duty prior to July 1973, the reenlistment eligibility code information must be verified by submitting by telephone a Prior Service Reenlistment Eligibility Information Verification Request to COMNAVCRUITCOM PRIDE Special Programs Section (Code 33).

(2) OSVETS who were not recommended for reenlistment, whose reenlistment eligibility code information cannot be

APPENDIX B

properly verified in accordance with subparagraph 5-II-2C above, or for whom conflicting or erroneous reenlistment eligibility code information is obtained are not eligible for enlistment unless a waiver is specifically granted in writing by the appropriate COMNAVCRUITAREA.

(3) OSVETS who failed to attain paygrade E-4 or above during last period of active duty and were assigned an RE-4 RE-Code or an Interservice Reenlistment Eligibility Code (IRE) of "4" are not eligible for enlistment. Waiver of the RE-4 RE-Code or the IRE of "4" for this category of OSVETS is not authorized.

(4) Qualifications of OSVETS who have their discharge upgraded or are affected by Executive Amnesty, Pardons and similar actions must be determined by the Commander Naval Military Personnel Command. Enlistment requests from this category of OSVETS will be submitted to the Commander Naval Military Personnel Command (NMPC 21) via Commander, Navy Recruiting Command (Code 33) with a copy of the letter request to COMNAVHILPERSCOM (NMPC 83X). (R

d. PAYGRADE AND LENGTH OF PRIOR ACTIVE SERVICE.

(1) OSVETS who were discharged or last released from active duty in paygrade E-1 or E-2 and who completed two or more years of active duty are NOT eligible for enlistment. Waiver of this requirement is NOT authorized.

(2) OSVETS who were discharged or released from active duty in paygrade E-3 during last period of active duty and with more than four years since discharge or last release from active duty are NOT eligible for enlistment. Waiver of this requirement is NOT authorized. Not applicable to OSVET "Ready Mariners."

APPENDIX B

OSVET QUALIFICATIONS MATRIX

PAYGRADE AT DISCH. OR LAST RELACDU	RE-CODE/ IRE	NUMBER OF YEARS SINCE DISCHARGE OR LAST RELACDU		
		0-2	2-4	OVER 4
E-1 OR E-2	RE-4/IRE 4	1	1	1
	OTHER THAN RE-4/IRE 4	2,3,5,6,9,10	2,3,5,6,9,11	1
E-3	RE-4/IRE 4	1	1	1
	OTHER THAN RE-4/IRE 4	3,5,6,9,10	3,5,6,9,11	1
E-4 OR ABOVE	RE-4/IRE 4	4,7,8,10	4,7,8,11	4,7,8, 11
	OTHER THAN RE-4/IRE 4	3,7,8,10	3,7,8,11	3,7,8, 11

NOTES

1. Not eligible for enlistment. No waivers are authorized.
2. If more than two years active duty, not eligible for enlistment. No waivers are authorized.
3. If the OSVET was not recommended for reenlistment during previous active duty, a reenlistment code waiver must be obtained from COMNAVCRUITAREA.
4. An RE-4 reenlistment code/IRE 4 waiver must be obtained from COMNAVCRUITAREA.
5. Must be School Eligible. No waivers are authorized.
6. No dependency waivers for more than a spouse and one child are authorized.
7. Dependency waivers for more than a spouse and one child may be authorized by the COMNAVCRUITAREA provided the OSVET enlists with a PRISE II Option.
8. If OSVET skills are convertible to Navy rates in CREO Category A or B Or Open Skills (NECs), entry paygrade must be determined by COMNAVMIIPERSCOM. Submit request to COMNAVMIIPERSCOM (NMPC 48) via COMNAVCRUITCOM (CODE 33). All other OSVETS must be eligible for enlistment under the PRISE II Program.
9. If otherwise eligible, may be authorized a two year maximum period of enlistment. Not eligible for the PRISE II Program. No waivers are authorized.
10. Must attend OSVET Indoctrination unless otherwise directed to attend RTC by COMNAVCRUITCOM or COMNAVCRUITAREA.
11. Must attend RTC. No waivers are authorized.

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APPENDIX C

Occupational Group Rating Composition

Deck/ordnance

Master-at-Arms (MA)  
Signalman (SM)  
Operations Specialist (OS)  
Quartermaster (QM)  
Boatswain's Mate (BM)  
Torpedoman's Mate (TM)  
Mineman (Mn)  
Gunner's Mate (GM)  
Seaman Recruit (SR)  
Seaman Apprentice (SA)  
Seaman (Sn)

Administrative/clerical

Radioman (RM)  
Yoeman (Yn)  
Postal Clerk (PC)  
Personnelman (PN)  
Journalist (JO)  
Navy Counselor (NC)  
Storekeeper (Sk)  
Mess Management Specialist (MS)  
Ship's Serviceman (SH)  
Disbursing Clerk (DK)  
Legalman (LN)  
Intelligence Specialist (IS)  
Lithographer (LI)  
Illustrator-Draftsman (DM)  
Musician (MN)

Technical

Electronic Warfare Technician (EW)  
Ocean Systems Technician (OT)  
Sonar Technician (ST)  
Missile Technician (MT)  
Fire Control Technician (FT)  
Electronics Technician (ET)  
Data Systems Technician (DS)  
Instrumentman (IM)  
Opticalman (OM)  
Communications Technician (CT)  
Data Processing Technician (DP)

Engineering/hull

Gas Turbine System Technician (GS)  
Machinist's Mate (MM)  
Engineman (EN)  
Machinery Repairman (MR)  
Boiler Technician (BT)  
Boiler Repairman (BR)  
Electrician's Mate (EM)  
Hull Maintenance Technician (HT)  
Interior Communications  
Technician (IC)  
Pattern Maker (PM)  
Moulder (ML)  
Fireman Recruit (FR)  
Fireman Apprentice (FA)  
Fireman (FN)

APPENDIX C

Construction

Construction Mechanic (CM)  
Equipment Operator (EO)  
Utilitiesman (UT)  
Construction Electrician (CE)  
Steelworker (SW)  
Builder (BU)  
Engineering Aid (EA)  
Constructionman Recruit (CR)  
Constructionman Apprentice (CA)  
Constructionman (CN)

Aviation/engineering

Tradesman (TD)  
Aviation Structural Mechanic (AM)  
Aviation Machinist Mate (AD)  
Aviation Electrician's Mate (AE)

Medical/dental

Hospital Corpsman (HM)  
Dental technician (DT)  
Hospitalman Recruit (HR)  
Hospitalman Apprentice (HA)  
Hospitalman (HN)  
Dentalman Recruit (DR)  
Dentalman Apprentice (DA)  
Dentalman (DN)

Aviation/technical

Aviation Electronics  
Technician (AT)  
Aviation Anti-submarine  
Warfare Technician (AX)  
Aviation Anti-submarine  
Warfare Operator (AW)  
Aviation Fire Control  
Technician (AQ)  
Air Controlman (AC)  
Aerographers Mate (AG)

Aviation/other

Aviation Ordnanceman (AO)  
Aviation Boatswain's Mate (AB)  
Aircrew Survival Equipmentman (PR)  
Photographer's Mate (PH)  
Aviation Maintenance Adminis-  
trationman (AZ)  
Aviation Support Equipment  
Technician (AS)  
Aviation Storekeeper (AK)  
Airman Recruit (AR)  
Airman Apprentice (AA)  
Airman (AN)

## APPENDIX D

### Navy Recruiting Area One

#### 1. General

The total number of prior service (NAVET plus OSVET - male and female) accessions from Area 1 declined 29.4% between the years 1975 and 1978, almost 5% more than the overall national decline of 24.6% over the same time period. Additionally, the percentage of the total prior service goal assigned to Area 1 dropped from 17.6% in 1975 to 14.5% in FY 1979. During the years analyzed, Area 1 actually enlisted between 16.4% (FY 1976) and 14.5% (FY 1977) of total Navy prior service accessions. In FY 1978 Area 1 enlisted 14.8% of total Navy prior service accessions. The percentage of USAREC recorded NAVET accessions that Area 1 enlisted closely paralleled total prior service figures, with a high of 16.1% (FY 1976) and a low of 14.0% (FY 1977).

#### 2. Specific Data Elements

##### A. Age Groups

The overall pattern for the period 1975-1978 of increased percentages of NAVET accessions coming from the 20-25 year old age group and decreased percentages coming from the 26-30 year old age group was also borne out in Area 1. The percentage of 20-25 year old NAVET accessions increased from 45.7% of total Area 1 NAVET accessions in FY 1975 to 56.6% in FY 1978. Conversely the percentage of 26-30 year old NAVET

accessions decreased from 34.6% in FY 1975 to 24.3% of total Area 1 NAVET accessions in FY 1978. Area 1 enlisted a slightly higher percentage of NAVETS aged less than 20 years of age and a slightly lower percentage of those over 30 years of age than were enlisted on the average nationally.

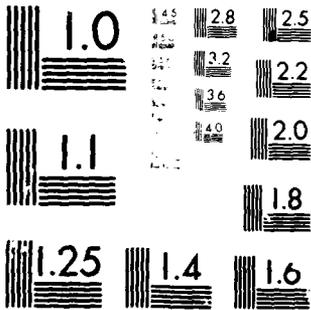
#### B. Marital Status

The percentage difference between married and single NAVETS reenlisting in Area 1 was greater than in any other area. In FY 1975, 51.7% of those NAVETS enlisted were not married at the time of enlistment. This percentage steadily increased in FY 1976 (57.2%) and FY 1977 (58.7%) culminating in a high of 62.9% in FY 1978. This figure is over 10% higher than the national average of 52.9% in FY 1978. Eighty-three percent of the non-rated NAVETS (154 of 185) enlisted were single, as were 61% of those in paygrade E-4 (117 of 190). Almost 62% of the unmarried NAVETS (200 of 324) were in the 21-25 year old age bracket.

#### C. Entry Paygrade

Area 1 experienced the same large drop in NAVETS enlisting in paygrades less than E-4 as was evident nationally. Between 1975 and 1978, Area 1 NAVET enlistments in paygrades less than E-4 dropped 61% from a total of 480 in FY 1975 to 185 in FY 1978. Additionally, the percentage of less than E-4s enlisted in Area 1 dropped from 59% to 36% of total area NAVET enlistments in the same period. Enlistments in paygrades E-4 and E-5 rose approximately 10% over FY 1975 total numbers





MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A

and because of the overall decrease in total NAVET accessions now collectively comprise 50% of total NAVET accessions.

The number of E-6 NAVETS reenlisting, representing approximately 4% of total area NAVET accessions, decreased at approximately the same rate as the total NAVET accessions decreased remaining within 2% of the 4% figure. NAVET enlistments in paygrades greater than E-6 were negligible for the last three years surveyed.

#### D. Level of Education

Prior service NAVET enlistments from Area 1 show decreasing levels of education. The percentage of NAVET's with equivalency certification for a high school diploma steadily rose from FY 1976 through FY 1978. In FY 1976 less than 4% of those enlisted had equivalency diplomas. This figure rose to 11.4% in FY 1978. Concurrently, the percentage of NAVET's who had a high school diploma and/or some college decreased from 84% in FY 1975 to 72% in FY 1978. The percentage of non-high school graduates remained within 2% of a total of 15% of all area NAVET enlistments.

#### E. Race

Both black and minority-other NAVET accessions remained relatively constant in terms of actual quality of people enlisted during this period. However, a large decrease in the number of Caucasians (from 702 in FY 1975 to 435 in FY 1978) caused the percentage of total NAVET enlistments that these two classifications represent to rise. Blacks as a percentage of

total NAVET enlistments rose 3% to over 12% and minority-others rose over 1% to 2% of total NAVETS enlisted in FY 1978.

#### F. Occupations

The figures below are compared to an average for all areas of 16.7% NAVET accessions per area. In actuality, Area 1's prior service goal ranged between 14.5 and 16.4%.

##### Deck/Ordnance

Area 1 enlisted slightly above the average number of NAVETS enlisted from the deck occupational group in 1976, 1977 and 1978. In FY 1978 Area 1 enlisted almost 18% of total deck accessions, 49% of whom were paygrade E-4 or above and 67% of whom were unmarried.

##### Technical

NAVET enlistment into the technical ratings was generally less than average from Area 1. Enlistments into this group in FY 1977 and FY 1978 were an average of less than 11% of total technical group enlistments. In FY 1978 single and married NAVETS in this group were almost equally divided (47%-53%) with over 57% from the 20-25 year old age bracket and over 50% in paygrades E-4 or below.

##### Administrative

NAVET enlistments into this occupational group from Area 1 were generally close to the percentage of goal assigned to the area in each fiscal year. In FY 1978 Area 1 enlisted 12.5% of the total of NAVETS who enlisted into this group. Over 70% of those enlisted were in paygrade E-4 or below and almost 3/4 of them (74.6%) were single.

### Engineering/Hull

Engineering/hull NAVET enlistments were consistent with Area 1's assigned prior service goal percentage. In FY 1978 15.5% of engineering/hull of NAVET's enlisted accessed through Area 1. Almost 60% of them were single and almost 70% were enlisted into paygrades E-4 or below.

### Construction

Area 1 enlisted 26 NAVETS into construction ratings in FY 1975. This total dropped to 4 in FY 1976 and 1 in each of the next two years, reflecting the general national decrease. No further analysis was conducted.

### Aviation-Technical

NAVET enlistments into aviation/technical ratings were consistent with Area 1's assigned prior service goals with the exception of FY 1977 when only 10% of aviation/technical accessions enlisted through Area 1. In FY 1978, 15% of aviation/technical NAVETS came from this area. Almost twice as many were single (65%) as were married with over 90% enlisting in paygrades E-4 or E-5.

### Aviation-Engineering

NAVET enlistments into aviation/engineering ratings have generally been at or below both average area enlistments and Area 1's assigned percentage of prior service goal. In FY 1978 less than 9% of aviation/engineering accessions enlisted through Area 1. The actual total was less than half of FY 1977 figures (22 in FY 1978; 54 in FY 1977). Of those enlisting,

90% enlisted into paygrades E-4 and E-5 with no enlistments into paygrades less than E-4 (12 enlisted into paygrades less than E-4 in FY 1977).

#### Aviation-other

The percentage of NAVET's enlisting into this occupational group was below the percentage of prior service goal assigned to Area 1 in each of the years studied. Over the four years studied, Area 1 enlisted an average of 11% of NAVET accessions into aviation/other ratings. In FY 1978, 11% of enlistments into this rating group accessed through Area 1. Almost twice as many of these NAVETS were single as married (65%) and almost two-thirds (65%) were enlisted into paygrades E-4 or E-5.

#### Medical/Dental

NAVET enlistments into medical ratings were generally consistent with Area 1's assigned prior service goals. Almost 16% (15.8%) of total NAVET medical enlistments accessed through Area 1 in FY 1978. Of those, 48% enlisted into paygrade E-4 with the remaining split between paygrades less than E-4 and E-5.

Table 17

## Navy Recruiting Area One Statistics

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	1403	1411	1492	991
Male NAVET Accessions	809	815	710	507
Non High School Grad.	125	132	98	84
College Att + High School Grad.	684	653	561	365
College Attendance	110	108	45	73
High School Equiv.	-	30	51	58
Single	390	466	417	324
Married	364	349	293	183
	55 unknown			
Entry Paygrade <E4	480	472	306	185
" E4	170	186	241	190
" E5	96	111	135	100
" E6	40	40	25	28
" >E6	23	6	3	4
Entry Age <20	60	55	58	43
" 20-25	370	389	358	207
" 26-30	280	298	224	123
" >30	99	73	70	54
Caucasian	702	727	619	435
Black	72	25	81	62
Other Minority	5	12	10	10
	30 Unknown	1 Unknown		

NOTE: Prior Service Accession data from Navy Recruiting Command statistics; all other data from DOD-edited files.

## APPENDIX E

### Navy Recruiting Area Three

#### 1. General

The total number of prior service accessions from Area Three declined 17.6% between the years 1975 and 1978. This was 7% less than the overall national decline of 24.6% over the same period. The prior service goal assigned to Area Three during this period varied between 17.4% (FY 1977 and FYTQ) and 13.5% (FY 1975) of the recruiting command goal. The FY 1979 goal assigned to Area Three constituted 17.7% of the national prior service goal. In the years analyzed, Area Three actually enlisted between 15.6% (FY 1976) and 18.8% (FY 1978) of total recruiting command prior service accessions. The percentage of NAVET accessions enlisted by Area Three varied between 19% (FY 1975) and 16.8% (FY 1976) of total NAVET accessions. In FY 1978, 18.8% of total NAVET enlistments were processed by Area Three.

#### 2. Specific Data Elements

##### A. Age Groups

This Area Three NAVET age group enlistment patterns between FY 1975 and FY 1978 generally followed the national pattern. Area Three experienced an increase in the number of 20-25 year old NAVETS from 48.1% in FY 1975 to over 50% in the succeeding years culminating with a percentage of 54.4% of total area NAVET enlistments in FY 1978. NAVET enlistments

in FY 1978. NAVET enlistments in the 26-30 year old age group concurrently decreased from 33.6% in FY 1975 to 25.7% in FY 1978. NAVET enlistments in the less than 20 year old age group declined from 8.5% (FY 1975) to 5.5% (FY 1978) while those over 30 years of age increased from 9.9% in FY 1975 to over 14% in FY 1978.

#### B. Marital Status

The percentage of total Area Three unmarried NAVETS enlisted remained at approximately 50% for FYs 1976, 1977 and 1978. These figures were well above the 42% figure that was recorded in FY 1975. The lower paygrades and younger ages accounted for the preponderance of unmarried NAVET enlistments in FY 1978. Seventy-two percent of those NAVETS enlisting in paygrades less than E-4 and 55% of those enlisting into paygrade E-4 were single. Additionally 61% of those from 20-25 years of age were single while less than 43% of those 26-30 were single.

#### C. Entry Paygrade

Area Three experienced a larger drop in less than E-4 NAVET enlistments than was experienced nationally. Non-rated NAVET enlistments in FY 1978 were over 72% less than those recorded in FY 1975 (653 in FY 1975 to 181 in FY 1978). In FY 1975, less than E-4 NAVETS enlistments comprised over 63% of all Area Three NAVET enlistments. This percentage declined to just over 27% in FY 1978. NAVET enlistments into paygrades E-4 and E-5 rose both in quantity and in percentage during this same period. NAVET enlistments into paygrade E-4 rose from 170 (16.5% in FY 1975) to 278 (41.7%) in FY 1978. Those in paygrade

E-5 rose from 129 (12.5%) to 148 (22.2%). NAVET enlistments in paygrades above E-5 remained essentially stable (approximately 55) during the last three years studied.

#### D. Level of Education

NAVETS enlistments from Area Three during FY 1975-1978 were characterized by increased percentages of equivalency high school graduate certification and increased percentages with some college but decreased percentages of those possessing actual high school diplomas. High school equivalency certified NAVETS rose as a percentage of Area Three NAVET accessions from 3% in FY 1976 to almost 15% in FY 1978. NAVETS recorded as having some college background rose from almost 12% in FY 1975 to almost 17% in FY 1978 but the percentage of those possessing either high school diplomas and/or having attended college dropped almost 10% between FY 1976 and FY 1978 (80% to 70.1%). The percentage of high school graduates varied between 11.7% (FY 1977) and 16.6% (FY 1976) with no trend evident.

#### E. Race

Area Three enlisted by far the largest percentage of black NAVETS accessed through the recruiting command. Over one-third of all black NAVETS accessed in FY 1975 and 1976 came from Area Three. This percentage dropped slightly in FY 1977 and FY 1978 but still remained almost 30% of total black NAVET accessions. Further analysis of black NAVET accessions in FY 1978 revealed that the black NAVET is more

likely to have enlisted in paygrades less than E-4 (37.5% vs 24.6%) and less likely to have enlisted into paygrade E-5 (10.2% vs 25.2%) than his white counterpart. He is also more likely to have been single (69% vs 49%) and more likely to be from the 20-25 year old age bracket (70% vs 51%).

Minority/other NAVET accessions ranged between 4 (FY 1976) and 8 (FY 1977) and never made up more than 1% of total area accessions.

#### F. Occupations

The figures below were compared to an average NAVET enlistment percentage of 16.7% per area. In actuality, Area Three's prior service goal ranges between 13.5% and 17.4% of recruiting command prior service goals.

##### Deck/Ordnance

Area Three consistently enlisted between 16% and 18% of total NAVET accessions from deck ratings. In FY 1978, 26% of the deck rating enlistments were black, 59.6% were single and 77% enlisted into paygrades E-4 or below (59 less than E-4, 61 into E-4).

##### Technical

Area Three NAVET enlistments into technical ratings generally totaled approximately 15% of total technical rating accessions. Technical rating enlistments from Area Three constituted 17.7% of recruiting command technical rating enlistments in FY 1978. Of those, 90% were white and 79% enlisted into paygrades E-4 or E-5 (48% into E-4, and 31% to E-5).

### Administrative

Area Three NAVET enlistments into administrative ratings were consistently above the recruiting area average of 16.7%. Area Three averaged almost 19% of total administrative rating enlistments for the years studied. In FY 1978 Area Three enlisted 19.6% of the recruiting command total of NAVET enlistments in the administrative group. Of these, 18% were black and 72% enlisted into paygrades E-4 or E-5 (43% in E-4, 29% in E-5).

### Construction

Area Three experienced the same decline in construction NAVET accessions as was evidenced nationally. Accessions declined from 31 in FY 1975 to 6, 1 and then 2 in FY 1976, FY 1977 and FY 1978, respectively. No further analysis was conducted.

### Aviation-Technical

Area Three NAVET enlistments into aviation-technical ratings averaged almost 18% of recruiting command totals in the years studied. In FY 1978, Area Three accounted for 17.5% of total enlistments into these ratings. Of these 20 NAVET aviation-technical enlistments, 19 were Caucasian, 19 enlisted into paygrades E-4, E-5 or E-6 and over half (11) were married.

### Aviation-Engineering

Area Three enlistments into aviation-technical ratings were consistently high averaging 21.2% of national totals for the period 1975-1978. In FY 1978, Area Three enlisted 17.8%

of the NAVET total enlisted into aviation-engineering ratings. Of this total of 46, 83% were Caucasian, 65% were married and 75% enlisted into paygrades E-4 or E-5 (41% - E-4, 35% - E-5).

#### Aviation-Other

Area Three NAVET enlistments into aviation-other ratings were consistently higher than from any other area. The overall Area Three average was 23.5% of total aviation-other enlistments for 1975-1978 with 23.5% enlisted in FY 1978. The composition of the FY 1978 total of 66 aviation-other NAVETS was 23% black and 58% married with over 60% enlisting into paygrade E-4.

#### Medical-Dental

Area Three NAVET enlistments into medical ratings have been above average. In FY 1978 Area Three NAVET medical accessions comprised 19% of total medical enlistments. Thirty-three of the forty enlisted were Caucasian; 22 were single and 32 of the 40 enlisted into either paygrades E-4 or E-5.

Table 18

## Navy Recruiting Area Three Statistics

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	1526	1343	1785	1258
Male NAVET Accessions	1028	850	871	666
Non-High School Grad.	142	141	103	101
College Att + High School Grad.	886	681	680	467
College Attendance	121	109	60	111
High School Equiv.	-	28	51	98
Single	404	429	426	344
Married	556	421	445	322
	68 Unknown			
Entry Paygrade <E4	653	484	346	181
" E4	170	205	302	278
" E5	129	107	172	148
" E6	53	50	48	56
" > E6	23	4	3	3
Entry Age <20	87	55	60	37
20-25	494	460	451	362
26-30	345	245	270	171
> 30	102	90	90	96
Caucasian	769	617	665	532
Black	233	229	198	128
Other Minority	6	4	8	6
	20 Unknown			

NOTE: Prior Service accession data from Navy Recruiting Command Statistics; all other data from DOD-edited USAREC files.

## APPENDIX F

### Navy Recruiting Area Four

#### 1. General

The total number of prior service accessions from Area Four decreased 15.2% between the years FY 1975 and FY 1978. This total, which is almost 10% less than the national decrease, is not indicative of the Area Four prior service capability. Area Four prior service accessions were substantially higher in FY 1976 and FY 1977 than in FY 1978. Area Four's prior service total was 30% lower in FY 1978 than in the best year, FY 1976. Area Four's assigned prior service goal has ranged between 17.1% (1975) and 20% (1976) of the total recruiting command prior service goal. The area goal in FY 1978 was 19.2% of total prior service accessions. It was decreased to 18.5% in FY 1979. Area Four was able to meet or exceed assigned goals in all years except FY 1978. In FY 1978, 18% of total prior service enlistments entered the Navy through Area Four. The percentage of NAVET accessions enlisted from Area Four closely paralleled the area prior service figures with a high of 20.6% in FY 1976 and a low of 16.7% in FY 1978.

#### 2. Specific Data Elements

##### A. Age Groups

NAVET enlistments after FY 1975 stabilized in the following age proportions: 6% less than 20, 56% between 20 and 25, 27% between 26 and 30 and 10% over 30. Slight percentage

decreases are present in the 20-25 and 26-30 age groups during the last three years, as are slight increases in the older and younger age segments.

#### B. Marital Status

There was a 10% shift in the percentage of single vs married NAVETS enlisted from Area Four between the years FY 1975 and FY 1978. In FY 1975, 45% of NAVETS enlisted were single. This percentage increased to 55% (actually down from a high of 57.6% (FY 1977) in FY 1978. Single NAVETS accounted for 70% of the total NAVETS enlisting in paygrades less than E-4 and 58% of those enlisting in paygrade E-4 in FY 1978. Additionally, over 61% of those NAVETS aged 20-25 were single as compared to 43% of those 26-30 years of age.

#### C. Entry Paygrade

NAVET enlistments in FY 1978 into non-rated paygrades showed a 70% decrease over enlistments into those paygrades in FY 1975. The number of E-4s and E-5s enlisted, increased substantially in FY 1976 and FY 1977 but to slightly above 1975 levels in FY 1978. Paygrade E-6 enlistments had increased in FY 1978 to 140% of FY 1975 levels but the actual quantity (13) increased did little to offset the large decline in less than E-4 numbers (429). Enlistments in paygrades greater than E-6 remained relatively stable after an initial drop of 15 NAVETS to a level of 4 in FY 1976.

#### D. Level of Education

NAVET levels of education in Area Four have remained relatively stable during the last three years studied. There

was a slight increase in the number of NAVETS possessing equivalency high school education certification of less than 3% from FY 1976 to FY 1978 (6.7% to 9.4%). A substantial increase in the percentage of NAVETS with some college education who enlisted from Area Four, occurred in FY 1978. This total increased from an average of 8% during the previous three years to 14.6% in FY 1978. The percentage of non-high school graduates enlisted fluctuated between a high of 17.7% and a low of 13.4% in 1975 with highs and lows occurring in alternate years.

#### E. Race

NAVET minority enlistment percentages, both black and other minorities, increased significantly during the time period 1975-1978.

Blacks as a percentage NAVET accession, increased from 11.7% in FY 1975 to 16.3% in FY 1978. Minority other accessions increased from .4% in FY 1975 to 2% in FY 1978. In FY 1976, FY 1977 and FY 1978, black NAVETS enlisted from Area Four comprised approximately 23% of total black NAVET accessions.

#### F. Occupations

The figures below were compared to an average NAVET enlistment percentage of 16.7% per area. In actuality, Area Four's prior service goal ranged between 17.1% and 20% of recruiting command prior service goals.

##### Deck/Ordnance

Area Four NAVETS enlisted into deck ratings averaged almost 20% of total deck accessions during the four years

surveyed. In FY 1978, 27 NAVETS or 16.4% of the total technical total came from Area Four. Of these, only 4% were black, and only 22% were single. Twenty of the twenty-seven enlisted with paygrades E-4 or E-5. Only one less than E-4 was enlisted. In FY 1977, 58 NAVET's enlisted into technical ratings (23% of recruiting command totals). Seventeen or almost 30% of those NAVETS enlisted were E-1 through E-3 and over half (55%) were single.

#### Administrative

Area Four NAVET enlistments into administrative ratings were consistently below average. Administrative enlistments from Area Four have averaged approximately 12.5% of the national total of enlistments into administrative ratings. In FY 1978, Area Four's enlisted 80 NAVETS (15.8%) into administrative ratings. Sixty percent enlisted with paygrade E-4, 8% enlisted with a paygrade less than E-4. Almost 11% of those enlisted were black and 7% were minority/other. (These 5 minority/other NAVETS comprised 42% of the total minority/other accessions in FY 1978).

#### Engineering/Hull

Area Four NAVET enlistments into engineering/hull ratings averaged 20% of recruiting command totals for the four years surveyed. The lowest percentage total, 17.5%, occurred in FY 1978 when 136 NAVETS were enlisted into engineering/hull ratings. The largest percentage of engineering/hull NAVETS enlisted with paygrade E-4 (37.5%). Twenty-seven percent

enlisted in paygrades less than E-4. Over 27% of those enlisting were non-high school graduates and 87% were Caucasian.

#### Construction

Area Four enlistments into the construction ratings followed the national pattern, declining from a total of 34 NAVETS enlisted in FY 1975 to 2 in FY 1976, 3 in FY 1977 and none in FY 1978. No further analysis was conducted.

#### Aviation-Technical

The percentage of Area Four enlistments into the aviation-technical ratings significantly declined in FY 1977 and FY 1978. Aviation-technical enlistments from Area Four comprised almost 20% of the national total in FY 1975 and FY 1976. This percentage dropped to less than 17% in FY 1977 and to less than 10% in FY 1978. In FY 1978 none of the Area Four NAVETS were enlisted with paygrades less than E-4.

#### Aviation-Engineering

Aviation-engineering NAVETS enlisted from Area Four comprised an average of 15.4 of total enlistments in these ratings. The last two years, FY 1977 and FY 1978, were marked by successively decreasing totals of enlistments in the aviation-engineering ratings. In FY 1976, Area Four enlistments accounted for 18.5% of the recruiting command total, this had declined to less than 14% in FY 1977 and less than 13% in FY 1978. Of the 34 NAVETS enlisted in FY 1978, over 79% (27) were enlisted with paygrades E-4 or E-5 and only 15% (5) with paygrades less than E-4.

#### Aviation-Other

Area Four enlistments into aviation-other ratings averaged 17.4% of national totals for the years surveyed. In FY 1978, 15.7% of total NAVET aviation-other enlistments came from Area Four. Of these, 20% were black and almost 30% enlisted into paygrades E-1 through E-3. Over 50% enlisted with paygrade E-4.

#### Medical/Dental

Area Four NAVET enlistments into medical ratings averaged 15% of national totals for the period 1975-1978. In FY 1978, 36 NAVETS or over 17% of the total enlisted into medical ratings nationally came from Area Four. Ten or 28% of these were black, 50% were single and over half (53%) enlisted with paygrade E-4.

Table 19

## Navy Recruiting Area Four Statistics

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	1422	1729	1967	1206
Male NAVET Accessions	999	1044	961	594
Non-High School Grad.	134	182	139	105
College Att. + High School Grad.	865	792	733	433
College Attendance	80	101	59	87
High School Equiv.	-	70	89	56
Single	420	542	554	327
Married	512	502	407	267
	67 Unknown			
Entry Paygrade < E4	610	610	387	181
" E4	213	258	351	236
" E5	124	144	167	129
" E6	33	28	52	46
" > E6	19	4	4	2
Entry Age <20	58	47	58	43
" 20-25	497	593	543	324
" 26-30	333	310	265	162
" >30	111	94	95	65
Caucasian	851	871	798	485
Black	113	162	155	97
Other Minority	4	11	8	12
	31 Unknown			

Note: Prior Service Accessions from Navy Recruiting Command Statistics; all other data from DOD-edited USAREC Files.

## APPENDIX G

### Navy Recruiting Area Five

#### 1. General

The total number of prior service accessions from Area Five declined 34.2% between the years 1976 and 1978. This decline exceeds the national decline during the same period by over 12%. The percentage of prior service goal assigned to Area Five varied between 15.1% in FY 1978 and 12.9% in FY 1977. In FY 1979, Area Five's goal was reduced to 13% of the national prior service goal. During the years analyzed, the percentage of prior service (NAVETS plus OSVETS) veterans recruited dropped from 14% (FY 1976) to 11.8% (FY 1978) of the national total. The percentage of NAVETS recruited fluctuated between 13.1% (FY 1975) and 14.4% (FY 1977) of USAREC-recorded total NAVET enlistments. In FY 1978, Area Five enlisted 13.5% of USAREC-recorded NAVET enlistments.

#### 2. Specific Data Elements

##### A. Age Groups

The national pattern of increased percentages of NAVETS in the 20-25 year old age bracket and decreased percentages in the 26-30 year old age bracket was generally borne out in Area Five. In FY 1975, 49.7% of Area Five NAVET accessions were from the 20-25 year old age bracket. This percentage increased to 54% the next year and after declining to less than 50% in FY 1977, increased to 54% in FY 1978. The percentage

of NAVETS in the 26-30 year old age bracket showed a steady decrease from 36.3% in FY 1975 to 31.8% in FY 1978. NAVET enlistments in the over 30 year old age bracket initially decreased (9.6% in FY 1975 to 7.6% in FY 1977) then reversed and increased back to FY 1975 levels in FY 1978 (FY 1978 - 9.8%). NAVET enlistments in the less than 20 year old age bracket fluctuated between a low of 3.3% of total NAVET enlistments (FY 1976) and 7.3% (FY 1977) ending in FY 1978 with 4.4% of those NAVETS enlisted in this age bracket. Overall Area Five NAVET age group enlistments as a percentage of total NAVET enlistments are slightly higher in the 26-30 year old age bracket, slightly lower in the less than 20 and over 30 year old age brackets and essentially the same in the 20-25 year old age bracket when compared to national percentages.

#### B. Marital Status

The national trend of increased percentages of unmarried NAVET enlistments was also evident in Area Five. The percentage of unmarried NAVETS increased from 49.2% of total NAVET enlistments in FY 1975 to 55.5% in FY 1978. With the exception of FY 1976, when both figures were approximately the same, Area Five's percentage of unmarried NAVETS exceed the national average by approximately 3%. In FY 1978, 71% (92 of 129) of the NAVETS enlisted with paygrades E-1 - E-3 were single and 57% (113 of 198) of those with paygrade E-4 were single. Almost 62% of those aged 20-25 (161 of 260) were single as were 46% (70 of 83) of those aged 26-30.

### C. Entry Paygrade

Area Five NAVET enlistments into paygrades less than E-4 mirrored the national figures with a decrease of 69.9% from FY 1975 to FY 1978. This included a total quantity drop in NAVETS in this category of 253 people (382 to 129) from FY 1976-FY 1978 or almost 62% of the total prior service (NAVETS plus OSVETS) decrease of 411 during those years. NAVET enlistments into paygrades E-1 - E-3 which in FY 1975 comprised 60.5% of total Area Five NAVET enlistments decreased to 26.8% of Area Five NAVET enlistments in FY 1978. Both the quantity NAVET enlistments into paygrade E-4 and the number of E-4 enlistments as a percentage of total NAVET enlistments increased significantly from FY 1975-FY 1978. In FY 1975, 131 NAVETS or 18.5% of total Area Five NAVET accessions were enlisted with paygrade E-4. This number increased to 198 or 41.2% of total Area Five NAVET enlistments in FY 1978. NAVET enlistments into paygrade E-5 also increased from 14.1% (100 NAVETS in FY 1975) to 22.3% (107 NAVETS in FY 1978) of total NAVET's enlisted although the actual quantity increase was small. NAVET enlistments into paygrades E-6 and above fluctuated between 4% and 8% of total Area Five accessions during the years studied.

### D. Level of Education

During the period FY 1975-FY 1978, 13.7% of the NAVETS enlisted were non-high school graduates and 12.3% had attended some college. Although the actual number of NAVETS with some college remained fairly stable, their percentage, in comparison to the annual number of NAVETS enlisted in Area Five, increased

from in 3 of the four years studied. The percentage of NAVETS with some college attendance was 16.8% of the total number of NAVETS enlisted in FY 1978. The non-high school graduate NAVET percentage remained within 14 or 15% for the past three years.

#### E. Race

The percentage of both black and other minority NAVETS enlisting through Area Five was below national black and minority percentage accession levels. Black NAVET accessions comprised less than 8% of total NAVET accessions in all years studied and dropped to a low of 5.4% in 1978. Other minority NAVETS constituted less than 2% of total Area Five NAVET accessions although the percentage increased steadily from .6% in FY 1975 to 1.7% in FY 1978.

#### F. Occupations

The figures below are compared to an average for all areas of 16.7% NAVET accessions per area. In actuality, Area Five's prior service goal ranged between 12.6% and 15.1% of the total Navy prior service goal.

##### Deck/Ordnance

NAVETS enlisted into deck ratings from Area Five totaled 13.4% of Navy NAVET accessions into deck ratings for the period FY 1975-FY 1978. In FY 1978, 108 NAVETS or 11.9% of the Navy total enlisted into deck ratings from Area Five. Forty-nine percent of these enlisted with paygrades less than E-4 and over 60% were unmarried.

### Technical

NAVETS enlisted into technical ratings from Area Five totaled 13.4% of total Navy NAVET accessions into technical ratings for the period FY 1975-FY 1978. Only in FY 1977 did Area Five NAVET accessions into technical ratings exceed the area assigned prior service goal. In that year, Area Five accessions totaled 18% of the Navy total of NAVETS enlisted into technical ratings. In FY 1978, Area Five enlisted 13.4% of Navy NAVET accessions into technical ratings. Eighty percent of these NAVETS enlisted with E-4 or E-5 paygrades and 50% were married. There were no NAVETS enlisted into less than E-4 paygrades.

### Administrative

Area Five NAVETS enlisted into administrative ratings totaled 12.5% of Navy NAVET accessions into these ratings for the period FY 1975-FY 1978. In actual quantity, the number of NAVETS enlisting into technical ratings increased from 70 in FY 1975 to 80 in FY 1978. The FY 1978 total represented 15.8% of total Navy NAVET accessions into administrative ratings. The majority of those enlisted (59%) enlisted with paygrade E-4. Ten percent enlisted in paygrades less than E-4.

### Engineering/Hull

Area Five NAVETS enlisted into engineering/hull ratings totaled 14.8% of Navy NAVET accessions into these ratings for the period FY 1975-FY 1978. In FY 1978, Area Five enlistments into engineering/hull ratings totaled 13.7% (107 NAVETS) of Navy totals. Seventeen percent of these NAVETS were enlisted

with paygrades less than E-4. Over 40% enlisted with paygrade E-4 and 30% with paygrade E-5.

#### Construction

Area Five NAVETS enlisted into construction ratings decreased from a high of 10 in FY 1975 to 3, 1 and 3 the next three years. No further analysis was conducted.

#### Aviation-Technical

Area Five NAVET enlistments into aviation-technical ratings totaled 14.4% of Navy NAVET accessions into aviation-technical ratings for the period FY 1975-FY 1978 with a high of 19.5% reached in FY 1977 and a low of 8.5% reached in FY 1976. Fourteen percent of total Navy accessions in these ratings enlisted through Area Five in FY 1978. Of the 16 NAVETS enlisted into aviation-technical ratings in FY 1978, 4 (25%) enlisted with paygrade E-4, 7 (44%) with paygrade E 5 and 2 (13%) with paygrade less than E-4. All enlisted were Caucasian.

#### Aviation-Engineering

Area Five NAVETS enlisted into aviation-engineering ratings totaled 13.7% of Navy NAVET accessions into aviation-engineering ratings for the period FY 1975-FY 1978. In FY 1978, Area Five NAVETS enlisted into aviation/engineering ratings represented 17.8% of the Navy total. Fifty percent of these NAVETS enlisted with paygrade E-4. Thirteen percent enlisted with paygrades less than E-4.

#### Aviation-Other

Area Five NAVETS enlisted into aviation-other ratings totaled 13.4% of Navy NAVET accessions into aviation-other ratings for the period FY 1975-FY 1978. The actual number of NAVETS enlisted into these ratings increased from 34 in FY 1975 to 42 in FY 1978. The 42 NAVETS enlisted in FY 1978 comprised 14.9% of the Navy total. Over 60% (26 NAVET's) of those enlisting into these ratings in FY 1978 were unmarried with 38% (16 NAVETS) enlisting with paygrades less than E-4 and 38% with paygrade E-4.

#### Medical/Dental

Area Five NAVETS enlisted into medical ratings totaled 14.2% of Navy NAVET accessions into medical ratings for the period FY 1975-FY 1978. Of these, 48% were enlisted with paygrade E-4 and 9% with paygrades less than E-4.

Table 20

## Navy Recruiting Area Five

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	987	1203	1406	792
Male NAVET Accessions	708	676	735	481
Non-High School Grad.	77	95	114	70
College Att. + High School Grad.	631	532	557	359
College Attendance	85	101	53	81
High School Equiv.	-	49	64	52
Single	331	349	419	267
Married	342	327	316	214
	35 Unknown			
Entry Paygrade < E4	428	382	323	129
" E4	131	172	258	198
" E5	100	97	127	107
" E6	34	19	27	43
" > E6	15	6	-	4
Entry Age < 20	31	22	54	21
" 20-25	352	366	379	260
" 26-30	257	230	246	153
" > 30	68	58	56	47
Caucasian	634	621	667	447
Black	52	53	57	26
Other Minority	4	2	11	8
	18 Unknown			

Note: Prior Service Accessions from Navy Recruiting Command Statistics; all other data from DOD edited USAREC Files.

## APPENDIX H

### Navy Recruiting Area Seven

#### 1. General

The total number of prior service accessions (NAVET plus OSVET) enlisted in Area Seven declined 10% between the years 1976 and 1978, 12% less than the overall Navy decline in prior service accessions during those years. The prior service goal assigned to Area Seven increased from 14.5% of total Navy prior service accessions to 15.1% during that time. In FY 1979 the Area Seven service goal was further increased to 16.3% of total Navy prior service accessions. In the years FY 1976 and FY 1978, Area Seven enlisted from 14.9% to 17.2% of total Navy prior service accessions. Area Seven NAVET only accessions followed the prior service figures with a range of from 14.7% to 16.6% during the period FY 1976-FY 1978.

#### 2. Specific Data Elements

##### A. Age Groups

Navy enlistments in Area Seven followed the overall Navy trend with a decreased percentage of NAVETS aged between 26 and 30 and an increased percentage of NAVETS aged 20-25 enlisted in the period FY 1975-FY 1978. In FY 1975, 47.9% of Area Seven NAVET enlistments came from the 20-25 year old age group. This percentage increased approximately 55% in FY 1977 and FY 1978. NAVETS in the age group 26-30 comprised 34.3% of Area Seven NAVET accessions in FY 1975 but less than 29%

in FY 1978. The percentage of NAVETS less than 20 years of age and those over 30 years of age remained relatively constant in the 6% of 7.5% range and the 9% to 10.5% range, respectively during the period studied.

#### B. Marital Status

The percentage of NAVETS enlisted in Area Seven who were unmarried increased from a low of 42.4% in FY 1975 to 52.5% in FY 1978. The largest increase occurred in FY 1976 when the percentage jumped from the FY 1975 level of 42.4% to 50.5%. In FY 1978, 69% of the non-rated NAVETS and 53% of the E-4 NAVETS were unmarried. In the 20-25 year old age group, 58% of the NAVETS were unmarried as were 41% in the 26-30 year old age group.

#### C. Entry Paygrade

Area Seven experienced a 64% decrease in non-rated NAVET accessions between FY 1975 and FY 1979. In numerical terms this was a difference of 341 NAVET enlistments between the number enlisted in FY 1975 (534) and that enlisted in FY 1978 (193). This number was significantly more than the total numerical drop in NAVET accessions between FY 1975 and FY 1978. Of 246 accessions, non-rated NAVET accessions accounted for 63.8% of all Area Seven NAVET accessions in FY 1975. They accounted for 32.7% in FY 1978.

NAVET enlistments in paygrades E-4 and E-5 increased 44% and 42% respectively but the numerical gains (69 E-4s and 37 E-5s) were not enough to offset the large loss in non-rated NAVETS. NAVET enlistments into paygrades E-6 and above remained relatively stable at 45-50 accessions a year.

#### D. Level of Education

Non-high school graduate NAVET enlistments which reached a high of 16.1% of total Area Seven NAVET enlistments in FY 1976 after a low of 11.5% in FY 1975 totaled 14% of all NAVETS enlisted in Area Seven from FY 1975-FY 1978. Area Seven NAVETS with some college attendance consistently comprised a higher than average percentage of Area Seven NAVET enlistments. In FY 1978, 19% of all NAVET enlistments had some college education. The percentage of NAVETS with high school equivalency diplomas also increased during the years surveyed. In FY 1976, 68% of total area NAVET accessions possessed equivalency high school diplomas. This percentage had risen to almost 14% by FY 1978.

#### E. Race

Area Seven enlistments of black NAVETS closely paralleled the national total of 12-13% of total black NAVET enlistments with an average of 12.4% black NAVETS enlisted each year. Area Seven enlistments of other minority NAVETS also closely approximated the national percentage of other minority enlistments (1% - 3%) with an average for the four years surveyed of a little less than 2% other minorities enlisted.

#### F. Occupations

The figures below were compared both with the average number of accessions for each area (approximately 16.7% of total accessions) in any one occupational category and with

the Area Seven assigned prior service goal which ranged between 14.6% and 16.6% of the total Navy prior service goal.

#### Deck

Area Seven NAVET accessions in deck ratings totaled 15.2% of the Navy total NAVET deck rating accessions during the period FY 1975-FY 1978. In FY 1978, Area Seven enlisted 17% of total FY 1978 NAVET deck rating accessions. Of that total, 73 or 47% were enlisted in a non-rated status and 29% with paygrade E-4. Fifty-eight percent were unmarried and 14% were black.

#### Technical

Area Seven NAVET accessions into technical ratings totaled 14.3% of the Navy total NAVET technical ratings accessions during the period FY 1975-FY 1978. In FY 1978, Area Seven enlisted 15.2% of the total FY 1978 NAVET technical rating accessions. Fifty-six percent of the technically rated NAVETS enlisted were unmarried and only 12% were non-rated. Forty-four percent of the NAVETS accessed enlisted with paygrade E-5.

#### Administrative

Area Seven NAVET enlistments into administrative ratings totaled 15.5% of Navy NAVET enlistments into administrative ratings during the period FY 1975-FY 1978. In FY 1978, Area Seven enlisted 15.2% of the Navy NAVETS into administrative ratings. Sixty-one percent of these NAVETS

were unmarried, 17% were black and 82% enlisted into paygrades E-4 or E-5. Only 14% enlisted in a non-rated status.

#### Engineering/Hull

Area Seven NAVET enlistments into engineering/hull ratings totaled 14.8% of Navy NAVET enlistments into engineering/hull ratings during the period FY 1975-FY 1978. In FY 1978, Area Seven engineering/hull NAVET accessions were 14.8% of the Navy total in those ratings. Thirty-one percent of that total of 108 NAVETS enlisted in a non-rated status, with 36% enlisting with paygrade E-4 and 33% enlisting with paygrade E-5 or higher.

#### Construction

Area Seven NAVET enlistments into construction ratings declined drastically after FY 1975 but not quite as much as most of the other areas. Area Seven construction dropped from 13 in FY 1975 to 5, 2 and 6 in FY 1976, FY 1977 and FY 1978. No further analysis was conducted.

#### Aviation-Technical

Area Seven NAVET enlistments into aviation-technical ratings totaled 16.7% of Navy NAVET enlistment into aviation-technical ratings during the period FY 1975-FY 1978. In FY 1978, Area Seven NAVET aviation-technical enlistments were 21% of the Navy total in those ratings. Of the 24 NAVETS enlisted, 20 or 83% were married, and all but 4 (17%) enlisted in paygrade E-4 or above.

#### Aviation-Engineering

Area Seven NAVET enlistments into aviation-engineering ratings totaled 18.5% of the Navy total NAVET aviation-engineering accessions during the period FY 1975-1978. Area Seven FY 1978 NAVET aviation-engineering accessions were 23% of the total Navy NAVET aviation-engineering accessions. Eighty-three percent of the aviation-engineering NAVETS enlisted in FY 1978 enlisted with paygrade E-4 or E-5. Only 5 or 8% enlisted in a non-rated status.

#### Aviation-Other

Area Seven NAVET enlistments into aviation-other ratings totaled 14.8% of the Navy total NAVET aviation-other accessions during the period FY 1975-FY 1978. Area Seven FY 1978 NAVET aviation-other accessions were 13.9% of the total Navy NAVET aviation-other accessions. Eighty two percent of the aviation-other NAVETS enlisted in FY 1978, enlisted with paygrade E-4 or E-5. Only 6 or 15% enlisted in a non-rated status. Married NAVETS constituted 59% of the NAVET enlistments that year.

#### Medical

Area Seven NAVET enlistments into medical ratings totaled 15.2% of the Navy total NAVET medical accessions during the period FY 1975-FY 1978. Area Seven FY 1978 NAVET medical accessions were 15.3% of the total Navy NAVET medical accessions. Sixty-three percent of the medical NAVETS enlisted in FY 1978 were married; 16% were black and 53% enlisted with paygrade E-4. Twenty-five percent enlisted in a non-rated status.

Table 21

## Navy Recruiting Area Seven

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	1098	1279	1700	1151
Male NAVET Accessions	837	745	817	591
Non-High School Grad.	96	120	117	85
College Att. + High School Grad.	741	574	610	424
College Attendance	110	134	58	113
High School Equiv.	-	51	90	82
Single	328	376	430	310
Married	446	369	387	281
	63 Unknown			
Entry Paygrade < E4	534	424	351	193
" E4	157	177	280	226
" E5	89	94	140	126
" E6	40	43	44	42
" > E6	17	7	2	4
Entry Age < 20	64	55	49	44
" 20-25	401	380	453	323
" 26-30	287	231	238	170
" > 30	85	79	77	54
Caucasian	713	633	702	505
Black	95	104	99	71
Other Minority	9	8	16	15
	20 Unknown			

NOTE: Prior service accessions from Navy Recruiting Command Statistics; all other data from DOD-edited USAREC files.

## APPENDIX I

### Navy Recruiting Area Eight

#### 1. General

The total number of prior service (NAVET plus OSVET) accessions enlisted in Area Eight, declined 18.8% between the years 1975 and 1978, 6% less than the overall Navy decline in prior service accessions during those same years. The prior service goal assigned to Area Eight increased from 18.3% of total Navy prior service goal in FY 1975 to 19.9%. In FY 1978, it was further increased to 20% of the total Navy prior service goal in FY 1979. In the years from 1975 to 1978, Area Eight enlisted from 18.1% to 19.5% of the total Navy prior service accessions. Area Eight NAVET accessions during that same time ranged from 18.5% to 20% of Navy NAVET accessions.

#### 2. Specific Data Elements

##### A. Age Groups

NAVET enlistments in Area Eight followed the overall Navy trend with a decreasing enlistment percentage of NAVETS aged 26-30 and an increasing percentage of those aged 20-25, during the period FY 1975-FY 1978. In FY 1975, 44.1% of those NAVETS enlisted were aged 20-25. This percentage had increased to 53.2% by the end of FY 1978. NAVETS in age group 26-30 comprised 31.2% of are NAVET enlistments in FY 1975 but had decreased to 27.4% in FY 1978. The percentage of NAVETS enlisting and less than 20 years of age fluctuated between

6.3% and 7.8% of total enlistments after an initial high of 10.2% in FY 1975. Those enlisting and over 30 years of age stabilized at about 13% for the last three years studied after a high of 14.5% of total NAVET accessions in FY 1975.

#### B. Marital Status

The percentage of married and unmarried NAVETS remained within 12% of an equal split in each of the four years surveyed.

#### C. Entry Paygrade

Area Eight experienced a 69% decrease in non-rated NAVET accessions between FY 1975 and FY 1978. In numerical terms, this amounted to a difference of 428 NAVETS enlisted between FY 1975 and FY 1978 NAVET non-rated enlistments. This number was significantly greater than the numerical decrease (302) in prior service accessions experienced in Area Eight between FY 1975 and FY 1978. Non-rated accessions accounted for 61.2% of Area Eight NAVET accessions in FY 1975. They accounted for 27.3% of Area Eight NAVET accessions in FY 1978.

NAVET enlistments in paygrades E-4 and E-5 increased 45% and 43% respectively from FY 1975-FY 1978 but the numerical gains (85 E-4s and 51 E-5s) did not offset the loss in non-rated NAVET accessions. NAVET enlistments into paygrades E-6 and above remained fairly stable between 70 and 90 enlistments a year.

#### D. Level of Education

Non-high school graduate NAVETS enlisted comprised approximately 12% of Area Eight's NAVET enlistments during

FY 1975-FY 1978. Annual percentages of non-high school graduate NAVETS varied between 11.6% and 13.7% of total NAVETS enlisted. The percentage of NAVETS with high school equivalency diplomas rose from 8.8% in FY 1976 to 11.5% in FY 1977 and FY 1978. In FY 1978, 15% of all NAVETS enlisted in Area Eight has had some college prior to reenlisting.

#### E. Race

Black NAVET accessions as a percentage of total Area Eight NAVET accessions were about one-half the total Navy percentage of black NAVETS enlisted. Other minority NAVET accessions occupied the largest percentage of total NAVET accessions of any area. Other minority NAVET accessions in Area Eight ranged between 4.1% and 7.6% of total Area Eight NAVET accessions. More importantly, Area Eight enlisted over half of the total Navy other minority NAVETS enlisted in FY 1975, FY 1976, and FY 1978 (58%, 58% and 51% respectively) and 47% of total Navy minority other NAVETS in FY 1977.

#### F. Occupations

The figures below were compared both with the average number of accessions for each area (approximately 16.7% of total accessions in any one occupation category and with the Area Eight assigned prior service goal which ranged between 18.3% and 19.9% of the total Navy prior service goal.

#### Deck

Area Eight NAVET accessions into deck ratings totaled 17.3% of the Navy total NAVET deck rating accessions enlisted

during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 16.1% of total Navy FY 1978 NAVET deck rating accessions. Forty-two percent of that total enlisted with a non-rated status, 36% enlisted with paygrade E-4 and 18% with paygrade E-5. Unmarried NAVETS comprised 57% of total Area Eight deck accessions.

#### Technical

Area Eight NAVET accessions into technical ratings totaled 24.8% of the Navy total NAVET technical rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 26.8% of total Navy FY 1978 NAVET technical rating accessions. Eleven percent of the NAVETS enlisted with a non-rated status; 25% with paygrade E-4, 36% with paygrade E-5 and 23% with paygrade E-6.

#### Administrative

Area Eight NAVET accessions into administrative ratings totaled 17.3% of the Navy total NAVET administrative rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 16.1% of total Navy FY 1978 NAVET administrative rating accessions. Fourteen percent of the NAVETS enlisted were classified as other minorities and 78% enlisted with a paygrade E-4 or E-5. Only 11% were enlisted with a non-rated status.

#### Engineering/Hull

Area Eight NAVET accessions into engineering/hull ratings totaled 19.4% of the Navy total NAVET engineering/hull rating accessions enlisted during the period FY 1975-FY 1978. In

FY 1978, Area Eight enlisted 20.5% of total Navy FY 1978 NAVET engineering/hull rating accessions. Thirty-three percent of those NAVETS enlisted with a non-rated status. Fifty-four percent enlisted into paygrades E-4 or E-5.

#### Construction

Area Eight NAVET enlistments into construction ratings remained as high or higher than other area construction enlistment totals after the initial large decrease in FY 1976. In FY 1975, Area Eight enlisted 22 NAVETS into construction ratings. This total decreased to 7, 3 and 6 NAVETS enlisted in FY 1976, FY 1977 and FY 1978 respectively. No further analysis was conducted.

#### Aviation-Technical

Area Eight NAVET accessions into aviation-technical ratings totaled 20.9% of the total Navy NAVET aviation-technical rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 22.8% of total FY 1978 Navy NAVET aviation-technical accessions. Of those, almost 70% were married and only 4% enlisted in a non-rated status while 77% enlisted with either paygrade E-4 or E-5.

#### Aviation-Engineering

Area Eight NAVET accessions into aviation-engineering ratings totaled 19.5% of the total Navy NAVET aviation-engineering rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 20.1% of total FY 1978 Navy NAVET aviation-engineering accessions. Fifteen percent of those enlisted with non-rated status, while 69%

enlisted with paygrade E-4 or E-5. Married NAVETS made up 58% of the total enlisted.

#### Aviation-Other

Area Eight NAVET accessions into aviation-other ratings totaled 19.8% of the total Navy NAVET aviation-other rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 21% of the total FY 1978 Navy NAVET aviation-other accessions. Twenty-two percent of the aviation-other NAVETS enlisted with a non-rated status and 69% enlisted with either paygrade E-4 or E-5.

#### Medical/Dental

Area Eight NAVET accessions into medical ratings totaled 20.5% of the total Navy NAVET medical rating accessions enlisted during the period FY 1975-FY 1978. In FY 1978, Area Eight enlisted 21.5% of the total FY 1978 Navy NAVET medical accessions. Over 75% of the medical rating NAVETS enlisted with paygrade E-4 or E-5 while only 18% enlisted with a non-rated status.

Table 22

## Navy Recruiting Area Eight

	FY 1975	FY 1976	FY 1977 + FYTQ	FY 1978
Prior Service Accessions	1305	1457	2122	1607
Male NAVET Accessions	1017	936	995	711
Non-High School Grad.	139	109	115	83
College Att. + High School Grad.	878	745	765	547
College Attendance	142	142	72	106
High School Equiv.	-	82	115	81
Single	475	481	503	365
Married	490	455	492	346
	52 Unknown			
Entry Paygrade < E4	622	452	335	194
" E4	187	251	374	272
" E5	119	161	200	170
" E6	66	66	77	68
" > E6	23	6	9	7
Entry Age < 20	104	60	78	45
" 20-25	448	480	478	378
" 26-30	317	274	305	185
" > 30	148	122	134	93
Caucasian	866	819	867	612
Black	58	61	81	45
Other Minority	39	56	47	54
	54 Unknown			

NOTE: Prior service accessions from Navy Recruiting Command Statistics; all other data from DOD edited USAREC files.

APPENDIX J

Chi Square Statistic Values

Table 3

	Entry Age	Chi Square Statistic
FY 1975	<20	4.4
	20-25	16.6*
	26-30	12.4*
	>30	1.7
FY 1976	<20	6.7*
	20-25	1.5
	26-30	.2
	>30	1.6
FY 1977	<20	.6
	20-25	.7
	26-30	.6
	>30	.3
FY 1978	<20	.2
	20-25	6.4*
	26-30	16.8*
	>30	<u>1.8</u>
	TOTAL	73.5

$$\chi^2_{.05;9} = 16.9$$

\*Denotes abnormally high value

Table 4

	Entry Age	Chi Square Statistic
FY 1975	<E4	158.7*
	E4	117.4*
	E5	26.6*
	E6	.2
	>E6	.5
FY 1976	<E4	74.7*
	E4	30.7*
	E5	16.8
	E6	6.9
	>E6	5.5
FY 1977	<E4	67.0*
	E4	65.5*
	E5	12.6
	E6	2.0
	>E6	3.9
FY 1978	<E4	244.6*
	E4	100.7*
	E5	51.6*
	E6	26.9*
	>E6	<u>16.5</u>
	TOTAL	1029.3

$$\chi^2_{.05;12} = 21$$

\*Denotes abnormally high value

Table 6

	Education Level	Chi Square Distribution
FY 1976	NHSG	2.4
	HSG	.1
	College	16.4*
	H.S. Equivalency	46.7*
FY 1977	NHSG	3.9
	HSG	21.7*
	College	106.0*
	H.S. Equivalency	3.3
FY 1978	NHSG	.3
	HSG	32.2*
	College	56.0*
	H.S. Equivalency	<u>35.8*</u>
	TOTAL	324.8

$$\chi^2_{.05;6} = 12.6$$

\*Denotes abnormally high value

Table 7

	Race	Chi Square Statistic
FY 1975	Caucasian	1.26
	Black	2.5
	Other Minority	11.4*
FY 1976	Caucasian	.3
	Black	2.5
	Other Minority	.3
FY 1977	Caucasian	.2
	Black	.9
	Other Minority	.04
FY 1978	Caucasian	.06
	Black	1.2
	Other Minority	<u>20.1*</u>
	TOTAL	40.76

$$\chi^2_{.05;6} = 12.6$$

\*Denotes abnormally high value

Table 8

Occupational Group	FY 1975	FY 1976	FY 1977	FY 1978
Deck/Ordnance	2.5	24.7*	7.6	22.1*
Technical	.5	.1	1.1	.6
Administrative	.1	3.7	11.0	.4
Engineering/Hull	3.9	.1	1.3	.7
Construction	124.5*	12.8	29.5*	9.0
Aviation - Technical	.3	.2	1.6	.8
Aviation - Engineering	12.9	.8	4.7	.1
Aviation - Other	28.4*	6.2	29.9*	9.4
Medical/Dental	<u>17.9</u>	<u>38.3*</u>	<u>32.7*</u>	<u>76.8*</u>
SUBTOTALS	191.0	86.9	119.4	119.9
TOTAL	517.2	(Chi Square Statistic)		

$$\chi^2_{.05;24} = 36.4$$

\*Denotes abnormally high value

Table 9

Occupational Group	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8
Deck/Ordnance	140.9*	1.9	3.8	.3	.01	11.6*
Technical	.3	3.5	.5	.03	.6	14.1*
Administrative	.01	.6	.8	2.3	.1	2.4
Engineering/Hull	.2	4.8	3.5	4.0	.7	.01
Construction	.3	1.1	.3	3.1	.3	.03
Aviation - Tech.	1.3	.1	1.0	.3	.7	.8
Aviation - Engr.	9.2	7.7	8.1	0.0	.6	-
Aviation - Other	13.0*	21.5*	1.1	.1	.2	.2
Medical/Dental	.1	.2	3.2	.1	.01	.4
<b>SUBTOTALS</b>	<b>165.3</b>	<b>41.4</b>	<b>22.3</b>	<b>10.2</b>	<b>3.2</b>	<b>29.5</b>

TOTAL 271.9 (Chi Square Statistic)

$$\chi^2_{.05;40} = 55.8$$

\*Denotes abnormally high value

Table 10

Entry Age	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8
<20	3.0	.4	5.4	12.6*	.5	6.5
20-25	2.2	.06	6.1	.3	.2	5.1
26-30	2.1	.8	.001	7.7	.004	1.7
>30	.3	.3	1.4	9.6	2.3	26.3*
<b>SUBTOTALS</b>	7.6	1.56	12.9	30.2	3.0	39.6
<b>TOTAL</b>	94.9 (Chi Square Statistic)					

$$\chi^2_{.05;15} = 25$$

Table 11

Entry Paygrade	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8
<E4	3.2	.04	1.1	.01	1.9	16.5*
E4	1.0	.2	.6	.2	.4	1.1
E5	.7	.02	.6	.2	2.5	5.7
E6	4.3	1.3	8.8*	3.3	.02	25.3*
>E6	1.2	.1	1.7	.2	.03	1.3
<b>SUBTOTALS</b>	10.4	1.7	12.8	3.9	4.9	49.9*
<b>TOTAL</b>	83.6 (Chi Square Statistic)					

$$\chi^2_{.05;20} = 31.4$$

\*Denotes abnormally high value

Table 13

Education Level	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8
NHSG	1.1	.01	6.1	.06	.3	15.4*
HSG	1.2	.02	.5	.1	5.8*	.5
College	.7	.004	11.4*	.6	10.7*	.3
H.S. Equiv.	10.6*	.02	1.4	.1	4.3	6.7*
SUBTOTALS	13.6	.1	19.4	.9	21.1	22.9
TOTAL	78.0 (Chi Square Statistic)					

$$\chi^2_{.05;15} = 25$$

Table 14

Race	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8
Caucasian	.04	34.2*	.5	12.4	.1	2.5
Black	12.6	293.4*	11.7	59.8*	.02	99.1*
Other Minority	5.4	25.9*	16.8	12.5	1.4	226.8*
SUBTOTALS	18.0	353.5*	29.0	84.7	1.5	328.4*
TOTAL	815.1 (Chi Square Statistic)					

$$\chi^2_{.05;10} = 18.3$$

\*Denotes abnormally high value

APPENDIX K

Bureau of Naval Personnel Statistics

	30 June 1975	30 Sep 1976	30 Sep 1977	30 Sep 1978
<b>Total Enlisted on Active Duty</b>	465,522	459,707	461,571	462,276
<b>Male Enlisted on Active Duty</b>	448,165	440,423	442,361	441,339
<b>Enlisted Personnel Separated and Eligible to Reenlist</b>				
1st Term	45,991	60,109	37,970	33,835
2nd Term	16,894	20,210	17,649	18,693
<b>Enlisted Male Length of Service</b>				
<4 yrs	244,783	238,507	245,317	254,856
4 yrs	23,612	23,637	18,643	19,163
5 yrs	17,465	18,021	20,600	17,891
6 yrs	17,857	17,200	16,426	15,619
>6 yrs	144,448	143,058	141,375	133,810
<b>Enlisted Male Distribution by Age</b>				
<20	135,929	not published	140,342	146,124
21	46,716		43,615	45,063
22-25	108,263		103,143	100,372
>26	157,257		155,261	249,780
<b>Reenlistments:</b>				
Total Male, Fem.	54,803	49,708	34,157	32,092
Total Male	53,996	not avail.	33,050	31,072
Male 24hr-3mos.	1,191	1,203*	668	823
Male over 3mos.	5,580	6,117*	3,661	3,209

Data from Navy Military Personnel Statistics, NAVPERS 15658.

\*Includes Females

APPENDIX L

DOD-Edited USAREC File NAVET Statistics

	FY 1975	FY 1976	FYTQ + FY 1977	FY 1978
NAVETs Enlisted	5398	5066	5089	3550
Non HS Grad	713	779	686	2024
HS Grad	4037	3282	3559	2024
College	648	695	347	571
H.S. Equivalency	-	310	497	427

Race\*

Caucasians	4535	4288	4318	3016
Black	623	684	671	429
Other Minority	67	96	100	105

Marital Status\*\*

Single	2348	2463	2749	1937
Married	2710	2423	2340	1613

Entry Paygrade

<E-4	3327	2824	2048	1063
E-4	1028	1249	1806	1400
E-5	657	714	941	780
E-6	266	246	273	283
>E-6	120	33	21	24

Age at Entry

<20	404	294	357	233
20-25	2562	2668	2662	1934
26-30	1819	1588	1548	974
>30	613	516	500	409

\*1975 - 173 unknown

\*\*1975 - 340 unknown

APPENDIX M

Navy Recruiting Command Goal and Attainments\*  
NAVET and OSVET Accession Statistics

	FY 1975	FY 1976	FYTD + FY 77	FY 1978
Total Goal	110,119	102,771	151,718	94,435
Attainment	111,165	103,033	145,069	88,709
<b>Prior Service Goals</b>				
Prior Service Goal	8,121	8,671	10,284	8,400
Attainment	8,891	8,610	10,284	6,703
<b>Prior Service Goals by Recruiting Area</b>				
Area 1- Goal	1,430	1,421	1,492	1,344
Attainment	1,403	1,411	1,492	991
Area 3- Goal	1,097	1,343	1,785	1,236
Attainment	1,526	1,343	1,785	1,258
Area 4- Goal	1,386	1,729	1,967	1,608
Attainment	1,422	1,729	1,967	1,206
Area 5- Goal*	1,026	1,254	1,406	1,272
Attainment*	987	1,203	1,406	792
Area 7- Goal*	919	1,279	1,700	1,272
Attainment	1,098	1,279	1,700	1,151
Area 8- Goal	1,485	1,645	1,934	1,668
Attainment	1,697	1,645	1,934	1,305

\*In FY 1975 Area 6 was in existence and included parts of present Areas 5 and 7. Area 6 results were 795 Goal, 848 Attainment.

**NAVET Accessions**

Male NAVETS	6,103	5,497	5,681	4,035
Entry Pay- <E4	3,376	2,867	2,133	1,170
Grade, E4	1,503	1,548	2,209	1,713
Male & E5	929	854	1,257	941
Female E6	379	298	336	346
>E6	51	26	30	55

OSVETS Accessed	FY 1975	FY 1976	FY7Q + FY 1977	FY 1978
Male OSVETS	2,570	2,965	4,305	2,390
Entry Pay- <E4	2,402	2,775	4,220	2,335
Grade, E4	135	147	122	83
Male & ES	74	77	62	39
Female E6	12	13	16	21
>E6	0	0	1	

\*Data taken from Navy Recruiting Command Production Summary Reports

APPENDIX N

NAVET Enlistments by Occupational Group and Navy  
Recruiting Area (DOD-Edited USAREC Files)

Fiscal Year	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8	TOTAL
<b>Deck/Ordnance</b>							
FY 1975	263	300	278	210	255	318	1624
FY 1976	298	273	408	240	244	270	1733
FYTQ + FY 1977	228	229	246	190	199	230	1322
FY 1978	162	156	179	108	154	149	908
<b>Technical</b>							
FY 1975	40	38	39	29	40	59	245
FY 1976	47	40	39	29	32	69	256
FYTQ + FY 1977	25	33	58	45	34	55	250
FY 1978	19	29	27	20	25	44	164
<b>Administrative</b>							
FY 1975	82	109	106	70	81	115	563
FY 1976	106	114	110	67	83	116	596
FYTQ + FY 1977	103	115	131	76	112	142	679
FY 1978	63	99	74	80	77	113	506
<b>Engineering/Hull</b>							
FY 1975	183	208	264	185	185	223	1248
FY 1976	175	179	242	170	165	223	1154
FYTQ + FY 1977	143	155	203	162	166	212	1041
FY 1978	121	147	136	107	108	160	779
<b>Construction</b>							
FY 1975	26	31	34	10	13	22	136
FY 1976	4	6	2	3	5	7	27
FYTQ + FY 1977	1	1	3	1	2	3	11
FY 1978	1	2	0	3	6	6	18

Fiscal Year	Area 1	Area 3	Area 4	Area 5	Area 7	Area 8	TOTAL
<b>Aviation - Technical</b>							
FY 1975	23	29	33	25	24	32	166
FY 1976	24	32	32	14	31	31	164
FYTQ + FY 1977	18	29	29	34	24	40	174
FY 1978	17	20	11	16	24	26	114
<b>Aviation - Engineering</b>							
FY 1975	28	84	48	43	54	52	309
FY 1976	53	65	71	51	58	85	383
FYTQ + FY 1977	54	87	53	42	74	70	380
FY 1978	22	46	33	46	60	52	259
<b>Aviation - Other</b>							
FY 1975	30	71	36	34	29	46	246
FY 1976	34	72	52	34	49	53	294
FYTQ + FY 1977	41	81	83	55	66	86	412
FY 1978	31	66	44	42	39	59	281
<b>Medical/Dental</b>							
FY 1975	36	34	32	42	33	49	226
FY 1976	14	17	20	11	10	15	87
FYTQ + FY 1977	11	23	7	10	17	15	83
FY 1978	33	40	36	23	32	45	209

## APPENDIX O

### Occupational Group Summaries

#### 1. Deck/Ordnance

This group, including primarily the surface ship non-technical, non-engineering and non-administrative ratings, had the largest percentage decline of all of the occupational groups. In FY 1978 total NAVET deck/ordnance accessions had decreased 44% from FY 1975 totals. The largest drop occurred with those NAVETS reentering the Navy in paygrades that were less than E-4. Ninety percent (90%) fewer non-rated NAVETS were enlisted in FY 1978 than had been enlisted in FY 1975. (Over 80% of all NAVET accessions into the deck occupational group were enlisted in non-rated paygrades in FY 1975. That figure had declined to less than 50% by FY 1978.) This decrease was partially offset by an increase in the enlistment of NAVETS entering with paygrade E-4 (+130 NAVETS) and those entering with paygrade E-5 (+52 NAVETS). However, even with these gains, the resultant decrease in FY 1978 deck group figures was over 700 accessions.

#### Technical

This group, containing the non-aviation technical ratings, showed a decrease similar to that shown by overall NAVET enlistments. Overall, FY 1978 technical group enlistments declined 33% from FY 1975 figures. A total of 81 fewer NAVETS were enlisted in FY 1978 into this rating group. The major

portion of this decrease came in the non-rated paygrade category. One hundred and forty-eight technical group ratings (60.4% of all technical group enlistments) were enlisted in paygrades less than E-4 in FY 1975. This number had declined to 14 (8% of technical group enlistments) in FY 1978. This decrease was partially offset by an increase of 41 enlistments in paygrade E-4 and 48 in paygrade E-5 over FY 1975 totals. However, there was a concurrent decrease of 36 E-6 technical group enlistments. In FY 1978, NAVETS enlisting into this group comprised 5.1% of total NAVET enlistments.

#### Administrative

This group, containing the non-aviation administrative and clerical ratings, fared much better than average. Total administrative group NAVET enlistments in FY 1978 only declined 10% over FY 1975 totals. The actual quantity decrease was 57 NAVETS. The only paygrade quantity decrease during the period occurred in non-rated paygrades which showed a drop in FY 1978 of 157 NAVETS over FY 1975 totals. This decrease was significantly offset by increases in paygrades E-4, E-5 and E-6 and above of 86, 13 and 1 NAVET, respectively. In FY 1978, NAVETS enlisting into administrative ratings comprised over 15% of NAVETS enlisted.

#### Engineering/Hull

The engineering/hull occupational group, containing non-aviation mechanical ratings and comprising 24% of NAVET

enlistments in FY 1978, declined slightly more than total NAVET enlistments as a whole. Engineering/hull NAVET enlistments in FY 1978 declined 37% over FY 1975 totals for a quantity decrease of 469 NAVETS. The largest portion of this decrease came in the non-rated paygrades, E-1 to E-3. This category, in FY 1978, had decreased 332 NAVETS from FY 1975 enlistment totals. This represented a decrease of 60%. Each of the other paygrades also showed decreases, although not nearly as large. E-4s dropped 21%, or a total of 77 NAVETS; E-5s dropped 21%, or a total of 47 NAVETS, and E-6s and above dropped 12%, or 13 NAVETS. E-1 to E-3s which in FY 1975 comprised 44% of total NAVET accessions for this occupational group, declined to 28% in FY 1978.

#### Construction

This group, containing the civil engineering corps ratings, demonstrated the largest NAVET enlistment decline of any rating group. Total NAVET enlistments declined from 136 in FY 1975 to 18 in FY 1978. This represented a decrease of over 86% from FY 1975 totals. Total enlistments decreased to current enlistment levels in FY 1976 and have remained there since. This drastic decline was undoubtedly policy driven. A review of manning statistics at the end of FY TQ in 1976 shows almost all civil engineer corps rated at least 90% of current requirements and E-3 strikers for the various ratings well over current requirements. (NAVPERS 15653)  
No further analysis was made.

### Aviation - Technical

NAVET enlistments in the aviation - technical occupational group, containing the technical ratings associated with aircraft squadrons, declined 31% in FY 1978 from FY 1975 totals. FY 1978 figures for the aviation - technical group, which comprised 3.5% of NAVET enlistments in FY 1978, showed an 87% decrease in non-rated NAVET enlistments over FY 1975 totals. A total of 53 fewer non-rated NAVETS were enlisted in FY 1978. Increases in E-4 enlistments (8 NAVETS) were offset by decreases in E-5 enlistments (8 NAVETS). Enlistments in paygrades above E-5 remained essentially the same.

### Aviation - Engineering

This occupational group, containing mechanical ratings normally assigned to aircraft support units, comprised 8% of NAVET enlistments in FY 1978. Showing an overall 16% decrease (50 people) in FY 1978 over FY 1975 figures, the aviation - engineering occupational group had large increases in all paygrades over E-3 to significantly offset a large decrease in E-1 to E-3 NAVET enlistments. While non-rated NAVET enlistments went down 86% (a decrease of 186), enlistments in paygrade E-4 went up 283% (84 NAVETS), those in paygrade E-5 went up 160% (27 NAVETS) and those in paygrade E-6 and above went up from 2 to 27.

### Aviation/Other

The aviation/other occupational group, containing the remaining aviation ratings, comprised approximately 9% of

total NAVET enlistments in FY 1978. NAVET enlistments in this group were larger than FY 1975 totals in FY's 1976, 1975 and FYTQ and FY 1978. FY 1978 enlistments although showing a decline from the previous two years, were still 121% above FY 1975 totals. FY 1978 E-4 and E-5 enlistment increases (+92 [196%] and +48 [253%], respectively) more than offset the 102 (62%) person drop in non-rated enlisted since FY 1975.

#### Medical/Dental

The medical occupational group, containing personnel in the medical and dental ratings, comprised approximately 6.5% of NAVET accessions in FY 1978. This group after showing large declines in FY 1976 and FY 1977 (61% and 63%) came back strong in FY 1978. Results in FY 1978 showed a decrease of 7% or 17 people over FY 1975 totals. As found in all previous groups, a large decrease in the number of NAVETS enlisting into non-rated paygrades accounted for the decline in total enlistments. FY 1978 non-rated NAVET enlistments declined 62% (62 people) over FY 1975 figures. This decline was almost totally offset by increased enlistments in paygrades E-4 (129% - 15 people) and E-5 (192% - 23 people). Enlistments in paygrades greater than E-5 remained essentially the same.

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