INSTITUTE FOR POLICY RESEARCH AND EVALUATION


Technical Report ONR 83-1, April 1983

Stanley P. Stephenson, Jr., Leland L. Heik, and David R. Ellison

with the assistance of Stanley D. Fitch

N-253 BURROWES BUILDING
THE PENNSYLVANIA STATE UNIVERSITY
PROFILE OF PRIOR-SERVICE ACCESSIONS TO THE U.S. NAVY:
FISCAL YEARS 1973-1981^3

Technical Report ONR 83-1, April 1983

Stanley P. Stephenson, Jr., Leland L. Beik,
and David R. Ellison

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Stanley D. Fitch

Institute for Policy Research and Evaluation
The Pennsylvania State University
University Park, PA 6802

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and H. Wallace Sinaiko are gratefully acknowledged.
**Title:** Profile of Prior-Service Accessions to the U.S. Navy: Fiscal Years 1973-1981

**Authors:** Stanley P. Stephenson, Jr., Leland L. Beik, David R. Ellison, and Stanley D. Fitch

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**Performing Office Name and Address:** Organizational Effectiveness Group, Office of Naval Research (Code 4420E), Arlington, VA 22217

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**Abstract:** DMDC data have been analyzed for all prior-service enlisted men who reentered the U.S. Navy during fiscal years 1973-1981. The analysis indicates that the number of prior-service enlistments increased during this time, especially after fiscal year 1977. Various characteristics of these reenentrants are reported by fiscal year, including recruiting area, pay grade, AFQT group, education, race, number of dependents, marital status, and prior-service branch.
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</tr>
<tr>
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<td>Prior-Service Accessions: Ages by Year of Entry</td>
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<td>TABLE</td>
<td>Description</td>
<td>Page</td>
</tr>
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<td>--------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>1</td>
<td>Number of Prior-Service Accessions by Year of Reentry</td>
<td>6</td>
</tr>
<tr>
<td>2</td>
<td>Number of Prior-Service Accessions by Navy Recruiting Area and Year of Reentry</td>
<td>9</td>
</tr>
<tr>
<td>3</td>
<td>Number of Prior-Service Accessions by Reentry Pay Grade and Year of Reentry</td>
<td>12</td>
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<tr>
<td>4</td>
<td>Number of Prior-Service Accessions by Area of Prior Service and Year of Reentry</td>
<td>14</td>
</tr>
<tr>
<td>5</td>
<td>Number of Prior-Service Accessions by AFQT Group and Year of Reentry</td>
<td>17</td>
</tr>
<tr>
<td>6</td>
<td>Number of Prior-Service Accessions by Education and Year of Reentry</td>
<td>20</td>
</tr>
<tr>
<td>7</td>
<td>Number of Prior-Service Accessions by Marital Status and Year of Reentry</td>
<td>22</td>
</tr>
<tr>
<td>8</td>
<td>Number of Prior-Service Accessions by Number of Dependents and Year of Reentry</td>
<td>25</td>
</tr>
<tr>
<td>9</td>
<td>Number of Prior-Service Accessions by Ethnic Group and Year of Reentry</td>
<td>27</td>
</tr>
<tr>
<td>10</td>
<td>Number of Prior-Service Accessions by Age and Year of Reentry</td>
<td>29</td>
</tr>
<tr>
<td>11</td>
<td>Number of Prior-Service Accessions by Year and DOD Occupational Category</td>
<td>31</td>
</tr>
</tbody>
</table>
EXECUTIVE SUMMARY

The Pennsylvania State University, Institute for Policy Research and Evaluation, is conducting an empirical study of prior-service personnel for the United States Navy, Office of Naval Research. As background for that study, descriptive analyses of the prior-service community were completed. This report presents descriptive analyses of all prior-service enlisted men who reentered the Navy in fiscal years 1973 to 1981. It is intentionally limited to a descriptive analysis. Therefore, it neither tests specific hypotheses nor produces specific policy recommendations.

The analyses presented in this report describe reentrants by year of reentry, selected military background variables, and sociodemographic characteristics. Specific findings include the following:

- The number of prior-service accessions has increased between 1973 and 1981. The greatest increase occurred after 1979. Average annual accessions were 7,469 persons in the 1973 to 1977 period and 11,129 after 1979.

- The proportion of prior-service reentrants in pay grades above E03 has been increasing, but most reentrants still were in pay grades E03 or below.

- The proportion of single reentrants increased from 31 to 58 percent in the 1973 to 1981 period. Similarly, the proportion of reentrants with no dependents increased from 24 to 54 percent in this period.

- The proportion of black reentrants has increased 50 percent between fiscal years 1973 and 1981, but 4 out of 5 accessions are still white.

- The proportion of 21- to 30-year-old reentrants has decreased, but 3 out of 4 accessions are still in this age bracket.

- Not all accessions are reentering in CRE0 groups. In fact, the proportion of reentrants in non-occupational categories has been increasing -- a point which is perhaps the most disturbing result discussed in this report.
These findings are discussed in more detail in the accompanying report. Certain implications of these findings also are presented. Related issues and various policy implications are being explored in subsequent reports of The Pennsylvania State University Project.

Stanley P. Stephenson, Jr.
Principal Investigator
April, 1983
INTRODUCTION

The number of prior-service enlisted individuals who enter the Navy is an important factor in maintaining an adequate supply of well-trained military personnel. These individuals are being studied in a project titled, "An Empirical Study to Enhance the Reenlistment Process of Civilian Personnel With Prior Military Service." This report is the first in a series of technical reports which were completed as part of this project.

This report uses data obtained from the Department of Defense Manpower Data Center (DMDC), to describe prior-service personnel who reentered the Navy during fiscal years 1973 to 1981. All 74,181 people who reentered the Navy as enlisted men in the FY73 to FY81 period were included in the analyses.

The analyses presented in this report are descriptive and preliminary. The intention is to provide a basic description of the characteristics and background of prior-service personnel. In particular, prior-service accessions for the FY73 to FY81 period are categorized in the following way:

OVERALL TRENDS IN ACCESSIONS
- By Year of Reentry (Figure 1 and Table 1)

TRENDS IN ACCESSIONS BY MILITARY BACKGROUND FACTORS
- By Navy Recruiting Area and Year of Reentry (Figure 2 and Table 2)
- By Pay Grade and Year of Reentry (Figure 3 and Table 3)
- By Other Service Area and Year of Reentry (Figure 4 and Table 4)

Office of Naval Research Contract No. N00014-82-K-0262
TRENDS IN ACCESSIONS BY SOCIODEMOGRAPHIC FACTORS

- By AFQT Group and Year of Reentry (Figure 5 and Table 5)
- By Education and Year of Reentry (Figure 6 and Table 6)
- By Marital Status and Year of Reentry (Figure 7 and Table 7)
- By Number of Dependents and Year of Reentry (Figure 8 and Table 8)
- By Ethnic Group and Year of Reentry (Figure 9 and Table 9)
- By Age and Year of Reentry (Figure 10 and Table 10)
- By Occupational Category and Year of Reentry (Table 11)

NUMBER OF ACCESSIONS BY YEAR OF REENTRY

Figure 1 and Table 1 show the total number of prior-service accessions for fiscal years 1973 to 1981. The average annual number of prior-service accessions for the entire period was 8,094. A simple linear-trend analysis shows that the average annual increment was 470 persons. Yet it appears that the period after 1978 was quite different from the 1973 to 1977 period. Separate trend analyses for each period were computed. Parameters were estimated for an equation of the form

\[ y = a + bx, \]

where \( y \) is annual number of enlistments; \( x \) is a time count (0 for 1973, 1 for 1974, etc.); \( a \) is the intercept; and \( b \) is the slope of the estimated line.

For the entire period: \( y = 6,214 + 470X, \bar{y} = 8,094, R^2 = 0.45. \)

For the 1973 to 1977 period: \( y = 6,740 + 364X, \bar{y} = 7,469, \)
\[ R^2 = 0.60. \]

For the 1978 to 1981 period: \( y = 5,729 + 2,097X, \bar{y} = 8,875, \)
\[ R^2 = 0.95. \]
PRIOR SERVICE ACCESSIONS

Figure 1. Number of Accessions by Year of Entry

* For comparability FY1977 excluded the transition quarter July to September
TABLE 1
Number of Prior-Service Accessions
By Year of Reentry*

<table>
<thead>
<tr>
<th></th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>6392</td>
<td>7062</td>
<td>8064</td>
<td>8167</td>
<td>7661</td>
<td>1335</td>
<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
<tr>
<td>Percent</td>
<td>(8.6)</td>
<td>(9.5)</td>
<td>(10.9)</td>
<td>(11.0)</td>
<td>(10.3)</td>
<td>(1.8)</td>
<td>(8.5)</td>
<td>(9.4)</td>
<td>(13.5)</td>
<td>(16.5)</td>
<td>(100)</td>
</tr>
</tbody>
</table>

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
The average annual increment for the period after 1978 is 2,097—almost six times the annual increment of 364 for the earlier period. Also, there was a sharp jump (nearly 19 percent) in the overall average number of reentrants (7,469 to 8,875 persons). No doubt other factors, such as economic business cycles and external economic shocks arising from OPEC price changes, may have contributed to the rise in the aggregate number of reentrants for prior-service personnel. However, the fact that 95 percent of the growth in the number of reentrants in the post-1977 period can be explained by a simple trend term suggests the possible effects of structural shifts in the recruiting process in this period. The number of prior-service reentrants in recent years has been rising very rapidly relative to earlier years.

MILITARY BACKGROUND OF PRIOR-SERVICE PERSONNEL

Navy Recruiting Areas by Year of Reentry.

The geographic location of prior-service enlistments is an important consideration for recruiters. Figure 2 and Table 2 describe the number of reentrants by Navy Recruiting Area: 0 refers to outside the continental U.S.; 1 is the Northeast states; 3 is the Southeast states; 4 is the Mid-Atlantic and Near Mid-West states; 5 is the North Central states; 7 is the South Central states; and 8 is the Pacific/Mountain states. Figure 2 and Table 2 show relatively stable geographic proportions across the period FY73 to FY81. This is indicated by little variation in the column percentages across the various years. The sharp

*Subsequent analysis and discussions with U.S. Navy Recruiting Command staff support this suggestion.*
PRIOR SERVICE ACCESSIONS

Figure 2. Navy Recruiting Areas by Year of Entry

FREQUENCY

YEAR OF ENTRY

RECRUITING AREAS

- For comparability FY1977 excluded the transition quarter July to September.
<table>
<thead>
<tr>
<th>Recruiting Area</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a</th>
<th>FY77b</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (Outside Continental United States)</td>
<td>33</td>
<td>47</td>
<td>35</td>
<td>48</td>
<td>50</td>
<td>12</td>
<td>38</td>
<td>46</td>
<td>77</td>
<td>111</td>
<td>497</td>
</tr>
<tr>
<td>1 (Northeast)</td>
<td>741</td>
<td>872</td>
<td>1172</td>
<td>1264</td>
<td>1081</td>
<td>169</td>
<td>912</td>
<td>925</td>
<td>1481</td>
<td>1711</td>
<td>10328</td>
</tr>
<tr>
<td>2 (Southeast)</td>
<td>1309</td>
<td>1320</td>
<td>1700</td>
<td>1525</td>
<td>1488</td>
<td>323</td>
<td>1270</td>
<td>1492</td>
<td>2090</td>
<td>2515</td>
<td>15032</td>
</tr>
<tr>
<td>3 (Mid-Atlantic, Near Midwest)</td>
<td>1067</td>
<td>1197</td>
<td>1420</td>
<td>1526</td>
<td>1202</td>
<td>154</td>
<td>928</td>
<td>1067</td>
<td>1622</td>
<td>2215</td>
<td>12398</td>
</tr>
<tr>
<td>4 (North Central)</td>
<td>820</td>
<td>864</td>
<td>938</td>
<td>932</td>
<td>1036</td>
<td>185</td>
<td>766</td>
<td>814</td>
<td>1229</td>
<td>1531</td>
<td>9115</td>
</tr>
<tr>
<td>5 (South Central)</td>
<td>1180</td>
<td>1344</td>
<td>1402</td>
<td>1386</td>
<td>1381</td>
<td>290</td>
<td>1203</td>
<td>1298</td>
<td>1550</td>
<td>1691</td>
<td>12725</td>
</tr>
<tr>
<td>6 (Pacific/ Mountain)</td>
<td>1160</td>
<td>1329</td>
<td>1264</td>
<td>1363</td>
<td>1299</td>
<td>183</td>
<td>1020</td>
<td>1190</td>
<td>1761</td>
<td>2268</td>
<td>12837</td>
</tr>
<tr>
<td>Total Nonmissing</td>
<td>6310</td>
<td>6973</td>
<td>7931</td>
<td>8044</td>
<td>7537</td>
<td>1316</td>
<td>6137</td>
<td>6832</td>
<td>9810</td>
<td>12042</td>
<td>72932</td>
</tr>
<tr>
<td>Missing</td>
<td>82</td>
<td>89</td>
<td>133</td>
<td>123</td>
<td>124</td>
<td>19</td>
<td>141</td>
<td>132</td>
<td>192</td>
<td>214</td>
<td>1249</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6392</td>
<td>7062</td>
<td>8064</td>
<td>8167</td>
<td>7661</td>
<td>1335</td>
<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( ) The percentages are column percents of the nonmissing totals.

*FY77 is split into periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
rise in the number of reentrants cannot therefore be explained by a sudden rise in the number of reentrants from one or two locations.

**Reentry Pay Grades by Year of Reentry**

Pay grade is an important measure for manpower planning. Figure 3 and Table 3 describe pay grades of prior-service personnel at time of reentry. Grades E03 and below accounted for the greatest proportions of reentrants in 1975 (72 percent), 1976 (69 percent), and 1974 (68 percent). The corresponding percentages were generally lower in fiscal years 1978 through 1981 than in earlier years: 57, 57, 56, and 46 percent for fiscal years 1978, 1979, 1980, and 1981, respectively; 59, 68, 72, 69, and 65 percent for fiscal years 1973, 1974, 1975, 1976, and 1977. While the proportion of prior-service reentrants in pay grades above E03 has been growing in each year during the FY73 to FY80 period, most reentrants were in pay grades E03 or below.a

**Other Services by Year of Reentry**

The Office of Naval Research (ONR) has indicated an interest in comparing the behavior of reentrants who had been in different branches of the service. In particular, some possible differences between Navy veterans (NAVETS) and veterans of other branches of the service (OSVETS) are considered here.

Before we note trend differences a data problem should be mentioned. DMDC cohort files contain data on the branch of prior service; however, these data are available only through March 1979. The data in Figure 4 and Table 4 clearly show that a data coding change took place after FY79. DMDC data currently include a designation of

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a This trend is likely to change since in the Fall of 1982 Navy policy restricted the enlistment of prior-service personnel with pay grades below E04.
PRIOR SERVICE ACCESSIONS

Figure 3. Paygrades by Year of Entry

* For comparability FY1977 excluded the transition quarter July to September
### TABLE 3
Number of Prior-Service Accessions By Reentry Pay Grade and Year of Reentry

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>E01</td>
<td>889</td>
<td>859</td>
<td>1150</td>
<td>627</td>
<td>394</td>
<td>138</td>
<td>582</td>
<td>762</td>
<td>1046</td>
<td>1010</td>
<td>7657</td>
</tr>
<tr>
<td></td>
<td>(13.9)</td>
<td>(12.2)</td>
<td>(14.3)</td>
<td>(7.7)</td>
<td>(5.1)</td>
<td>(10.3)</td>
<td>(9.3)</td>
<td>(11.0)</td>
<td>(10.5)</td>
<td>(8.2)</td>
<td>(10.1)</td>
</tr>
<tr>
<td>E02</td>
<td>126</td>
<td>268</td>
<td>360</td>
<td>497</td>
<td>459</td>
<td>71</td>
<td>359</td>
<td>335</td>
<td>497</td>
<td>420</td>
<td>3392</td>
</tr>
<tr>
<td></td>
<td>(2.0)</td>
<td>(3.8)</td>
<td>(4.5)</td>
<td>(6.1)</td>
<td>(6.0)</td>
<td>(5.3)</td>
<td>(5.7)</td>
<td>(4.8)</td>
<td>(5.0)</td>
<td>(3.4)</td>
<td>(4.6)</td>
</tr>
<tr>
<td>E03</td>
<td>2733</td>
<td>3663</td>
<td>4321</td>
<td>4542</td>
<td>4124</td>
<td>576</td>
<td>2665</td>
<td>2829</td>
<td>4054</td>
<td>4240</td>
<td>33747</td>
</tr>
<tr>
<td></td>
<td>(42.8)</td>
<td>(52.0)</td>
<td>(53.6)</td>
<td>(55.6)</td>
<td>(53.8)</td>
<td>(43.1)</td>
<td>(42.4)</td>
<td>(40.7)</td>
<td>(40.5)</td>
<td>(34.6)</td>
<td>(45.5)</td>
</tr>
<tr>
<td>E04</td>
<td>1237</td>
<td>1027</td>
<td>1110</td>
<td>1395</td>
<td>1582</td>
<td>320</td>
<td>1501</td>
<td>1596</td>
<td>2216</td>
<td>3132</td>
<td>15116</td>
</tr>
<tr>
<td></td>
<td>(19.4)</td>
<td>(14.6)</td>
<td>(13.8)</td>
<td>(17.1)</td>
<td>(20.7)</td>
<td>(24.0)</td>
<td>(23.9)</td>
<td>(23.0)</td>
<td>(22.2)</td>
<td>(25.6)</td>
<td>(20.4)</td>
</tr>
<tr>
<td>Over E04</td>
<td>1407</td>
<td>1228</td>
<td>1123</td>
<td>1105</td>
<td>1101</td>
<td>230</td>
<td>1171</td>
<td>1430</td>
<td>2185</td>
<td>3454</td>
<td>14434</td>
</tr>
<tr>
<td></td>
<td>(22.0)</td>
<td>(17.4)</td>
<td>(13.9)</td>
<td>(13.5)</td>
<td>(14.4)</td>
<td>(17.2)</td>
<td>(18.7)</td>
<td>(20.6)</td>
<td>(21.9)</td>
<td>(28.2)</td>
<td>(19.5)</td>
</tr>
</tbody>
</table>

Total Nonmissing  6392  7045  8064  8166  7660  1335  6278  6952  9998  12256  74146

Total Missing  0    17   0    1    1    0    0    12    4   0  35

TOTAL  6392  7062  8064  8167  7661  1335  6278  6964  10002  12256  74181

Notes: ( )The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977."
Figure 4. Other Services by Year of Entry

- For comparability FY1977 excluded the transition quarter July to September
<table>
<thead>
<tr>
<th>Area of Prior Service</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior-Army</td>
<td>1035</td>
<td>1255</td>
<td>1248</td>
<td>1535</td>
<td>1889</td>
<td>366</td>
<td>1660</td>
<td>778</td>
<td>0</td>
<td>0</td>
<td>9766</td>
</tr>
<tr>
<td>(16.8)</td>
<td>(18.9)</td>
<td>(16.6)</td>
<td>(19.2)</td>
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<td>5277</td>
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<tr>
<td>Prior-Air Force</td>
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<td>443</td>
<td>625</td>
<td>654</td>
<td>739</td>
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<td>499</td>
<td>208</td>
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<td>(9.7)</td>
<td>(6.8)</td>
<td>(8.0)</td>
<td>[7.4]</td>
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<td>417</td>
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<td>(5.8)</td>
<td>(8.1)</td>
<td>(6.9)</td>
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<td>(0)</td>
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<tr>
<td>Prior-Service - Area not Indicated</td>
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<td>0</td>
<td>75</td>
<td>5</td>
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<td>12256</td>
<td>26491</td>
</tr>
<tr>
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<td>(0)</td>
<td>(0)</td>
<td>(0.9)</td>
<td>(0.1)</td>
<td>(0.1)</td>
<td>(0.1)</td>
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<td>(100)</td>
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<tr>
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<td>72767</td>
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<td>161</td>
<td>44</td>
<td>10</td>
<td>35</td>
<td>8</td>
<td>0</td>
<td>0</td>
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<tr>
<td>TOTAL</td>
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<td>8064</td>
<td>8167</td>
<td>7661</td>
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<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( ) Column percents of the nonmissing totals.

[ ] Column percents of reentrants for whom area of prior-service was indicated.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.

1 A revision of computer codes during 1979 prohibits tracing the prior service of veterans for a portion of 1979 and subsequent years.
prior-service enlistment, but no designation of the particular prior-service area. From evaluation and recruiting standpoints, such data would seem very important. We therefore strongly recommend that serious consideration be given to restoring the detailed prior-service code to the DMDC cohort files.

If one considers only those years in which detailed data are available (FY73 to FY79), some observations can be made on the changes in the proportions of NAVETS and OSVETS. The majority of prior-service enlistments for this period had been in the Navy. However, the relative annual proportion of all Navy prior-service reentrants fell from 74.1 percent in FY73 to 58.7 percent in FY78. Most of this 15.4 percentage point difference appears to have been made up by relatively more Army personnel's enlisting in the Navy.

In April, 1979 the DMDC coding of prior-service data was changed so that the specific military branch of prior service was no longer recorded. Therefore, these specific data were available for only 40.0 percent of the prior-service accessions in fiscal year 1979 and for none of the prior-service accessions after fiscal year 1979. Of the 2,808 accessions for whom these data were available for FY79, 27.7 percent had been in the Army. This percentage represents a continuation of the trend of an increasing proportion of Army OSVETS among prior-service accessions.

AFQT Groups by Year of Reentry

Armed Forces Aptitude Tests are administered at the time of entry into the armed service. Percentile scores have been standardized into the familiar AFQT subgroups shown in Figure 5 and Table 5--i.e.,

---

aTechnical Report 83-2 raises serious doubts as to whether or not this trend is in the Navy's best interest.
Figure 5. AFQT Groups by Year of Entry

YEAR OF ENTRY
AFQT GROUP
V (1-9) IVC (10-15)
IVA (16-20) IVB (21-30)
ITIA (31-40) ITIB (41-50)
ITII (51-60) ITII (61-70)
ITIII (71-80) ITIII (81-90)
ITIV (91-99) ITIV (99-100)

FREQUENCY
6500 5200 3900 2600 1300

* For comparability FY1977 excluded the transition quarter July to September
<table>
<thead>
<tr>
<th>AFQT Group</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a</th>
<th>FY77b</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worst V</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-9</td>
<td>1 (0.0)</td>
<td>2 (0.2)</td>
<td>1 (0.0)</td>
<td>2 (0.2)</td>
<td>8 (0.2)</td>
<td>2 (0.2)</td>
<td>6 (0.1)</td>
<td>3 (0.1)</td>
<td>6 (0.1)</td>
<td>8 (0.1)</td>
<td>39</td>
</tr>
<tr>
<td>IV C</td>
<td>54 (1.9)</td>
<td>7 (0.6)</td>
<td>15 (0.7)</td>
<td>22 (0.5)</td>
<td>74 (1.6)</td>
<td>15 (1.9)</td>
<td>54 (1.4)</td>
<td>77 (1.8)</td>
<td>59 (1.0)</td>
<td>51 (0.8)</td>
<td>428</td>
</tr>
<tr>
<td>10-15</td>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>IV B</td>
<td>71 (2.5)</td>
<td>9 (0.7)</td>
<td>18 (0.9)</td>
<td>45 (1.1)</td>
<td>281 (5.9)</td>
<td>47 (5.8)</td>
<td>184 (4.7)</td>
<td>167 (3.9)</td>
<td>207 (3.5)</td>
<td>133 (2.1)</td>
<td>1162</td>
</tr>
<tr>
<td>16-20</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV A</td>
<td>203 (7.1)</td>
<td>86 (6.8)</td>
<td>136 (6.6)</td>
<td>281 (7.0)</td>
<td>468 (9.9)</td>
<td>85 (10.5)</td>
<td>324 (8.3)</td>
<td>354 (8.2)</td>
<td>468 (7.8)</td>
<td>447 (7.0)</td>
<td>2852</td>
</tr>
<tr>
<td>21-30</td>
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<td></td>
</tr>
<tr>
<td>III B</td>
<td>613 (21.5)</td>
<td>383 (30.4)</td>
<td>425 (20.6)</td>
<td>721 (17.9)</td>
<td>886 (18.7)</td>
<td>158 (19.5)</td>
<td>721 (18.6)</td>
<td>865 (20.0)</td>
<td>1116 (18.6)</td>
<td>1377 (21.7)</td>
<td>7265</td>
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<td>31-49</td>
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<tr>
<td>III A</td>
<td>626 (21.9)</td>
<td>291 (23.1)</td>
<td>515 (24.9)</td>
<td>831 (20.7)</td>
<td>890 (18.8)</td>
<td>150 (18.5)</td>
<td>773 (19.9)</td>
<td>888 (20.5)</td>
<td>1223 (20.4)</td>
<td>1326 (20.9)</td>
<td>7513</td>
</tr>
<tr>
<td>50-64</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>1078 (37.8)</td>
<td>430 (34.2)</td>
<td>841 (40.7)</td>
<td>1741 (43.3)</td>
<td>1734 (36.6)</td>
<td>299 (37.0)</td>
<td>1489 (38.3)</td>
<td>1607 (37.1)</td>
<td>2375 (39.6)</td>
<td>2613 (41.1)</td>
<td>14207</td>
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<td></td>
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<tr>
<td>Best I</td>
<td>209 (7.3)</td>
<td>51 (4.1)</td>
<td>117 (5.7)</td>
<td>379 (9.4)</td>
<td>391 (8.3)</td>
<td>53 (6.6)</td>
<td>332 (8.6)</td>
<td>366 (8.5)</td>
<td>544 (9.1)</td>
<td>403 (6.3)</td>
<td>2845</td>
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<td>93-99</td>
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<td></td>
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<tr>
<td>Total</td>
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<td>2068</td>
<td>4022</td>
<td>4732</td>
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<td>3883</td>
<td>4327</td>
<td>5998</td>
<td>6358</td>
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<td>526</td>
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<td>2637</td>
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<td>8064</td>
<td>8167</td>
<td>7661</td>
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<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( )The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
subgroup V is the worst, and I is the best. Two points should be noted about these reentries:

- A disturbing number, usually more than one-half of the AFQT scores, are missing from DMDC cohort files on prior-service enlisted personnel. The reasons for their absence are not clear, but are being sought. These missing scores make the other entries in Figure 5 and Table 5 somewhat questionable (unless one assumes that missing scores are distributed proportionately across groups).

- If one accepts the entries in Table 5, then it appears that prior-service reentries in the Navy may be considered relatively talented (60 percent of all Navy prior-service reentries have AFQT scores in the upper 50 percent). Whether this tendency is due more to self-selection or recruiter screening cannot be determined, however.

SOCIODEMOGRAPHIC DATA CONCERNING PRIOR-SERVICE PERSONNEL

Education by Year of Reentry.

Formal education is another qualitative indicator for prior-service Navy reentrants. Several points can be noted about the formal education of the reentrants described in this report. The entries in Figure 6 and Table 6 indicate that

- Eighty-seven percent of prior-service reentrants had 12 or more years of education.

- No clear and consistent changes appear over time between the proportion of reentrants in specific educational subgroups.

- College graduates comprise a very small proportion of prior-service Navy reentrants: among all prior-service reentrants there were nearly eight times as many high school dropouts as college graduates.

Marital Status by Year of Reentry

Figure 7 and Table 7 show the annual number of prior-service accessions by marital status. The percentage of single men grew from 30.7 percent in FY73 to 58.1 percent in 1981; while the complement

\[\text{If the Navy is to successfully make the transition to an increasingly technically oriented staff, then the proportion of high school dropouts to college graduates should probably be reversed.}\]
### TABLE 6

Number of Prior-Service Accessions by Education and Year of Reentry

<table>
<thead>
<tr>
<th>Education</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than high school</td>
<td>966</td>
<td>903</td>
<td>1023</td>
<td>1172</td>
<td>1014</td>
<td>216</td>
<td>910</td>
<td>941</td>
<td>1298</td>
<td>1245</td>
<td>9688</td>
</tr>
<tr>
<td>High school or GED</td>
<td>4627</td>
<td>5159</td>
<td>5958</td>
<td>6505</td>
<td>6105</td>
<td>1025</td>
<td>4375</td>
<td>5150</td>
<td>7573</td>
<td>9647</td>
<td>56124</td>
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<tr>
<td>Some college</td>
<td>713</td>
<td>866</td>
<td>946</td>
<td>334</td>
<td>425</td>
<td>63</td>
<td>850</td>
<td>767</td>
<td>984</td>
<td>1153</td>
<td>7101</td>
</tr>
<tr>
<td>College graduate</td>
<td>86</td>
<td>134</td>
<td>137</td>
<td>156</td>
<td>117</td>
<td>31</td>
<td>143</td>
<td>102</td>
<td>147</td>
<td>211</td>
<td>1264</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Nonmissing</th>
<th>Missing</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>7062</td>
</tr>
<tr>
<td></td>
<td>8064</td>
<td>0</td>
<td>8064</td>
</tr>
<tr>
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<td>8167</td>
<td>0</td>
<td>8167</td>
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<td>1335</td>
<td>4</td>
<td>1339</td>
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<tr>
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<td>10002</td>
<td>0</td>
<td>10002</td>
</tr>
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<td>12256</td>
<td>4</td>
<td>12260</td>
</tr>
<tr>
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<td>74177</td>
<td>4</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( )The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.*
PRIOR SERVICE ACCESSIONS

Figure 7. Marital Status by Year of Entry

- For comparability FY1977 excluded the transition quarter July to September
<table>
<thead>
<tr>
<th>Marital Status</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>1958</td>
<td>2330</td>
<td>2831</td>
<td>3080</td>
<td>3063</td>
<td>585</td>
<td>2836</td>
<td>3373</td>
<td>5097</td>
<td>6936</td>
<td>32089</td>
</tr>
<tr>
<td>(30.7)</td>
<td>(33.1)</td>
<td>(35.4)</td>
<td>(38.4)</td>
<td>(41.1)</td>
<td>(43.9)</td>
<td>(45.5)</td>
<td>(48.7)</td>
<td>(51.1)</td>
<td>(58.1)</td>
<td>(43.3)</td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>4415</td>
<td>4710</td>
<td>5176</td>
<td>4935</td>
<td>4395</td>
<td>747</td>
<td>3397</td>
<td>3559</td>
<td>4886</td>
<td>4997</td>
<td>41217</td>
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<td>203</td>
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<td>45</td>
<td>32</td>
<td>19</td>
<td>323</td>
<td>875</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6392</td>
<td>7062</td>
<td>8064</td>
<td>8167</td>
<td>7661</td>
<td>1335</td>
<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( )The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
group, married men, fell as a percent of the total. These changes are fairly dramatic and may have cost implications for the Navy and behavioral implications for prior-service reentrants.

**Number of Dependents by Year of Reentry**

The number of dependents and marital status are closely related. As the data in Figure 8 and Table 8 indicate, the increase in the proportion of prior-service reentrants with no dependents (other than self) rose from 24.2 percent in FY73 to 53.5 percent in FY81. This reflects, in part, an increase in the proportion of single recruits and, in part, fewer children for married couples. Like the marital status changes, fewer children may have cost and behavioral implications.

**Ethnic Group by Year of Reentry**

Most prior-service reentrants in the Navy are white— an average of 82 percent in fiscal years 1973 to 1981. In FY73, 85.7 percent of all prior-service accessions were white vs. 80.1 percent in FY81. The decrease in the percentage of white reentrants has been offset by a nearly proportional growth in the percentage of black reentrants, especially in the period after FY75. These data, which are shown in Figure 9 and Table 9, lead to the following observation:

- The proportion of black prior-service accessions increased by 50 percent over the ten-year period up to FY81, but 4 out of 5 accessions were white.

**Age by Year of Reentry**

Entries in Figure 10 and Table 10 show age by year of reentry for prior-service accessions. Several points can be noted:

- The age group 21-30 years accounted for 4 out of 5 prior-service reentrants in the FY73 to FY81 period.

- The age group 21-30 accounted for 86.5 percent of all prior-service accessions in FY73 vs. 77.8 percent in FY81. A relative

---

*Later reports will consider these issues.*
PRIOR SERVICE ACCESSIONS

Figure 8. Number of Dependents by Year of Entry

- For comparability FY1977 excluded the transition quarter July to September
<table>
<thead>
<tr>
<th>Number of Dependents** FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1544</td>
<td>1903</td>
<td>2446</td>
<td>2837</td>
<td>2834</td>
<td>520</td>
<td>2512</td>
<td>3020</td>
<td>4481</td>
<td>6382</td>
</tr>
<tr>
<td></td>
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<td>(27.0)</td>
<td>(30.5)</td>
<td>(35.1)</td>
<td>(37.5)</td>
<td>(39.0)</td>
<td>(40.3)</td>
<td>(43.5)</td>
<td>(44.9)</td>
<td>(53.5)</td>
</tr>
<tr>
<td>1</td>
<td>1152</td>
<td>1417</td>
<td>1538</td>
<td>1706</td>
<td>1645</td>
<td>312</td>
<td>1446</td>
<td>1501</td>
<td>2203</td>
<td>2144</td>
</tr>
<tr>
<td></td>
<td>(18.0)</td>
<td>(20.1)</td>
<td>(19.2)</td>
<td>(21.1)</td>
<td>(21.8)</td>
<td>(23.4)</td>
<td>(23.2)</td>
<td>(21.6)</td>
<td>(22.1)</td>
<td>(18.0)</td>
</tr>
<tr>
<td>2</td>
<td>1328</td>
<td>1516</td>
<td>1771</td>
<td>1677</td>
<td>1515</td>
<td>271</td>
<td>1170</td>
<td>1205</td>
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<td>1801</td>
</tr>
<tr>
<td></td>
<td>(20.8)</td>
<td>(21.5)</td>
<td>(22.1)</td>
<td>(20.7)</td>
<td>(20.1)</td>
<td>(20.3)</td>
<td>(18.8)</td>
<td>(17.4)</td>
<td>(17.1)</td>
<td>(15.1)</td>
</tr>
<tr>
<td>3</td>
<td>1440</td>
<td>1390</td>
<td>1381</td>
<td>1232</td>
<td>1054</td>
<td>157</td>
<td>751</td>
<td>793</td>
<td>1116</td>
<td>1250</td>
</tr>
<tr>
<td></td>
<td>(22.6)</td>
<td>(19.7)</td>
<td>(17.2)</td>
<td>(13.2)</td>
<td>(14.0)</td>
<td>(11.8)</td>
<td>(12.0)</td>
<td>(11.4)</td>
<td>(11.2)</td>
<td>(11.1)</td>
</tr>
<tr>
<td>4</td>
<td>622</td>
<td>570</td>
<td>578</td>
<td>456</td>
<td>380</td>
<td>48</td>
<td>272</td>
<td>310</td>
<td>358</td>
<td>314</td>
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<tr>
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<td>(8.1)</td>
<td>(7.2)</td>
<td>(5.6)</td>
<td>(5.0)</td>
<td>(3.6)</td>
<td>(4.4)</td>
<td>(4.5)</td>
<td>(3.6)</td>
<td>(2.6)</td>
</tr>
<tr>
<td>Over 4</td>
<td>298</td>
<td>251</td>
<td>294</td>
<td>180</td>
<td>123</td>
<td>24</td>
<td>86</td>
<td>108</td>
<td>116</td>
<td>.95</td>
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<td>(3.6)</td>
<td>(3.7)</td>
<td>(2.2)</td>
<td>(1.6)</td>
<td>(1.8)</td>
<td>(1.4)</td>
<td>(1.6)</td>
<td>(1.2)</td>
<td>(0.8)</td>
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<tr>
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<td>7551</td>
<td>1332</td>
<td>6237</td>
<td>6937</td>
<td>9984</td>
<td>11936</td>
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<tr>
<td>Missing</td>
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<td>15</td>
<td>56</td>
<td>79</td>
<td>110</td>
<td>3</td>
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<td>1335</td>
<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
</tr>
</tbody>
</table>

Notes: ( ) The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.

**Other than self.
PRIOR SERVICE ACCESSIONS

Figure 9. Ethnic Groups by Year of Entry

YEAR OF ENTRY

RACE ETHNIC

WHITE

HISPANIC

BLACK

ASIAN/PACIFIC IS

OTHER/UNKNOWN

* For comparability FY1977 excluded the transition quarter July to September
<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>5478</td>
<td>6261</td>
<td>6794</td>
<td>6753</td>
<td>6144</td>
<td>1042</td>
<td>4997</td>
<td>5428</td>
<td>7935</td>
<td>9604</td>
<td>60436</td>
</tr>
<tr>
<td></td>
<td>(85.7)</td>
<td>(88.7)</td>
<td>(84.3)</td>
<td>(83.3)</td>
<td>(80.2)</td>
<td>(78.1)</td>
<td>(79.6)</td>
<td>(80.6)</td>
<td>(80.7)</td>
<td>(80.1)</td>
<td>(82.1)</td>
</tr>
<tr>
<td>Black</td>
<td>642</td>
<td>738</td>
<td>937</td>
<td>1112</td>
<td>1095</td>
<td>220</td>
<td>902</td>
<td>1094</td>
<td>1460</td>
<td>1804</td>
<td>10004</td>
</tr>
<tr>
<td></td>
<td>(10.0)</td>
<td>(10.5)</td>
<td>(11.6)</td>
<td>(13.7)</td>
<td>(14.3)</td>
<td>(16.5)</td>
<td>(14.4)</td>
<td>(15.9)</td>
<td>(14.8)</td>
<td>(15.2)</td>
<td>(13.6)</td>
</tr>
<tr>
<td>Hispanic</td>
<td>219</td>
<td>0</td>
<td>235</td>
<td>140</td>
<td>245</td>
<td>44</td>
<td>197</td>
<td>210</td>
<td>221</td>
<td>258</td>
<td>1769</td>
</tr>
<tr>
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<td>(3.4)</td>
<td>(0)</td>
<td>(2.9)</td>
<td>(1.7)</td>
<td>(3.2)</td>
<td>(3.3)</td>
<td>(3.1)</td>
<td>(3.0)</td>
<td>(2.3)</td>
<td>(2.2)</td>
<td>(2.4)</td>
</tr>
<tr>
<td>Other/unknown</td>
<td>53</td>
<td>63</td>
<td>91</td>
<td>100</td>
<td>177</td>
<td>29</td>
<td>182</td>
<td>170</td>
<td>221</td>
<td>321</td>
<td>1407</td>
</tr>
<tr>
<td></td>
<td>(.8)</td>
<td>(.9)</td>
<td>(1.1)</td>
<td>(1.2)</td>
<td>(2.3)</td>
<td>(2.2)</td>
<td>(2.9)</td>
<td>(2.5)</td>
<td>(2.3)</td>
<td>(2.7)</td>
<td>(1.9)</td>
</tr>
<tr>
<td>Total Nonmissing</td>
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<td>7062</td>
<td>8057</td>
<td>8105</td>
<td>7661</td>
<td>1335</td>
<td>6278</td>
<td>6902</td>
<td>9837</td>
<td>11987</td>
<td>73616</td>
</tr>
<tr>
<td>Total Missing</td>
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<td>0</td>
<td>7</td>
<td>62</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>62</td>
<td>165</td>
<td>269</td>
<td>565</td>
</tr>
</tbody>
</table>

**Notes:**

( ) The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
Figure 10. Ages by Year of Entry

Prior Service Accessions

- For comparability, FY1977 excluded the transition quarter July to September.
TABLE 10
Number of Prior-Service Accessions
By Age and Year of Reentry

<table>
<thead>
<tr>
<th>Age</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a*</th>
<th>FY77b*</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-20 years old</td>
<td>328</td>
<td>369</td>
<td>602</td>
<td>828</td>
<td>787</td>
<td>168</td>
<td>801</td>
<td>754</td>
<td>948</td>
<td>967</td>
<td>6552</td>
</tr>
<tr>
<td>21-25 years old</td>
<td>3668</td>
<td>3657</td>
<td>3801</td>
<td>3841</td>
<td>3761</td>
<td>753</td>
<td>3197</td>
<td>3554</td>
<td>4938</td>
<td>6019</td>
<td>37189</td>
</tr>
<tr>
<td>26-30 years old</td>
<td>1852</td>
<td>2310</td>
<td>2798</td>
<td>2648</td>
<td>2360</td>
<td>304</td>
<td>1642</td>
<td>1878</td>
<td>2701</td>
<td>3482</td>
<td>21975</td>
</tr>
<tr>
<td>31-35 years old</td>
<td>439</td>
<td>586</td>
<td>702</td>
<td>672</td>
<td>599</td>
<td>86</td>
<td>500</td>
<td>602</td>
<td>1099</td>
<td>1366</td>
<td>6651</td>
</tr>
<tr>
<td>35 years old and over</td>
<td>91</td>
<td>109</td>
<td>119</td>
<td>126</td>
<td>112</td>
<td>15</td>
<td>102</td>
<td>137</td>
<td>242</td>
<td>370</td>
<td>1423</td>
</tr>
<tr>
<td>Total Nonmissing</td>
<td>6378</td>
<td>7031</td>
<td>8022</td>
<td>8115</td>
<td>7619</td>
<td>1326</td>
<td>6242</td>
<td>6925</td>
<td>9928</td>
<td>12204</td>
<td>73790</td>
</tr>
<tr>
<td>Missing</td>
<td>14</td>
<td>31</td>
<td>42</td>
<td>52</td>
<td>42</td>
<td>9</td>
<td>36</td>
<td>39</td>
<td>74</td>
<td>52</td>
<td>391</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6392</td>
<td>7062</td>
<td>8064</td>
<td>8167</td>
<td>7661</td>
<td>1335</td>
<td>6278</td>
<td>6964</td>
<td>10002</td>
<td>12256</td>
<td>74181</td>
</tr>
</tbody>
</table>

Notes: ( )The percentages are column percents of the nonmissing totals.

*FY77 is split into two periods: FY77a for July 1, 1976 to June 30, 1977 and FY77b for July to September 1977.
increase took place during this same time for age groups 31 years and older—8.3 percent in FY73 vs. 14.2 percent in FY81.

- The 20 and below age group accounts for 8.9 percent of all prior-service accessions.

**Occupational Category by Year of Reentry**

Table 11, Distribution of Prior-Service Accessions by DOD Occupational Category, describes the dispersion of prior-service personnel among the Department of Defense (DOD) occupational categories. Presumably, the distribution reflects both individual choices and Navy personnel policy.

Data presented in Table 11 do not necessarily reflect occupations held by a prior-service individual at the time of return to the Navy since the data were obtained from the most recent job code information available, rather than from reentry data. Therefore, these data may or may not reflect approximate training received after reentry, but they do describe occupational utilization.

The FY81 data, however, provide a better approximation of the reentry occupation since many of these people have not had time to receive formal training yet. As the data in Table 11 indicate, many of the FY81 accessions (3,771 or 30.8 percent) were in the non-occupational category. Of FY81 accessions 22.5 percent were in the category of

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*a* To the extent that older prior-service recruits have more dependents and a higher likelihood of remaining in the Navy, they may be less cost efficient to recruit than 18 to 20 year old individuals.

*b* To be designated as a "prior-service" enlistee and still be under 21 years old is technically correct, but these facts imply that the first term of service was not completed.
<table>
<thead>
<tr>
<th>DOD Occupational Category (Sample Ratings)</th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>FY77a</th>
<th>FY77b</th>
<th>FY78</th>
<th>FY79</th>
<th>FY80</th>
<th>FY81</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gun Crew and Seamanship Specialists (BM, NH)</td>
<td>1526 (23.9)</td>
<td>1517 (21.5)</td>
<td>1434 (17.8)</td>
<td>1105 (13.5)</td>
<td>848 (11.1)</td>
<td>129 (9.7)</td>
<td>517 (8.2)</td>
<td>507 (7.3)</td>
<td>592 (5.9)</td>
<td>910 (7.4)</td>
<td>9085 (12.2)</td>
</tr>
<tr>
<td>Electronic Equipment Repairman (ET, AT, EM, UT, US, ST)</td>
<td>544 (8.5)</td>
<td>622 (8.8)</td>
<td>837 (10.4)</td>
<td>917 (11.2)</td>
<td>757 (9.9)</td>
<td>112 (8.4)</td>
<td>575 (8.8)</td>
<td>616 (8.9)</td>
<td>891 (6.7)</td>
<td>816 (6.0)</td>
<td>6687 (9.0)</td>
</tr>
<tr>
<td>Communications and Intelligence Specialists (KM, CT, IS)</td>
<td>524 (8.2)</td>
<td>620 (8.8)</td>
<td>808 (10.0)</td>
<td>829 (10.2)</td>
<td>749 (9.8)</td>
<td>154 (11.5)</td>
<td>642 (10.2)</td>
<td>783 (11.2)</td>
<td>1238 (12.4)</td>
<td>1235 (10.1)</td>
<td>7582 (10.2)</td>
</tr>
<tr>
<td>Medical and Dental Specialists (BM, DT)</td>
<td>410 (6.4)</td>
<td>395 (5.6)</td>
<td>390 (4.8)</td>
<td>222 (2.7)</td>
<td>202 (2.6)</td>
<td>44 (3.2)</td>
<td>367 (5.8)</td>
<td>475 (5.5)</td>
<td>551 (4.6)</td>
<td>599 (4.9)</td>
<td>7615 (4.9)</td>
</tr>
<tr>
<td>Other Technical and Allied Specialists (PH, AG, MU)</td>
<td>103 (1.6)</td>
<td>98 (1.4)</td>
<td>33 (0.4)</td>
<td>48 (0.6)</td>
<td>48 (0.6)</td>
<td>11 (1.3)</td>
<td>72 (1.1)</td>
<td>70 (1.0)</td>
<td>74 (0.7)</td>
<td>75 (0.6)</td>
<td>638 (0.9)</td>
</tr>
<tr>
<td>Functional Support and Administration (PS, WN, SK)</td>
<td>688 (10.8)</td>
<td>634 (9.0)</td>
<td>695 (8.6)</td>
<td>569 (7.0)</td>
<td>643 (8.4)</td>
<td>106 (7.9)</td>
<td>95 (9.3)</td>
<td>640 (7.8)</td>
<td>780 (8.1)</td>
<td>829 (8.6)</td>
<td>6169 (8.3)</td>
</tr>
<tr>
<td>Electrical/Mechanical Equipment Repairmen (BT, HV, AD)</td>
<td>1565 (24.5)</td>
<td>1855 (26.3)</td>
<td>2157 (26.7)</td>
<td>2129 (26.2)</td>
<td>2094 (27.3)</td>
<td>349 (26.1)</td>
<td>1760 (28.0)</td>
<td>1942 (27.9)</td>
<td>2692 (26.9)</td>
<td>2760 (22.5)</td>
<td>19303 (26.0)</td>
</tr>
<tr>
<td>Craftsmen (HT, HK, BU)</td>
<td>644 (10.1)</td>
<td>763 (10.8)</td>
<td>749 (9.3)</td>
<td>495 (6.1)</td>
<td>403 (5.3)</td>
<td>77 (5.8)</td>
<td>341 (5.4)</td>
<td>370 (5.3)</td>
<td>534 (4.3)</td>
<td>529 (4.3)</td>
<td>4905 (6.6)</td>
</tr>
<tr>
<td>Service and Supply Handlers (HS, SH)</td>
<td>326 (5.1)</td>
<td>418 (5.9)</td>
<td>426 (5.3)</td>
<td>475 (5.8)</td>
<td>397 (5.2)</td>
<td>84 (6.7)</td>
<td>379 (5.4)</td>
<td>374 (5.4)</td>
<td>747 (7.5)</td>
<td>772 (6.3)</td>
<td>4363 (5.9)</td>
</tr>
<tr>
<td>Non-Occupational (SR, SA, SN, FR, FA, FN)</td>
<td>62 (1.0)</td>
<td>140 (2.0)</td>
<td>353 (4.6)</td>
<td>1378 (16.9)</td>
<td>1520 (19.8)</td>
<td>258 (19.3)</td>
<td>1080 (17.2)</td>
<td>1187 (17.0)</td>
<td>1903 (19.0)</td>
<td>3711 (30.8)</td>
<td>11834 (16.0)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6392 (8.6)</td>
<td>7062 (9.5)</td>
<td>8084 (10.9)</td>
<td>8167 (11.0)</td>
<td>7661 (10.3)</td>
<td>1335 (1.8)</td>
<td>6278 (8.5)</td>
<td>6964 (9.4)</td>
<td>10002 (13.5)</td>
<td>12256 (16.5)</td>
<td>74181 (100.00)</td>
</tr>
</tbody>
</table>

( ) Percent of cohort accessions in each occupational category.
[ ] Percent of total accessions in each year's cohort.

electrical/mechanical equipment repairmen, and 10.1 percent were in the category of communications and intelligence experts. Less than 10 percent of FY81 accessions were in each of the following categories: gun crews and seamanship specialists, functional support and administration, electronic equipment repairmen, service and supply handlers, medical and dental specialists, craftsmen, and other technical and allied specialists.

Thirty-one percent of the FY81 prior-service accessions were listed in the non-occupational category -- primarily because they have not yet had the opportunity to achieve an occupational job code. If these people receive some training and enter another occupational category, their occupational code will change to reflect this later training. Yet the proportion is disturbing since a presumed goal of prior-service recruiting is to save money on training costs. With the passage of time, training is received and the proportion of non-occupational personnel declines. This probably accounts for the noticeable difference between the FY81 data (30.8 percent in the non-occupational category) and data for the other years (1.0 percent in FY73 to 19.0 percent in FY80).

If the FY81 data are excluded, the data more closely describe occupational utilization. Since all other reentrants would have been in the Navy for at least one year, they would have had time to receive some retraining and enter a different occupational category. Such retraining may be reflected in the FY73 to FY80 data which refer to the reentrants' most recent occupational category. Still, the percentage of reentrants who appear to have returned to positions in the non-occupational category seems high, especially for fiscal years 1976 to 1980. During these years the percentage of accessions still in the non-occupational category
ranged from 16.9 to 19.8. These percentages were noticeably higher than the corresponding percentages for the earlier fiscal years 1973, 1974, and 1975. In these earlier three years, the percentage of accessions in the non-occupational category was 1.0, 2.0 and 6.6. The difference between the earlier three years (FY73-FY75) and the later years cannot be fully attributed to the reentrants' not having had the opportunity to achieve an occupational code. Further research is needed to identify alternative explanations for this difference.

The possibility of differences between personnel in the non-occupational and the occupational categories was investigated further. This investigation resulted in the following observations.

Compared with personnel in all occupational categories, individuals in the non-occupational category

- were much less likely to have reentered in pay grades E-4 and E-5. Most people in the non-occupational category reentered in the E-3 pay grade.

- had lower AFQT scores and less education.

- were less likely to be white, and less likely to be 21-25 years old.

- were more likely to be single, have fewer dependents, or be 18 to 20 years old.

- after 1976 were more likely to have entered with a waiver.

Data on non-occupational personnel were also explored for differences associated with the area of prior service. Among the non-occupational personnel there were proportionately

- fewer NAVETS than OSVETS. (This was especially true for fiscal years 1976 to 1979).

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*a Area of prior service (i.e. NAVET or OSVET) was not specified after March, 1979, so these comparisons are limited to fiscal years 1973 to 1979.*
- more OSVETS in pay grades E-1 than E-2, more NAVETS in E-2 than E-1.
- more NAVETS than OSVETS who had not completed high school.
- fewer whites among NAVETS than OSVETS.
- fewer 18-20 year olds among NAVETS, more 21-25 year olds among OSVETS.

CONCLUSION AND FUTURE RESEARCH IMPLICATIONS

This report has organized and presented data for all U.S. Navy enlisted men who reentered the Navy in the 1973 to 1981 period. Overall trends for military and sociodemographic factors are described in detail. The primary objective is to describe informally the universe of such individuals. The next step is to consider the reasons for the emergence of various trends and patterns -- for example, the extent to which overall trends in accessions may reflect deliberate prior-service recruiting efforts, or the reasons for so many prior-service personnel being listed without an occupational code. These are the type of issues to be addressed next in an overall research effort aimed at enhancing Navy manpower policy.
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As part of the project titled "An Empirical Study to Enhance the Reenlistment Process of Civilian Personnel with Prior Military Service," the following technical reports have been completed.


Other reports will be completed during the course of the project.

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a Additional copies of these reports can be obtained for a nominal charge. Requests for copies should be sent to:
Research Publications
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