SEPARATION OF PRIOR-SERVICE NAVY PERSONNEL OVER TWO- AND SIX-YEAR PERIODS. (U) PENNSYLVANIA STATE UNIV UNIVERSITY PARK INST FOR POLICY RESEA.

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Technical Report CER-63-, April 1983

David E. Elliston, Margaret E. Mitchell, Iseland K. Bell, and Stanley P. Stephenson, Jr.

With the assistance of Stanley D. Fitch.

Technical Report ONR 83-2, April 1983

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

with the assistance of
Stanley D. Fitch

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*Computational assistance from David A. Macpherson is gratefully acknowledged.
**Title:** Separation of Prior-Service Navy Personnel over Two- and Six-year Periods: Fiscal Years 1973-1981

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**Abstract:**

> DWC data have been analyzed for all prior-service enlisted men who reentered the U.S. Navy during fiscal years 1973-1979. Accession and separation are investigated for two- and six-year periods, and are related to selected military and sociodemographic variables. The findings indicate that most reentrants left the Navy within six years of reentry and that better qualified reentrants were more likely to stay in the Navy than less-qualified reentrants. Other characteristics such as age, education, race, and AFQT score are associated with differing likelihoods of separating from the Navy.
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 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, several descriptive studies were first undertaken in order to better understand the prior-service community. The analysis presented here uses a census of all male prior-service enlisted personnel who reentered the Navy during fiscal years 1973-1981. The main focus of this report is to describe, by year of enlistment, those prior-service personnel who left in terms of military and sociodemographic variables.

Several points, methodological and substantive, are important to clarify.

- The analysis is descriptive and informal; the intention is neither to test behavioral hypotheses nor to use the analysis for policy formation.

- The term "attrition" is used here to denote someone who has left the military within a specified time (either two or six years after reentry). This usage may be at odds with other reports.

The following substantive points have implications for further research and analysis.

- Attrition of prior-service personnel is relatively high: 50.2 percent of those who reentered between fiscal years 1973 and 1976 separated from the military within six years of reentry. Two-thirds of all such leavers left within two years.

- Cost savings of training via recruiting prior-service persons may be more than offset if they leave faster than fresh recruits.

- The highest attrition rates were found for the following groups: personnel in the E-2 pay grade; prior-Army personnel; AFQT group III; those without a DOD occupational status; those without a high school diploma; Hispanics or blacks; and youths aged 18 to 20 years.
- Failure to meet minimum behavioral and performance criteria accounted for more than 33 percent of all prior-service attritions.

The implications of these findings are developed in the last section of this report and will guide further research efforts on prior-service personnel at The Pennsylvania State University.

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

This report provides a descriptive analysis of prior-service personnel who reentered the Navy during fiscal years 1973-1981. It includes selected information about these accessions by presenting attrition data on individuals who reentered the Navy in fiscal years 1973 to 1976, 1978, and 1979. These data are summarized for six-year and two-year periods. The attrition data are also related to specific military background and sociodemographic variables. Additionally, the implications of these data are discussed.

DESCRIPTIVE ANALYSIS OF ATTRITION DATA

The objective of this section is to mirror the prior-service accession profile presented in Technical Report 83-1 by presenting a prior-service attrition profile using specific military background and sociodemographic variables. The military background variables include length of time to separation, recruiting area, pay grade, prior-service affiliation, AFQT group, Department of Defense (DOD) occupational category, entry-waiver status, and interservice separation code. The sociodemographic variables are educational level, marital status, number of dependents, ethnic group, and age.

a In this report, attrition refers to leaving the Navy during a specified time period (two years or six years after reentry). This classification does not consider the term of enlistment. Therefore, someone is classified as a six-year attrition if the person left within six years of reentry, regardless of the term of enlistment.

b This report presents an analysis which is only descriptive. Therefore, any references to the size or direction of particular measures are only descriptive. Such statements do not refer to statistical significance.
In order to allow populations of accessing individuals equal opportunity to separate, accession cohorts are compared over six-year periods for individuals reentering in FY73, FY74, FY75, and FY76 and over two-year periods for those reentering in FY78 and FY79. In both intervals, the time period is defined by the individual's date of reentry. For example, data for the six-year time periods track an individual over the 72 months after the date of reentry. Obviously, such a six-year period may span six or seven fiscal years.

A conservative estimate of the six-year data is also provided for FY76 accessions. This estimate is conservative since the FY82 data were unavailable for this analysis. Thus, this estimate of a six-year time period actually reflects a five- to six-year time period for individuals in this cohort.

This section's accompanying tables and figures compare cohort accessions and attritions for specific periods in terms of the specified military and sociodemographic variables. The number of accessions and attritions is used in computing an attrition rate for specific categorizations of individuals. Within each category the attrition rate is defined as the percentage of accessions who separate within the specified time period.

**Military Background Variables**

*Years to separation.* Figures 1 and 2 and Tables 1 and 2 describe attrition data on prior-service personnel by the number of years to separation. Figure 1 and Table 1 refer to six-year periods. Figure 2
Figure 1
Over Comparable Six-Year Periods
By Times to Separation

FREQUENCY BLOCK CHART

Number of accessions in this year's cohort who became attritions within each of the specified time periods.
### TABLE 1

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Number of Years to Separation**

<table>
<thead>
<tr>
<th>Years to Separation</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81*</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 year</td>
<td>1329 [44.9]</td>
<td>1308 [38.0]</td>
<td>1714 [40.5]</td>
<td>1823 [42.7]</td>
<td>6174 [41.5]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY73 Cohort Attrition (6 years)</th>
<th>FY74 Cohort Attrition (6 years)</th>
<th>FY75 Cohort Attrition (6 years)</th>
<th>FY76 Cohort Attrition (6 years)</th>
<th>Total Cohort Attrition within 6 yrs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2,062</td>
<td>2,462</td>
<td>3,438</td>
<td>4,248</td>
<td>29,685 [14.895]</td>
</tr>
<tr>
<td>% Cohort Attrition within 6 yrs.</td>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>

* () = Percent of cohort's 6 yr. attrition.

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

*bFrom time to accession.
<table>
<thead>
<tr>
<th>Years to Separation</th>
<th>FY78-80</th>
<th>FY79-81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>373 [24.3]</td>
<td>385 [25.0]</td>
<td>758 [24.7]</td>
</tr>
<tr>
<td>1 year</td>
<td>351 [22.8]</td>
<td>350 [22.8]</td>
<td>701 [22.8]</td>
</tr>
<tr>
<td>2 years</td>
<td>813 [52.9]</td>
<td>802 [52.2]</td>
<td>1615 [52.5]</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Cohort Attrition (2 years)</th>
<th>FY78</th>
<th>FY79</th>
<th>Total</th>
</tr>
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<tr>
<td>FY78 Accessions</td>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>FY79 Accessions</td>
<td>1537</td>
<td>1537</td>
<td>3,074</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years: 24.5 22.1 23.2

[ ] = Percent of cohort's 2 yr. attrition.

*From time of accession.
and Table 2 refer to two-year periods. In both tables the number of years to separation was computed as the number of years of service after reentering the Navy.

It is significant to note that in the combination of FY73 to FY76 cohorts, 10,099 prior-service accessions (34.0 percent) left the military after serving two years or less (3.7 percent in less than a year, 9.5 percent one year after reentry, and 20.8 percent two years after reentry). Of the FY78 and FY79 accessions 3,074 (23.2 percent) left within two years of reentry (5.7 percent less than one year after reentry, 5.3 percent one year after reentry, and 12.2 percent two years after reentry).

Interestingly, the time-to-separation figures are relatively consistent among comparable cohorts. As the data in Table 1 indicate, 50.2 percent of the prior-service personnel who reentered between fiscal years 1973 and 1976 separated from the military within six years of reentry. As the data in Table 2 indicate, 23.2 percent of the FY78 and FY79 accessions separated within two years of reentry.

If we consider all attritions which occurred within six or fewer years of reentry, there was a slight increase over time in the total attrition rates for each of the cohorts from FY73 to FY76 (46.3 percent for FY73, 48.7 for FY74, 52.4 for FY75, and 52.2 for the estimate of FY76). Since the FY76 estimate is conservative, this 52.2 percent is likely to increase when the FY82 data are considered. Thus, with each succeeding cohort an increase in the percent of attritions within six years of reentry would occur.

Unlike the increase observed for the six-year time periods, the two-year data for FY78 and FY79 evidenced a slight decrease in the total attrition rate over time. Of the FY78 accessions, 24.5 percent sepa-
rated within two years of reentry. Of the FY79 accessions, 22.1 percent separated within two years of reentry.

The attrition data can also be viewed in a different way by determining the percentage of all attritions who left within specified time periods. For the combination of cohorts FY73, FY74, FY75, and FY76, approximately 67.7 percent of all those who separated within six years of reentry left within two years of reentry: 7.3 percent separated less than one year after reentry; 18.9 percent separated one year after reentry; and 41.5 percent separated two years after reentry. For the combination of cohorts FY78 and FY79, 52.5 percent of the total two-year attrition occurred at the two-year point.

Recruiting area at reentry. Figures 3 and 4 and Tables 3 and 4 show attrition of prior-service personnel by recruiting areas from which they reentered. Excluding the area outside the continental U.S., the other six geographical areas evidenced attrition rates which were relatively similar to each other. Within each cohort the ranges were 46.0 percent to 48.3 percent for FY73, 46.6 percent to 52.3 percent for FY74, 50.3 percent to 55.0 percent for FY75, and 49.2 percent to 56.3 percent for FY76. For the combination of the cohorts FY73 to FY76, the attrition rates ranged from 48.2 percent in the Pacific Mountain area (Area 8) to 52.3 percent in the South Central area (Area 7).

As the entries in Table 4 indicate, data for the two-year periods display the same characteristics as were found in Table 3—that is, similar attrition rates for the six geographical areas. These rates ranged from 22.2 to 27.2 percent for the FY78 cohort and 19.4 to 24.4 percent for the FY79 cohort.
Figure 3
Over Comparable Six-Year Periods
By Recruiting Areas of Accessions

\[ \text{Number of accessions in this year's cohort.} \]

\[ \text{Number of accessions in this year's cohort who became attritions within six years of reentry.} \]
<table>
<thead>
<tr>
<th>Recruiting Area of Accession</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Total</th>
</tr>
</thead>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0 (outside continental U.S.)</td>
<td>33 (30.3)</td>
<td>47 (40.4)</td>
<td>35 (42.9)</td>
<td>48 (29.2)</td>
<td>163</td>
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<tr>
<td></td>
<td>[0.3]</td>
<td>[0.6]</td>
<td>[0.4]</td>
<td></td>
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</tr>
<tr>
<td>1 (North East)</td>
<td>741 (46.3)</td>
<td>872 (46.6)</td>
<td>1172 (51.8)</td>
<td>1264 (50.4)</td>
<td>4049</td>
</tr>
<tr>
<td></td>
<td>[11.6]</td>
<td>[11.8]</td>
<td>[14.4]</td>
<td></td>
<td>[14.9]</td>
</tr>
<tr>
<td>3 (South East)</td>
<td>1315 (46.0)</td>
<td>1340 (49.1)</td>
<td>1716 (51.2)</td>
<td>1540 (49.2)</td>
<td>5911</td>
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<td></td>
<td>[20.4]</td>
<td>[19.1]</td>
<td>[20.8]</td>
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<td>[17.8]</td>
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<tr>
<td>4 (Mid Atlantic, Near Mid-West)</td>
<td>1067 (46.9)</td>
<td>1197 (52.3)</td>
<td>1420 (53.7)</td>
<td>1526 (53.2)</td>
<td>5210</td>
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<tr>
<td></td>
<td>[16.9]</td>
<td>[18.2]</td>
<td>[18.0]</td>
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<td>[19.0]</td>
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<tr>
<td>5 (North Central)</td>
<td>820 (46.3)</td>
<td>864 (47.5)</td>
<td>938 (55.0)</td>
<td>932 (53.6)</td>
<td>3554</td>
</tr>
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<td>[13.4]</td>
<td>[11.9]</td>
<td>[12.2]</td>
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<td>[11.7]</td>
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<tr>
<td>7 (South Central)</td>
<td>1180 (47.4)</td>
<td>1344 (51.2)</td>
<td>1402 (53.9)</td>
<td>1386 (56.1)</td>
<td>5312</td>
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<td>[17.9]</td>
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<td>[18.2]</td>
</tr>
<tr>
<td>8 (Pacific Mountain)</td>
<td>1234 (44.4)</td>
<td>1398 (45.1)</td>
<td>1379 (50.3)</td>
<td>1470 (52.2)</td>
<td>5481</td>
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<th>FY73 Cohort Attrition (6 years)</th>
<th>FY74 Cohort Attrition (6 years)</th>
<th>FY75 Cohort Attrition (6 years)</th>
<th>FY76/FY81 Cohort Attrition (6 years)</th>
<th>Total Accession (6 years)</th>
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<td>2962</td>
<td>7062</td>
<td>8064</td>
<td>29,685</td>
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<tr>
<td>(50.0)</td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>(100.0)</td>
<td>[0.0]</td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions in the specified area and cohort.
[ ] = Percent of cohort's 6 yr. total attrition.

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.*
Figure 4
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By Recruiting Areas of Accessions

a Number of accessions in this year's cohort.
b Number of accessions in this year's cohort who became attritions within two years of reentry.
### TABLE 4
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Recruiting Area of Accession

<table>
<thead>
<tr>
<th>Recruiting Area of Accession</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (outside continental U.S.)</td>
<td>38 (10.5)</td>
<td>46 (13.0)</td>
<td>84 (11.9)</td>
</tr>
<tr>
<td>1 (North East)</td>
<td>912 (24.8)</td>
<td>925 (21.4)</td>
<td>1837 (23.1)</td>
</tr>
<tr>
<td>3 (South East)</td>
<td>1283 (22.7)</td>
<td>1514 (19.4)</td>
<td>2797 (20.9)</td>
</tr>
<tr>
<td>4 (Mid Atlantic Near Mid-West)</td>
<td>928 (24.9)</td>
<td>1067 (23.4)</td>
<td>1995 (24.1)</td>
</tr>
<tr>
<td>5 (North Central)</td>
<td>766 (27.2)</td>
<td>814 (24.3)</td>
<td>1580 (25.7)</td>
</tr>
<tr>
<td>7 (South Central)</td>
<td>1203 (26.8)</td>
<td>1298 (24.4)</td>
<td>2501 (25.5)</td>
</tr>
<tr>
<td>8 (Pacific Mountain)</td>
<td>1115 (22.2)</td>
<td>1300 (21.1)</td>
<td>2415 (21.6)</td>
</tr>
<tr>
<td>Missing</td>
<td>33 (21.2)</td>
<td>0 (0.0)</td>
<td>33 (21.2)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY78 Cohort Attrition (2 years)</th>
<th>FY79 Cohort Attrition (2 years)</th>
<th>Total Attrition (2 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY78 Accessions</td>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>% of Cohort Attrition within 2 years</td>
<td>24.5</td>
<td>22.1</td>
<td>23.2</td>
</tr>
</tbody>
</table>

( ) = Percent of total accessions in the specified area and cohort.
[ ] = Percent of cohort's 2 yr. total attritions.
Pay grade at reentry. Figures 5 and 6 and Tables 5 and 6 show prior-service cohort attrition by pay grade measured at time of reentry. For the six-year periods the highest attrition rate was consistently found for those who reentered at the E-2 pay grade (ranging from 77.0 percent for the FY73 cohort to 69.8 percent for the FY76 cohort). The lowest attrition rate was consistently found for pay grades E-5 and above (ranging from 34.5 percent for the FY73 cohort to 41.5 percent for the FY75 cohort).

In each of the FY74 to FY79 cohorts, more than 70 percent of the total cohort attrition occurred among those who reentered the Navy in pay grades E-1, E-2, and E-3. Of the FY73 cohort, 66.6 percent of all the six-year attritions were accounted for by individuals who had reentered at pay grades E-1, E-2, and E-3.

Among the upper pay grades, the data for the combination of cohorts FY73 to FY76 indicated that 41.4 percent of those reentering in pay grade E-4 and 36.4 percent of those reentering in pay grades above E-4 separated from the military within a six-year period. Of the FY73 cohort 33.4 percent of the six-year attritions occurred among individuals who had reentered at pay grades E-4 and above. For all other cohorts less than 30 percent of the attritions were accounted for by those who had reentered in pay grades E-4 and above.

Prior-service affiliation. Figures 7 and 8 and Tables 7 and 8 present data on attrition by prior-service affiliation. The data in Table 7, which consider attrition within six years of accession, indicate certain differences based on the varying branches of prior-service affiliation. For all four cohorts (FY73, FY74, FY75, and FY76) the
Figure 5
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By Paygrades at Entry

FREQUENCY BLOCK CHART

\[ \text{\textsuperscript{a}Number of accessions in this year's cohort.} \]

\[ \text{\textsuperscript{b}Number of accessions in this year's cohort who became attritions within six years of reentry.} \]
### TABLE 5


<table>
<thead>
<tr>
<th>Pay Grade at Reentry</th>
<th>FY73–FY79</th>
<th>FY74–FY80</th>
<th>FY75–FY81</th>
<th>FY76–FY81&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E01</td>
<td>889 (40.4)</td>
<td>859 (43.4)</td>
<td>1150 (49.5)</td>
<td>627 (59.5)</td>
<td>3525</td>
</tr>
<tr>
<td></td>
<td>[12.1]</td>
<td>[10.8]</td>
<td>[13.5]</td>
<td>[8.7]</td>
<td>1674</td>
</tr>
<tr>
<td>E02</td>
<td>126 (77.0)</td>
<td>268 (73.1)</td>
<td>360 (75.3)</td>
<td>497 (69.8)</td>
<td>1251</td>
</tr>
<tr>
<td></td>
<td>[3.3]</td>
<td>[5.7]</td>
<td>[6.4]</td>
<td>[8.1]</td>
<td>911</td>
</tr>
<tr>
<td>E03</td>
<td>2733 (55.5)</td>
<td>3663 (55.3)</td>
<td>4321 (56.1)</td>
<td>4542 (57.2)</td>
<td>15279</td>
</tr>
<tr>
<td></td>
<td>[51.2]</td>
<td>[58.9]</td>
<td>[57.3]</td>
<td>[60.8]</td>
<td>8562</td>
</tr>
<tr>
<td>E04</td>
<td>1237 (40.7)</td>
<td>1027 (39.4)</td>
<td>1110 (45.0)</td>
<td>1395 (40.1)</td>
<td>4749</td>
</tr>
<tr>
<td></td>
<td>[17.0]</td>
<td>[11.8]</td>
<td>[11.8]</td>
<td>[13.1]</td>
<td>1966</td>
</tr>
<tr>
<td>E05 and above</td>
<td>1407 (34.5)</td>
<td>1228 (34.7)</td>
<td>1123 (41.5)</td>
<td>1105 (35.4)</td>
<td>4863</td>
</tr>
<tr>
<td></td>
<td>[16.4]</td>
<td>[12.4]</td>
<td>[11.0]</td>
<td>[9.2]</td>
<td>1768</td>
</tr>
<tr>
<td>Missing</td>
<td>0 (0.0)</td>
<td>17 (6.5)</td>
<td>0 (0.0)</td>
<td>1 (100.0)</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>[0.0]</td>
<td>[0.4]</td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>14</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY73 Accession</th>
<th>FY74 Accession</th>
<th>FY75 Accession</th>
<th>FY76 Accession</th>
<th>Total Accession</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>8064</td>
<td>29,685</td>
</tr>
<tr>
<td>% Cohort Attrition within 6 yrs.</td>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>

<sup>a</sup>A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

() = Percent attrition of accessions in the specified paygrade and cohort.

[] = Percent of cohort's 6 yr. total attrition.
Figure 6
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By Paygrades at Entry

ENTRY PAY GRADES

**Number of accessions in this year's cohort.**

**Number of accessions in this year's cohort who became attritions within two years of reentry.**
### Table 6

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) 
Over Comparable Two-Year Periods by Pay grade at Reentry

<table>
<thead>
<tr>
<th>Pay grade at Reentry</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>E01</td>
<td>582</td>
<td>762</td>
<td>1344</td>
</tr>
<tr>
<td></td>
<td>(33.5)</td>
<td>(30.2)</td>
<td>(31.6)</td>
</tr>
<tr>
<td></td>
<td>(12.7)</td>
<td>(15.0)</td>
<td>(13.8)</td>
</tr>
<tr>
<td>E02</td>
<td>359</td>
<td>335</td>
<td>694</td>
</tr>
<tr>
<td></td>
<td>(28.7)</td>
<td>(32.8)</td>
<td>(30.7)</td>
</tr>
<tr>
<td></td>
<td>(6.7)</td>
<td>(7.2)</td>
<td>(6.9)</td>
</tr>
<tr>
<td>E03</td>
<td>2665</td>
<td>2829</td>
<td>5494</td>
</tr>
<tr>
<td></td>
<td>(30.4)</td>
<td>(26.8)</td>
<td>(28.6)</td>
</tr>
<tr>
<td></td>
<td>(52.8)</td>
<td>(49.3)</td>
<td>(51.0)</td>
</tr>
<tr>
<td>E04</td>
<td>1501</td>
<td>1596</td>
<td>3097</td>
</tr>
<tr>
<td></td>
<td>(19.5)</td>
<td>(18.9)</td>
<td>(19.1)</td>
</tr>
<tr>
<td></td>
<td>(19.0)</td>
<td>(19.6)</td>
<td>(19.3)</td>
</tr>
<tr>
<td>E05 and Above</td>
<td>1171</td>
<td>1430</td>
<td>2601</td>
</tr>
<tr>
<td></td>
<td>(11.5)</td>
<td>(9.5)</td>
<td>(10.4)</td>
</tr>
<tr>
<td></td>
<td>(8.8)</td>
<td>(8.8)</td>
<td>(8.8)</td>
</tr>
<tr>
<td>Missing</td>
<td>0</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>(0.0)</td>
<td>(25.0)</td>
<td>(25.0)</td>
</tr>
<tr>
<td></td>
<td>(0.0)</td>
<td>(0.2)</td>
<td>(0.0)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort Attrition (2 years)</th>
<th>FY79 Cohort Attrition (2 years)</th>
<th>Total (FY78-FY79) Attrition</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY78 Accessions</td>
<td>FY79 Accessions</td>
<td>Accessions</td>
</tr>
<tr>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>1537</td>
<td>1537</td>
<td>3,074</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years. 24.5

( ) = Percent of total accessions in the specified area and cohort.
( ) = Percent of cohort's 2 yr. total attrition.
Figure 7
Over Comparable Six-Year Periods
By
Prior-Service Affiliations

FREQUENCY BLOCK CHART

PRIOR-SERVICES
PRIOR-NAVY
PRIOR-ARMY
PRIOR-AIR FORCE
PRIOR-MARINES
4576 1876 4432 1876 6172 2455 5277 2513
1896 887 1256 704 1248 621 1635 986
228 93 443 280 625 315 864 347
338 174 522 277 498 244 465 272

aNumber of accessions in this year's cohort.
bNumber of accessions in this year's cohort who became attritions within six years of reentry.
### TABLE 7


**Over Six-Year Periods by Prior-Service Affiliation**

<table>
<thead>
<tr>
<th>Prior-Service Affiliation</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prior-Navy</strong></td>
<td>4576</td>
<td>1876</td>
<td>4432</td>
<td>1879</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(41.0%)</td>
<td>(42.4%)</td>
<td>(54.7%)</td>
<td>(47.1%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[63.3%]</td>
<td>[63.3%]</td>
<td>[23.1%]</td>
<td>[19.4%]</td>
<td></td>
</tr>
<tr>
<td><strong>Prior-Army</strong></td>
<td>1035</td>
<td>667</td>
<td>1255</td>
<td>94</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(64.4%)</td>
<td>(63.3%)</td>
<td>(23.1%)</td>
<td>(65.8%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[22.5%]</td>
<td>[23.1%]</td>
<td>[19.4%]</td>
<td>(49.0%)</td>
<td></td>
</tr>
<tr>
<td><strong>Prior-Air Force</strong></td>
<td>226</td>
<td>93</td>
<td>443</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(41.2%)</td>
<td>(45.1%)</td>
<td>(5.8%)</td>
<td>(50.4%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[3.1%]</td>
<td>[8.1%]</td>
<td>[17.5%]</td>
<td>[5.3%]</td>
<td></td>
</tr>
<tr>
<td><strong>Prior-Marines</strong></td>
<td>338</td>
<td>174</td>
<td>522</td>
<td>277</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(51.5%)</td>
<td>(53.1%)</td>
<td>(8.1%)</td>
<td>(53.1%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[5.9%]</td>
<td>[8.1%]</td>
<td>[17.5%]</td>
<td>[8.1%]</td>
<td></td>
</tr>
<tr>
<td><strong>Missing</strong></td>
<td>217</td>
<td>152</td>
<td>410</td>
<td>288</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(70.0%)</td>
<td>(70.2%)</td>
<td>(8.1%)</td>
<td>(74.3%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[5.1%]</td>
<td>[8.1%]</td>
<td>[17.5%]</td>
<td>[8.1%]</td>
<td></td>
</tr>
</tbody>
</table>

---

<table>
<thead>
<tr>
<th></th>
<th>FY73 Accession (6 years)</th>
<th>FY74 Accession (6 years)</th>
<th>FY75 Accession (6 years)</th>
<th>FY76 Accession (6 years)</th>
<th>Total Accession (6 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>29,685</td>
</tr>
<tr>
<td><strong>% Cohort Attrition</strong> within 6 yrs.</td>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions in the specified service and cohort.

[ ] = Percent of cohort’s 6 yr. total attrition.

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.*
Figure 8
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By Prior-Service Affiliations

FREQUENCY BLOCK CHART

PRIOR-SERVICES
PRIOR-NAVY

PRIOR-ARMY

PRIOR-AIR FORCE

PRIOR-MARINES

1666 603 776 241
499 135 286 63
417 128 246 44

a Number of accessions in this year's cohort.
b Number of accessions in this year's cohort who became attritions within two years of reentry.
<table>
<thead>
<tr>
<th>Prior-Service Affiliation</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior-Navy</td>
<td>3662</td>
<td>1579</td>
<td>5241</td>
</tr>
<tr>
<td>(20.8)</td>
<td>(19.8)</td>
<td>(20.5)</td>
<td></td>
</tr>
<tr>
<td>[49.4]</td>
<td>[20.4]</td>
<td>[34.9]</td>
<td></td>
</tr>
<tr>
<td>Prior-Army</td>
<td>1660</td>
<td>778</td>
<td>2438</td>
</tr>
<tr>
<td>(30.3)</td>
<td>(31.0)</td>
<td>(30.5)</td>
<td></td>
</tr>
<tr>
<td>[32.7]</td>
<td>[15.7]</td>
<td>[24.2]</td>
<td></td>
</tr>
<tr>
<td>Prior-Air Force</td>
<td>499</td>
<td>208</td>
<td>707</td>
</tr>
<tr>
<td>(27.1)</td>
<td>(25.5)</td>
<td>(26.6)</td>
<td></td>
</tr>
<tr>
<td>[8.8]</td>
<td>[3.4]</td>
<td>[6.1]</td>
<td></td>
</tr>
<tr>
<td>Prior-Marines</td>
<td>417</td>
<td>244</td>
<td>661</td>
</tr>
<tr>
<td>(30.9)</td>
<td>(18.0)</td>
<td>(26.2)</td>
<td></td>
</tr>
<tr>
<td>[8.4]</td>
<td>[2.9]</td>
<td>[5.6]</td>
<td></td>
</tr>
<tr>
<td>Missing</td>
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<td>4195</td>
</tr>
<tr>
<td>(25.0)</td>
<td>(21.3)</td>
<td>(21.4)</td>
<td></td>
</tr>
<tr>
<td>[0.7]</td>
<td>[57.6]</td>
<td>[29.1]</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort Attrition</th>
<th>FY79 Cohort Attrition</th>
<th>Total Attrition</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY78 Accessions (2 years)</td>
<td>FY79 Accessions (2 years)</td>
<td>(FY78-FY79) Accessions (2 years)</td>
</tr>
<tr>
<td>Total</td>
<td>6278</td>
<td>13,242</td>
</tr>
<tr>
<td>% of Cohort Attrition within 2 years</td>
<td>24.5</td>
<td>22.1</td>
</tr>
</tbody>
</table>

( ) = Percent of total accessions in the specified area and cohort.
[ ] = Percent of cohort's 2 yr. total attrition.
The highest attrition rates were found for individuals who had previously been affiliated with the Army (64.4, 63.3, 65.8, and 64.2 percent, respectively for each of these four cohorts). The lowest attrition rates were found for individuals who had been affiliated with the Navy—41.0 percent of those who had reentered in FY73 separated within six years. The corresponding rates for fiscal years 1974, 1975, and 1976 were, respectively, 42.4, 47.5, and 47.6 percent. Attrition rates for prior-service Marine and Air Force personnel were between the two extremes for each of the four cohorts. The attrition rate for the combination of all four cohorts was 53.5 percent for former Marines and 49.0 percent for former Air Force personnel.

The two-year attrition rates, which are presented in Table 8, indicated a similar ranking of attrition rates for the prior-service areas of affiliation. For the combination of the FY78 and FY79 cohorts the highest attrition rate was found for prior-Army personnel (30.5 percent), while the lowest attrition rate was found for prior-Navy personnel (20.5 percent). The corresponding attrition rates were 26.2 percent for prior Marines and 26.6 percent for prior-Air Force personnel.

Armed Forces Qualifying Test (AFQT) group. Tables 9 and 10 and Figures 9 and 10 summarize the attrition of prior-service accession cohorts by AFQT group, recorded at time of reentry. As the AFQT group decreased from I (the highest-scoring group) to below III (the lowest scoring groups), the attrition rate increased. This was true for both cohorts used in the two-year analyses and three of the four cohorts used in the six-year analyses. The only exception to this was the FY75 cohort. The attrition rate for this cohort was higher for groups IIIA and IIIB than for the lower-scoring groups. However, even for this
Figure 9
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
AFQT Groups at Entry

FREQUENCY BLOCK CHART

\[\text{AFQT GROUPS}\]

\[\text{BELOW III}\]

\[\text{(IX) 31-60}\]

\[\text{613} \quad 328 \quad 363 \quad 258 \quad 425 \quad 278 \quad 721 \quad 457\]

\[\text{(IX) 63-64}\]

\[\text{626} \quad 238 \quad 251 \quad 174 \quad 616 \quad 321 \quad 691 \quad 482\]

\[\text{(X) 85-82}\]

\[\text{1878} \quad 474 \quad 452 \quad 346 \quad 641 \quad 467 \quad 1741 \quad 963\]

\[\text{(X) 83-86}\]

\[\text{280} \quad 79 \quad 51 \quad 23 \quad 117 \quad 39 \quad 379 \quad 180\]

\[\text{ACCESSIONS AND ATTRITIONS}\]

\[\text{1975 ACCESS} \quad 1973 ATT \quad 1974 ACCESS \quad 1974 ATT \quad 1975 ACCESS \quad 1975 ATT \quad 1976 ACCESS \quad 1976 ATT\]

\[a\] Number of accessions in this year's cohort.

\[b\] Number of accessions in this year's cohort who became attritions within six years of reentry.
TABLE 9
Over Six-Year Periods by AFQT Group at Reentry

<table>
<thead>
<tr>
<th>AFQT Group at Reentry</th>
<th>FY73-FY78</th>
<th>FY74-FY79</th>
<th>FY75-FY80</th>
<th>FY76-FY81&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>below III (1-30)</td>
<td>329</td>
<td>216</td>
<td>104</td>
<td>170</td>
<td>953</td>
</tr>
<tr>
<td></td>
<td>(65.7)</td>
<td>(66.3)</td>
<td>(2.1)</td>
<td>(58.8)</td>
<td>612</td>
</tr>
<tr>
<td></td>
<td>[7.3]</td>
<td>[2.1]</td>
<td>[5.3]</td>
<td></td>
<td>(3.3)</td>
</tr>
<tr>
<td>III B (31-49)</td>
<td>613</td>
<td>328</td>
<td>383</td>
<td>258</td>
<td>721</td>
</tr>
<tr>
<td></td>
<td>(53.5)</td>
<td>(67.4)</td>
<td>(7.5)</td>
<td>(65.4)</td>
<td>437</td>
</tr>
<tr>
<td></td>
<td>[11.1]</td>
<td>[6.6]</td>
<td></td>
<td></td>
<td>(6.4)</td>
</tr>
<tr>
<td>III A (50-64)</td>
<td>626</td>
<td>296</td>
<td>291</td>
<td>174</td>
<td>831</td>
</tr>
<tr>
<td></td>
<td>(47.3)</td>
<td>(59.8)</td>
<td>(5.1)</td>
<td>(62.3)</td>
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<td>[10.0]</td>
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<td></td>
<td></td>
<td>(11.3)</td>
</tr>
<tr>
<td>II (65-92)</td>
<td>1078</td>
<td>474</td>
<td>430</td>
<td>240</td>
<td>1741</td>
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<tr>
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<td>(44.0)</td>
<td>(55.8)</td>
<td>(7.0)</td>
<td>(54.3)</td>
<td>953</td>
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<tr>
<td></td>
<td>[16.0]</td>
<td>[10.8]</td>
<td></td>
<td></td>
<td>(22.3)</td>
</tr>
<tr>
<td>I (93-99)</td>
<td>209</td>
<td>73</td>
<td>51</td>
<td>23</td>
<td>379</td>
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<tr>
<td></td>
<td>(34.9)</td>
<td>(45.1)</td>
<td>(0.7)</td>
<td>(50.4)</td>
<td>190</td>
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<td>[1.4]</td>
<td></td>
<td></td>
<td>(4.5)</td>
</tr>
<tr>
<td>Missing</td>
<td>3537</td>
<td>1575</td>
<td>5803</td>
<td>2672</td>
<td>5996</td>
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<tr>
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<td>(46.0)</td>
<td>(50.3)</td>
<td>(50.3)</td>
<td>3013</td>
</tr>
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<td>4145</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>1980</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>9240</td>
</tr>
<tr>
<td>FY73 Cohort Attrition</td>
<td>FY74 Cohort Attrition</td>
<td>FY75 Cohort Attrition</td>
<td>FY76 Cohort Attrition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td></td>
<td></td>
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<tr>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>8064</td>
<td>4228</td>
</tr>
<tr>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions in the specified AFQT group and cohort.
[ ] = Percent of cohort's 6-yr. total attrition.

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 10
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By AFQT Groups at Entry

AFQT GROUPS

BELOW III

(IIIb) 31-49

(IIIa) 50-64

1879 ACCESS
1879 ATTR

(II) 65-68

1978 ACCESS
1978 ATTR

(II) 83-86

1879 ACCESS
1979 ATTR

1979 ACCESS
1979 ATTR

332 a
78 b
306 a
63 b

666
196
681
197

721
234
1897
372

666
264

773

65

226

a Number of accessions in this year's cohort.
b Number of accessions in this year's cohort who became attritions within two years of reentry.
### TABLE 10

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by AFQT Group at Reentry

<table>
<thead>
<tr>
<th>AFQT Group at Reentry</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Below III</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(1-30)</td>
<td>568</td>
<td>601</td>
<td>1169</td>
</tr>
<tr>
<td></td>
<td>(34.5)</td>
<td>(32.8)</td>
<td>(12.8)</td>
</tr>
<tr>
<td></td>
<td>[12.8]</td>
<td>[12.8]</td>
<td></td>
</tr>
<tr>
<td><strong>III B</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(31-49)</td>
<td>721</td>
<td>865</td>
<td>1586</td>
</tr>
<tr>
<td></td>
<td>(31.6)</td>
<td>(30.5)</td>
<td>(17.2)</td>
</tr>
<tr>
<td></td>
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<td>[17.2]</td>
<td></td>
</tr>
<tr>
<td><strong>III A</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(50-64)</td>
<td>773</td>
<td>888</td>
<td>1661</td>
</tr>
<tr>
<td></td>
<td>(30.3)</td>
<td>(25.7)</td>
<td>(14.8)</td>
</tr>
<tr>
<td></td>
<td>[15.2]</td>
<td>[15.0]</td>
<td></td>
</tr>
<tr>
<td><strong>II</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1489</td>
<td>1607</td>
<td>3096</td>
</tr>
<tr>
<td></td>
<td>(25.1)</td>
<td>(23.1)</td>
<td>(24.2)</td>
</tr>
<tr>
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<td>[24.3]</td>
<td>[24.3]</td>
<td></td>
</tr>
<tr>
<td><strong>I</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>332</td>
<td>366</td>
<td>698</td>
</tr>
<tr>
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<td>(22.9)</td>
<td>(18.9)</td>
<td>(4.5)</td>
</tr>
<tr>
<td></td>
<td>[4.9]</td>
<td>[4.7]</td>
<td></td>
</tr>
<tr>
<td><strong>Missing</strong></td>
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<tr>
<td></td>
<td>2395</td>
<td>2637</td>
<td>5032</td>
</tr>
<tr>
<td></td>
<td>(17.9)</td>
<td>(15.4)</td>
<td>(26.5)</td>
</tr>
<tr>
<td></td>
<td>[27.9]</td>
<td>[27.2]</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cohort</th>
<th>FY78</th>
<th>FY79</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attrition</td>
<td>Accessions (2 years)</td>
<td>Accessions (2 years)</td>
<td>(FY78-FY79) Attrition Accessions (2 years)</td>
</tr>
<tr>
<td>Total</td>
<td>6278</td>
<td>1537</td>
<td>13,242</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years. 24.5 22.1 23.2

( ) = Percent of total accessions in the specified AFQT group and cohort.
[ ] = Percent of cohort's 2 yr. total attrition.
cohort, the attrition rates for groups III and below were higher than for group II, which was higher than the rate for group I. The six-year attrition rate ranged from 58.8 percent (FY75 cohort) to 68.3 percent (FY74 cohort) for those who scored lower than Group III on the AFQT. This rate ranged from 34.9 percent (FY73 cohort) to 50.4 percent (FY75 cohort) for those who scored in the highest group (Group I) on the AFQT.

The data on AFQT groups must be viewed in light of one very important caveat: there is a very large proportion of missing data for all cohorts. The six-year analysis reported in Table 9 includes missing data for 65.6 percent of all accessions (at least 50.8 percent of the individuals in each cohort). The two-year analysis reported in Table 10 includes missing data for 38.3 percent of the FY78 cohort and 37.9 percent of the FY79 cohort. The large proportion of missing data reflects Navy policy concerning the AFQT. Certain categories of prior-service returners were not required to retake the AFQT, and the initial AFQT score was not transferred to the later records of these individuals.

Reentry waiver status. Figures 11 and 12 and Tables 11 and 12 provide information on attrition by reentry waiver status. The attrition percentages of those who accessed requiring a waiver and those who accessed and did not require a waiver seem to maintain the same relative level for the FY73 to FY76 cohorts. The overall six-year attrition rate was 49.9 percent for those who required a waiver and 51.6 percent for those who did not require a waiver. For cohorts FY78 and FY79 the overall two-year attrition rate was 28 percent for those who required a waiver and 20 percent for those who did not require a waiver.

The required-waiver group did not evidence an attrition rate very different from that of other individuals. However, two consistent
Figure 11
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
Waiver Status at Entry

FREQUENCY BLOCK CHART

**Waiver Status**

<table>
<thead>
<tr>
<th>No Waiver</th>
<th>Waiver Requested</th>
</tr>
</thead>
<tbody>
<tr>
<td>71</td>
<td>6321</td>
</tr>
<tr>
<td>54</td>
<td>2928</td>
</tr>
<tr>
<td>188</td>
<td>8864</td>
</tr>
<tr>
<td>63</td>
<td>3380</td>
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<tr>
<td>252</td>
<td>7812</td>
</tr>
<tr>
<td>135</td>
<td>1641</td>
</tr>
<tr>
<td>6141</td>
<td>1616</td>
</tr>
</tbody>
</table>

ACCESSIONS AND ATTRITIONS

a) Number of accessions in this year's cohort.
b) Number of accessions in this year's cohort who became attritions within six years of reentry.
### TABLE II


<table>
<thead>
<tr>
<th>Waiver Status at Reentry</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81*</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waiver Required</td>
<td>6321</td>
<td>2928</td>
<td>6954</td>
<td>3385</td>
<td>7812</td>
</tr>
<tr>
<td></td>
<td>(46.3%)</td>
<td>(46.3%)</td>
<td>(48.7%)</td>
<td>(52.4%)</td>
<td>(53.4%)</td>
</tr>
<tr>
<td></td>
<td>[98.9]</td>
<td>[98.9]</td>
<td>[98.5]</td>
<td>[96.8]</td>
<td>[37.8]</td>
</tr>
<tr>
<td>No Waiver Required</td>
<td>71</td>
<td>34</td>
<td>108</td>
<td>53</td>
<td>252</td>
</tr>
<tr>
<td></td>
<td>(47.9%)</td>
<td>(47.9%)</td>
<td>(49.1%)</td>
<td>(53.6%)</td>
<td>(53.6%)</td>
</tr>
<tr>
<td></td>
<td>[1.2]</td>
<td>[1.2]</td>
<td>[1.5]</td>
<td>[3.2]</td>
<td>[62.2]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY73 Cohort Accession (6 years)</th>
<th>FY74 Cohort Accession (6 years)</th>
<th>FY75 Cohort Accession (6 years)</th>
<th>FY76 Cohort Accession (6 years)</th>
<th>Total Accession (6 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>29,685</td>
</tr>
</tbody>
</table>

| % Cohort Attrition within 6 yrs. | 46.3 | 48.7 | 52.4 | 52.2 | 50.2 |

() = Percent attrition of accessions in the specified status and cohort.  
[] = Percent of cohort's 6 yr. total attrition.  

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 12
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
Waiver Status at Entry

FREQUENCY BLOCK CHART

WAIVER STATUS

NO WAIVER

WAIVER REQUIRED

1978 ACCESS

1978 ATTR

1979 ACCESS

1979 ATTR

ACCESSIONS AND ATTRITIONS

aNumber of accessions in this year's cohort.

bNumber of accessions in this year's cohort who became attritions within two years of reentry.
### TABLE 12

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)

<table>
<thead>
<tr>
<th>Waiver Status at Reentry</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>No Waiver Required</strong></td>
<td>3865</td>
<td>4077</td>
<td>7942</td>
</tr>
<tr>
<td></td>
<td>(21.2)</td>
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</tr>
<tr>
<td></td>
<td>[53.4]</td>
<td>[50.0]</td>
<td>[51.7]</td>
</tr>
<tr>
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<td>2413</td>
<td>2887</td>
<td>5300</td>
</tr>
<tr>
<td></td>
<td>(29.7)</td>
<td>(26.6)</td>
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<td>[46.6]</td>
<td>[50.0]</td>
<td>[48.3]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY78-2y Acc</th>
<th>FY79-2y Acc</th>
<th>Total-2y Acc</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>% of Cohort Attrition within 2 years</td>
<td>24.5</td>
<td>22.1</td>
<td>23.2</td>
</tr>
</tbody>
</table>

( ) = Percent of total accessions in the specified status and cohort.  
[ ] = Percent of cohort's 2 yr. total attrition.
findings concerning the waiver requirement are of interest. The first finding is the surprisingly large number of people who accessed and required waivers! Of the attritions for fiscal year cohorts 1973, 1974, 1975, and 1976, 98.8, 98.5, 96.8, and 37.8 percent, respectively, required a waiver. Of the attritions for the 1978 and 1979 cohorts, 46.6 and 50.0 percent, respectively, required a waiver. Regardless of the reason for the waiver, these data showed an abnormally large number of accessions who did not conform to some aspect of policymaker's guidelines for entrance. A second finding of interest concerns the change in waiver status for different cohorts. When compared to the data for earlier cohorts of FY73, FY74, and FY75, the data for the FY76, FY78 and FY79 cohorts show a changing trend—a smaller, but increasing, proportion of the later-cohort attritions required a waiver.

**Interservice separation code.** Figures 13 and 14 and Tables 13 and 14 show attrition of prior-service personnel by interservice separation code. A large number of attritions (50.4 percent of the six-year attritions and 43.8 percent of the two-year attritions) were those who completed their term of enlistment and again separated from active duty. More disturbing is the fact that consistently 29 to 38 percent of the attritions were lost for failure to meet minimum behavioral and performance criteria. For the combination of the FY73 to FY76 cohorts 30.7 percent of the six-year attritions were due to behavioral reasons. For the combination of the FY78 and FY79 cohorts 37.0 percent of the two-year attritions were due to behavioral reasons. Only 2.7 percent of the six-year attrition and 1.1 percent of the two-year attrition were accounted for by classifications which reflected career characteristics—that is, retiring or entering officer programs. The retirement data
Figure 13
Over Comparable Six-Year Periods
By
Interservice Separation Codes

*Number of accessions in this year's cohort who became attritions within six years of reentry.*
<table>
<thead>
<tr>
<th>Interservice Separation Code</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81[^a]</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Term of Enlistment (01-08)</td>
<td>1475</td>
<td>1625</td>
<td>2172</td>
<td>2230</td>
<td>7502</td>
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<tr>
<td>[49.8]</td>
<td>[47.3]</td>
<td>[51.4]</td>
<td>[52.3]</td>
<td></td>
<td>[50.4]</td>
</tr>
<tr>
<td>Medical (10-16)</td>
<td>301</td>
<td>394</td>
<td>365</td>
<td>403</td>
<td>1463</td>
</tr>
<tr>
<td>[10.2]</td>
<td>[11.5]</td>
<td>[8.6]</td>
<td>[9.4]</td>
<td></td>
<td>[9.8]</td>
</tr>
<tr>
<td>Hardship/Death (22, 30-33)</td>
<td>114</td>
<td>90</td>
<td>118</td>
<td>73</td>
<td>395</td>
</tr>
<tr>
<td>[3.8]</td>
<td>[2.6]</td>
<td>[2.8]</td>
<td>[1.7]</td>
<td></td>
<td>[2.7]</td>
</tr>
<tr>
<td>Officer Programs (40-42)</td>
<td>36</td>
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<td>37</td>
<td>13</td>
<td>117</td>
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<td>[1.2]</td>
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<td>[0.9]</td>
<td>[0.3]</td>
<td></td>
<td>[0.8]</td>
</tr>
<tr>
<td>Retirement (50-52)</td>
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<td>74</td>
<td>85</td>
<td>41</td>
<td>281</td>
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<td>[2.7]</td>
<td>[2.1]</td>
<td>[2.0]</td>
<td>[1.0]</td>
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<td>[1.9]</td>
</tr>
<tr>
<td>Behavioral (60-87)</td>
<td>861</td>
<td>1088</td>
<td>1283</td>
<td>1342</td>
<td>4574</td>
</tr>
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<td>[29.1]</td>
<td>[31.6]</td>
<td>[30.3]</td>
<td>[31.4]</td>
<td></td>
<td>[30.7]</td>
</tr>
<tr>
<td>Other (90-99)</td>
<td>94</td>
<td>136</td>
<td>168</td>
<td>165</td>
<td>563</td>
</tr>
<tr>
<td>[3.2]</td>
<td>[4.0]</td>
<td>[4.0]</td>
<td>[3.9]</td>
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<td>[3.8]</td>
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</table>

<table>
<thead>
<tr>
<th>FY73 Acces-</th>
<th>Cohort Attrition (6 years)</th>
<th>FY74 Acces-</th>
<th>Cohort Attrition (6 years)</th>
<th>FY75 Acces-</th>
<th>Cohort Attrition (6 years)</th>
<th>FY76 Acces-</th>
<th>Cohort Attrition (6 years)</th>
<th>Total Acces-</th>
<th>Total Attrition (6 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>8064</td>
<td>4228</td>
<td>8167</td>
<td>4267</td>
<td>29,685</td>
<td>14,895</td>
</tr>
</tbody>
</table>

% Cohort Attrition within 6 yrs. 46.3 48.7 52.4 52.2 50.2

[^a] A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

[ ] = Percent of cohort's 6 yr. total attrition.
Figure 14
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By Interservice Separation Codes

11

Frequency Block Chart

Separation Codes

Enlist Term

MEDICAL

HARDSHIP/DEATH

OFFICER PROGRAM

RETIEMENT

BEHAVIORAL

OTHER

1978 Attr

1978 Attr

a Number of accessions in this year's cohort who became attritions within two years of reentry.
<table>
<thead>
<tr>
<th>Interservice Separation Code</th>
<th>FY78-79</th>
<th>FY79-81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Term of Enlistment (01-08)</td>
<td>678</td>
<td>667</td>
<td>1345</td>
</tr>
<tr>
<td></td>
<td>[44.1]</td>
<td>[43.4]</td>
<td>[43.8]</td>
</tr>
<tr>
<td>Medical (10-16)</td>
<td>128</td>
<td>103</td>
<td>231</td>
</tr>
<tr>
<td></td>
<td>[8.3]</td>
<td>[6.7]</td>
<td>[7.5]</td>
</tr>
<tr>
<td>Hardship/Death (22, 30-33)</td>
<td>31</td>
<td>41</td>
<td>72</td>
</tr>
<tr>
<td></td>
<td>[2.0]</td>
<td>[2.7]</td>
<td>[2.3]</td>
</tr>
<tr>
<td>Officer Programs (40-42)</td>
<td>9</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>[.6]</td>
<td>[.4]</td>
<td>[0.5]</td>
</tr>
<tr>
<td>Retirement (50-52)</td>
<td>11</td>
<td>/</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>[.7]</td>
<td>[.5]</td>
<td>[0.6]</td>
</tr>
<tr>
<td>Behavioral (60-87)</td>
<td>545</td>
<td>591</td>
<td>1136</td>
</tr>
<tr>
<td></td>
<td>[35.5]</td>
<td>[38.4]</td>
<td>[37.0]</td>
</tr>
<tr>
<td>Other</td>
<td>135</td>
<td>122</td>
<td>257</td>
</tr>
<tr>
<td></td>
<td>[8.8]</td>
<td>[7.9]</td>
<td>[8.4]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort</th>
<th>FY79 Cohort</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY78 Total</td>
<td>FY79 Total</td>
<td></td>
</tr>
<tr>
<td>6278</td>
<td>6964</td>
<td>13242</td>
</tr>
<tr>
<td>1537</td>
<td>1537</td>
<td>3074</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years.

\[
\text{24.5} = \% \text{ of cohort's 2 yr. total attrition.}
\]
must be viewed in light of the fact that the attrition data were summarized for only two or six years after reentry. It would be unreasonable to expect most reentrants to retire within this time.

**DOD occupation code.** Figures 15 and 16 and Tables 15 and 16 look at the attrition of prior-service cohorts by DOD occupation code. By observing data for cohorts FY73 to FY76, it can be seen that those who did not achieve an occupation status and those who performed general seamanship skills were far more likely to leave the Navy than those trained in the technical, craft, administrative, or supply areas. In all cohorts, the attrition rate was highest for people in the non-occupational category (90.0 percent for the combination of four six-year cohorts and 64.4 for the combination of both two-year cohorts).

For the combination of all six-year periods attrition rates for the other occupational categories were, in decreasing order of magnitude, 68.4 percent for individuals in the seamanship category, 43.7 for the craft category, 40.5 percent for the technical category, 40.2 percent for the supply category, and 38.2 percent for the administrative category. For the two-year periods these rates were 19.0 percent for the administrative category, 17.1 percent for the seamanship category, 16.1 percent for the craft category, 13.2 percent for the supply category, and 11.1 percent for the technical category.

The attrition rates for all cohorts were relatively high among people in the seamanship category. However, there seems to be a decreasing trend in these attrition rates. For the six-year periods the attrition rates generally declined each year. These attrition rates were 75.8 percent for the FY73 cohort, 76.3 for FY74, 66.1 for FY75, and 50.0 for FY76. For the two-year time periods attrition rates in the
Figure 15
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
DOD Occupation Codes
FREQUENCY BLOCK CHART

---

DOD OCCUPATIONS
SEAMENSHIP

TECHNICAL

ADMINISTRATION

CRAFTSMEN

SUPPLY

HIGH-OC

ACCEDNS AND ATTRITNS

1973 ACCESS
1974 ACCESS
1974 ATTR
1976 ACCESS
1976 ATTR

---

^Number of accessions in this year's cohort.

^Number of accessions in this year's cohort who became attritions within six years of reentry.
<table>
<thead>
<tr>
<th>DOD Occupation Code</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81*</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seamanship (0)</td>
<td>1157</td>
<td>1158</td>
<td>948</td>
<td>553</td>
<td>3816</td>
</tr>
<tr>
<td>Total General</td>
<td>1157</td>
<td>1158</td>
<td>948</td>
<td>553</td>
<td>3816</td>
</tr>
<tr>
<td></td>
<td>(75.8)</td>
<td>(76.3)</td>
<td>(66.1)</td>
<td>(50.0)</td>
<td>(68.4)</td>
</tr>
<tr>
<td></td>
<td>[39.1]</td>
<td>[33.7]</td>
<td>[22.4]</td>
<td>[13.0]</td>
<td>[25.6]</td>
</tr>
<tr>
<td>EER (1)</td>
<td>544</td>
<td>622</td>
<td>837</td>
<td>917</td>
<td>2920</td>
</tr>
<tr>
<td></td>
<td>[39.0]</td>
<td>[39.0]</td>
<td>(44.4)</td>
<td>(41.2)</td>
<td>(40.5)</td>
</tr>
<tr>
<td>Comm/Inter (2)</td>
<td>544</td>
<td>620</td>
<td>808</td>
<td>829</td>
<td>2761</td>
</tr>
<tr>
<td></td>
<td>[39.0]</td>
<td>[39.0]</td>
<td>[43.0]</td>
<td>[39.2]</td>
<td>[38.2]</td>
</tr>
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<td>[6.7]</td>
<td>[7.1]</td>
<td>[5.2]</td>
<td>[6.6]</td>
</tr>
<tr>
<td>Med/Den (3)</td>
<td>410</td>
<td>395</td>
<td>390</td>
<td>222</td>
<td>1417</td>
</tr>
<tr>
<td>Other Allied (4)</td>
<td>103</td>
<td>98</td>
<td>33</td>
<td>48</td>
<td>282</td>
</tr>
<tr>
<td>Total Technical</td>
<td>1581</td>
<td>1735</td>
<td>2068</td>
<td>2016</td>
<td>7400</td>
</tr>
<tr>
<td></td>
<td>(36.3)</td>
<td>(39.0)</td>
<td>(44.4)</td>
<td>(41.2)</td>
<td>(40.5)</td>
</tr>
<tr>
<td></td>
<td>[19.4]</td>
<td>[19.7]</td>
<td>[21.7]</td>
<td>[19.5]</td>
<td>[20.1]</td>
</tr>
<tr>
<td>Admin. (5)</td>
<td>688</td>
<td>634</td>
<td>695</td>
<td>569</td>
<td>2586</td>
</tr>
<tr>
<td></td>
<td>[30.0]</td>
<td>[30.0]</td>
<td>[32.3]</td>
<td>[28.1]</td>
<td>[30.4]</td>
</tr>
<tr>
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<td>[7.9]</td>
<td>[7.9]</td>
<td>[8.0]</td>
<td>[5.2]</td>
<td>[6.6]</td>
</tr>
<tr>
<td>Total Admin.</td>
<td>688</td>
<td>634</td>
<td>695</td>
<td>569</td>
<td>2586</td>
</tr>
<tr>
<td>Mech/Elect (6)</td>
<td>1565</td>
<td>1855</td>
<td>2157</td>
<td>2129</td>
<td>7706</td>
</tr>
<tr>
<td></td>
<td>[37.6]</td>
<td>[42.5]</td>
<td>(47.8)</td>
<td>(45.6)</td>
<td>(43.7)</td>
</tr>
<tr>
<td>Craft (7)</td>
<td>644</td>
<td>763</td>
<td>749</td>
<td>495</td>
<td>2651</td>
</tr>
<tr>
<td></td>
<td>[28.0]</td>
<td>[32.0]</td>
<td>[32.9]</td>
<td>[28.1]</td>
<td>[30.4]</td>
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<tr>
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<td>[7.0]</td>
<td>[7.0]</td>
<td>[7.1]</td>
<td>[5.2]</td>
<td>[6.6]</td>
</tr>
<tr>
<td>Total Craft</td>
<td>2209</td>
<td>2618</td>
<td>2906</td>
<td>2624</td>
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<tr>
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<td>(45.6)</td>
<td>(43.7)</td>
<td>(43.7)</td>
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<tr>
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<td>[28.0]</td>
<td>[32.0]</td>
<td>[32.9]</td>
<td>[28.1]</td>
<td>[30.4]</td>
</tr>
<tr>
<td>Supply (8)</td>
<td>326</td>
<td>418</td>
<td>426</td>
<td>475</td>
<td>1645</td>
</tr>
<tr>
<td></td>
<td>[36.2]</td>
<td>[41.7]</td>
<td>[42.3]</td>
<td>[45.9]</td>
<td>(40.2)</td>
</tr>
<tr>
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<td>[4.0]</td>
<td>[4.0]</td>
<td>[4.3]</td>
<td>[5.1]</td>
<td>[4.4]</td>
</tr>
<tr>
<td>Total Supply</td>
<td>326</td>
<td>418</td>
<td>426</td>
<td>475</td>
<td>1645</td>
</tr>
<tr>
<td>Non-Occ (9)</td>
<td>62</td>
<td>140</td>
<td>535</td>
<td>1378</td>
<td>2115</td>
</tr>
<tr>
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<td>[3.4]</td>
<td>[1.7]</td>
<td>[29.2]</td>
<td>[12.8]</td>
</tr>
<tr>
<td>Total Non-Occ</td>
<td>62</td>
<td>140</td>
<td>535</td>
<td>1378</td>
<td>2115</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY73 Cohort</th>
<th>FY74 Cohort</th>
<th>FY75 Cohort</th>
<th>FY76 Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrual</td>
<td>Accrual</td>
<td>Accrual</td>
<td>Accrual</td>
</tr>
<tr>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
</tr>
<tr>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
</tr>
<tr>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions in each occupation category and cohort.
[ ] = Percent of cohort's 6 yr. total attrition.
*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 16
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
DOD Occupation Codes
FREQUENCY BLOCK CHART

DOD OCCUPATIONS

SEAMANSHIP

TECHNICAL

ADMINISTRATION

CRAFTSMEN

SUPPLY

NON- OCC

1978 ACCESS 1978 ATTR 1979 ACCESS 1979 ATTR

ACCESSIONS AND ATTITIIONS

\[a\] Number of accessions in this year's cohort.

\[b\] Number of accessions in this year's cohort who became attritions within two years of reentry.
TABLE 16
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by DOD Occupational Code

<table>
<thead>
<tr>
<th>DOD Occupation Code</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>517</td>
<td>507</td>
<td>1024</td>
</tr>
<tr>
<td>Seamanship (0)</td>
<td>90</td>
<td>85</td>
<td>175</td>
</tr>
<tr>
<td>Total General</td>
<td>517</td>
<td>507</td>
<td>1024</td>
</tr>
<tr>
<td></td>
<td>(17.4)</td>
<td>(16.8)</td>
<td>(17.1)</td>
</tr>
<tr>
<td></td>
<td>(5.9)</td>
<td>(5.5)</td>
<td>(5.7)</td>
</tr>
<tr>
<td>EER (1)</td>
<td>575</td>
<td>616</td>
<td>1191</td>
</tr>
<tr>
<td></td>
<td>45</td>
<td>43</td>
<td>88</td>
</tr>
<tr>
<td>Comm/Inter (2)</td>
<td>642</td>
<td>783</td>
<td>1425</td>
</tr>
<tr>
<td></td>
<td>95</td>
<td>81</td>
<td>176</td>
</tr>
<tr>
<td>Med/Den (3)</td>
<td>367</td>
<td>475</td>
<td>842</td>
</tr>
<tr>
<td></td>
<td>49</td>
<td>70</td>
<td>129</td>
</tr>
<tr>
<td>Other Allied (4)</td>
<td>72</td>
<td>70</td>
<td>142</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td>Total Technical</td>
<td>1656</td>
<td>1944</td>
<td>3600</td>
</tr>
<tr>
<td></td>
<td>199</td>
<td>201</td>
<td>400</td>
</tr>
<tr>
<td></td>
<td>(12.0)</td>
<td>(10.3)</td>
<td>(11.1)</td>
</tr>
<tr>
<td></td>
<td>(12.9)</td>
<td>(13.1)</td>
<td>(13.0)</td>
</tr>
<tr>
<td>Admin. (5)</td>
<td>585</td>
<td>640</td>
<td>1225</td>
</tr>
<tr>
<td></td>
<td>120</td>
<td>113</td>
<td>233</td>
</tr>
<tr>
<td>Total Admin.</td>
<td>585</td>
<td>640</td>
<td>1225</td>
</tr>
<tr>
<td></td>
<td>120</td>
<td>113</td>
<td>233</td>
</tr>
<tr>
<td></td>
<td>(20.5)</td>
<td>(17.7)</td>
<td>(19.0)</td>
</tr>
<tr>
<td></td>
<td>(7.8)</td>
<td>(7.4)</td>
<td>(7.6)</td>
</tr>
<tr>
<td>Mech/Elect (6)</td>
<td>1760</td>
<td>1942</td>
<td>3702</td>
</tr>
<tr>
<td>Craft (7)</td>
<td>341</td>
<td>370</td>
<td>711</td>
</tr>
<tr>
<td></td>
<td>51</td>
<td>55</td>
<td>106</td>
</tr>
<tr>
<td>Total Craft</td>
<td>2101</td>
<td>2312</td>
<td>4413</td>
</tr>
<tr>
<td></td>
<td>354</td>
<td>357</td>
<td>711</td>
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<tr>
<td></td>
<td>(16.8)</td>
<td>(15.4)</td>
<td>(16.1)</td>
</tr>
<tr>
<td></td>
<td>[23.0]</td>
<td>[23.2]</td>
<td>[23.1]</td>
</tr>
<tr>
<td>Supply (8)</td>
<td>339</td>
<td>374</td>
<td>713</td>
</tr>
<tr>
<td></td>
<td>49</td>
<td>45</td>
<td>94</td>
</tr>
<tr>
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<td>49</td>
<td>45</td>
<td>94</td>
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<td>(14.5)</td>
<td>(12.0)</td>
<td>(13.2)</td>
</tr>
<tr>
<td></td>
<td>[3.2]</td>
<td>[2.9]</td>
<td>[3.1]</td>
</tr>
<tr>
<td>Non-Occ (9)</td>
<td>1080</td>
<td>1187</td>
<td>2267</td>
</tr>
<tr>
<td>Total Non-Occ</td>
<td>1080</td>
<td>1187</td>
<td>2267</td>
</tr>
<tr>
<td></td>
<td>725</td>
<td>736</td>
<td>1461</td>
</tr>
<tr>
<td></td>
<td>(67.1)</td>
<td>(62.0)</td>
<td>(64.4)</td>
</tr>
<tr>
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<td>[47.2]</td>
<td>[47.9]</td>
<td>[47.5]</td>
</tr>
</tbody>
</table>

Cohort

<table>
<thead>
<tr>
<th>FY78 Accessions (2 years)</th>
<th>FY79 Accessions (2 years)</th>
<th>Total (FY78-FY79) Accessions (2 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>1537</td>
<td>1537</td>
<td>3,074</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years: 24.5%

( ) = Percent attrition of accessions in each occupation category and cohort.
[ ] = Percent of cohort's 2 yr. total attrition.
seamanship category decreased from 17.4 percent for the FY78 cohort to 16.8 percent for the FY79 cohort.

Attrition of Prior-Service Personnel by Sociodemographic Variables

The attrition rates of prior-service personnel were determined for specific categories of the following sociodemographic variables: education, marital status, number of dependents, ethnic group, and age.

Educational level at time of reentry. Figures 17 and 18 and Tables 17 and 18 focus on attrition of cohort accessions by educational levels at the time of reentry. By considering the FY73 to FY76 cohorts, it can be observed that these data parallel the data presented for attritions categorized by AFQT group. In general, lower educational levels were associated with higher attrition rates. This association was clearest when individuals who did not have a high school diploma were compared with those who did. The highest attrition rate (60.8 percent for the six-year periods, 29.6 percent for the two-year periods) was found for those who accessed without a high school diploma. Among the other educational groups the six-year attrition rates were 48.7 percent for those with a high school diploma or a GED, 47.1 percent for those with some college, and 48.7 percent for college graduates. The two-year attrition rates were 22.5 percent for those with a high school diploma, 21.3 percent for those with some college education, and 16.3 percent for college graduates.

It must be added that the magnitude of the difference between the six-year attrition rates for high school graduates and non-high school graduates decreased over time. In the later cohorts the attrition rate generally increased for people who had at least a high school diploma.
Figure 17
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
Entry Education Levels

FREQUENCY BLOCK CHART

EDUCATION LEVELS
LT HIGH SCHOOL
HIGH SCHOOL GRAD
SOME COLLEGE
COLLEGE GRADUATE


aNumber of accessions in this year's cohort.
bNumber of accessions in this year's cohort who became attritions within six years of reentry.
### TABLE 17


<table>
<thead>
<tr>
<th>Reentry Education Level</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-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>4064</td>
</tr>
<tr>
<td></td>
<td>(61.5)</td>
<td>(64.0)</td>
<td>(60.2)</td>
<td>(58.2)</td>
<td>(60.8)</td>
</tr>
<tr>
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<td>[20.1]</td>
<td>[16.8]</td>
<td>[14.6]</td>
<td>[16.0]</td>
<td>[16.6]</td>
</tr>
<tr>
<td>High School or GED</td>
<td>4627</td>
<td>5159</td>
<td>5958</td>
<td>6505</td>
<td>22249</td>
</tr>
<tr>
<td></td>
<td>(44.3)</td>
<td>(46.5)</td>
<td>(51.2)</td>
<td>(51.2)</td>
<td>(48.7)</td>
</tr>
<tr>
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<td>[69.7]</td>
<td>[72.2]</td>
<td>[78.0]</td>
<td>[72.7]</td>
</tr>
<tr>
<td>Some College</td>
<td>713</td>
<td>866</td>
<td>946</td>
<td>334</td>
<td>2859</td>
</tr>
<tr>
<td></td>
<td>(39.6)</td>
<td>(46.0)</td>
<td>(52.0)</td>
<td>(52.4)</td>
<td>(47.1)</td>
</tr>
<tr>
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<td>[9.5]</td>
<td>[11.6]</td>
<td>[11.6]</td>
<td>[4.1]</td>
<td>[9.0]</td>
</tr>
<tr>
<td>College Graduate</td>
<td>86</td>
<td>134</td>
<td>137</td>
<td>156</td>
<td>513</td>
</tr>
<tr>
<td></td>
<td>(44.2)</td>
<td>(48.5)</td>
<td>(48.9)</td>
<td>(51.3)</td>
<td>(48.7)</td>
</tr>
<tr>
<td></td>
<td>[1.3]</td>
<td>[1.9]</td>
<td>[1.6]</td>
<td>[1.9]</td>
<td>[1.7]</td>
</tr>
<tr>
<td>Missing</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>(0.0)</td>
<td>(0.0)</td>
<td>(0.0)</td>
<td>(0.0)</td>
<td>(0.0)</td>
</tr>
<tr>
<td></td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>[0.0]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY73 Cohort Attrition (6 years)</th>
<th>FY74 Cohort Attrition (6 years)</th>
<th>FY75 Cohort Attrition (6 years)</th>
<th>FY76 Cohort Attrition (6 years)</th>
<th>Total Cohort Attrition (6 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>8064</td>
<td>29,685</td>
</tr>
<tr>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions in each educational category and cohort.
[ ] = Percent of cohort's 6 yr. total attrition.

*A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.*
Figure 18
Attrition of Prior-Service Accession Cohorts (1978, 1979)
Over Comparable Two-Year Periods
By
Entry Education Levels.

FREQUENCY BLOCK CHART

EDUCATION LEVELS

LT HIGH SCHOOL

HIGH SCHOOL GRAD

SOME COLLEGE

COLLEGE GRADUATE


ACCESSIONS AND ATTRITIONS

\[ \text{Number of accessions in this year's cohort.} \]

\[ \text{Number of accessions in this year's cohort who became attritions within two years of reentry.} \]
TABLE 18
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Reentry Education Level

<table>
<thead>
<tr>
<th>Reentry Education Level</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than High School</td>
<td>910</td>
<td>287</td>
<td>1851</td>
</tr>
<tr>
<td></td>
<td>(31.5%)</td>
<td>(27.7%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[18.7%]</td>
<td>[17.0%]</td>
<td></td>
</tr>
<tr>
<td>High School of GED</td>
<td>4375</td>
<td>1039</td>
<td>9525</td>
</tr>
<tr>
<td></td>
<td>(23.7%)</td>
<td>(21.4%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[67.6%]</td>
<td>[71.7%]</td>
<td></td>
</tr>
<tr>
<td>Some College</td>
<td>850</td>
<td>190</td>
<td>1617</td>
</tr>
<tr>
<td></td>
<td>(22.4%)</td>
<td>(20.2%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[12.3%]</td>
<td>[10.1%]</td>
<td></td>
</tr>
<tr>
<td>College Graduate</td>
<td>143</td>
<td>21</td>
<td>245</td>
</tr>
<tr>
<td></td>
<td>(14.7%)</td>
<td>(18.6%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[1.4%]</td>
<td>[1.2%]</td>
<td></td>
</tr>
<tr>
<td>Missing</td>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>(0.0%)</td>
<td>(0.0%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[0.0%]</td>
<td>[0.0%]</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort Attrition (2 years)</th>
<th>FY79 Cohort Attrition (2 years)</th>
<th>Total (FY78-FY79) Attrition (2 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total 6278</td>
<td>1537</td>
<td>13,242</td>
</tr>
<tr>
<td></td>
<td>6964</td>
<td>3,074</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years. 24.5 22.1 23.2

( ) = Percent attrition in each educational category and cohort.
{ } = Percent of cohort's 2 yr. total attrition.
However, the attrition rate generally decreased for individuals who had not graduated from high school.

Marital status and number of dependents. Figures 19 and 20 and Tables 19 and 20 summarize attrition data by most recent marital status. Figures 21 and 22 and Tables 21 and 22 summarize data by the number of dependents. These two sets of data are mutually consistent. When one considers the attrition of prior-service personnel by marital status and by number of dependents, it can be readily seen that single people and those with fewer dependents were more likely to separate. For the six-year periods attrition rates were 65.8 percent for single people and 42.1 percent for married people. For the two-year periods attrition rates were 32.2 percent for single people and 15.4 percent for married people.

For the six-year and two-year periods the attrition rates for all cohorts decreased as the number of dependents increased. For the six-year periods the attrition rate for the combination of all cohorts was 72.2 percent for individuals with no dependents, 52.9 percent for those with one dependent, 48.7 percent for those with two dependents, 30.7 percent for those with three dependents, and 24.1 percent for those with four or more dependents. For the two-year periods the overall attrition rates were, respectively, 33.0, 20.3, 17.7, 10.8, and 7.6 percent for people with 0, 1, 2, 3, and 4 or more dependents.

Ethnic group. Figures 23 and 24 and Tables 23 and 24 show attrition of prior-service cohort accessions by ethnic group. For the FY73, FY74, and FY75 cohorts, the greatest relative six-year attrition likelihood was for blacks—57.9 percent for the FY73 cohort, 55.1 for the FY74 cohort, and 56.1 percent for the FY75 cohort. In FY76 Hispanics had the
Figure 19
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
Entry Marital Status
FREQUENCY BLOCK CHART

MARRITAL STATUS

SINGLE

ACCESSION AND ATTRITION


4415 1704 4718 1901 5176 2313 4995 2176

1958 1247 2330 1531 2831 1813 3230 2020

 inauguration of accessions in this year's cohort.

bNumber of accessions in this year's cohort who became attritions within six years of reentry.
<table>
<thead>
<tr>
<th>Marital Status</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>4415</td>
<td>1704</td>
<td>4710</td>
<td>1901</td>
<td>5176</td>
</tr>
<tr>
<td></td>
<td>(38.6)</td>
<td>(40.4)</td>
<td>(44.7)</td>
<td>(44.1)</td>
<td>(42.1)</td>
</tr>
<tr>
<td></td>
<td>[57.5]</td>
<td>[55.3]</td>
<td>[54.7]</td>
<td>[51.0]</td>
<td>[54.3]</td>
</tr>
<tr>
<td>Single</td>
<td>1958</td>
<td>1247</td>
<td>2330</td>
<td>1531</td>
<td>2830</td>
</tr>
<tr>
<td></td>
<td>(63.7)</td>
<td>(65.7)</td>
<td>(67.6)</td>
<td>(65.6)</td>
<td>(65.8)</td>
</tr>
<tr>
<td></td>
<td>[42.1]</td>
<td>[44.5]</td>
<td>[45.2]</td>
<td>[47.3]</td>
<td>[45.1]</td>
</tr>
<tr>
<td>Missing</td>
<td>19</td>
<td>11</td>
<td>22</td>
<td>6</td>
<td>57</td>
</tr>
<tr>
<td></td>
<td>(57.9)</td>
<td>(27.3)</td>
<td>(3.5)</td>
<td>(46.7)</td>
<td>(36.0)</td>
</tr>
<tr>
<td></td>
<td>[0.4]</td>
<td>[0.2]</td>
<td>[0.0]</td>
<td>[1.7]</td>
<td>[0.6]</td>
</tr>
</tbody>
</table>

**Total**

<table>
<thead>
<tr>
<th></th>
<th>FY73</th>
<th>FY74</th>
<th>FY75</th>
<th>FY76</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accession</td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>8064</td>
</tr>
<tr>
<td>Attrition (6 years)</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
<td></td>
</tr>
</tbody>
</table>

( ) = Percent attrition of accessions for each category of marital status and cohort.
[ ] = Percent of cohort's 6 yr. total attrition.

Marital status was recorded from **most recently available** data (this is not necessarily the same as marital status at time of reentry).

A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 20
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By Entry Marital Status

FREQUENCY BLOCK CHART

MARITAL STATUS
MARRIED
SINGLE

ACCESSIONS AND ATTRITIONS

\[ \begin{array}{c|c|c|c|c}
\hline
2636 & 3397 & 658 & 3559 \\
978 & b & 3373 & 1023 \\
\hline
\end{array} \]

\[ a \text{Number of accessions in this year's cohort.} \]
\[ b \text{Number of accessions in this year's cohort who became attritions within two years of reentry.} \]
<table>
<thead>
<tr>
<th>Marital Status</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>3397</td>
<td>558</td>
<td>3559</td>
</tr>
<tr>
<td></td>
<td>(16.4)</td>
<td>(14.4)</td>
<td>(15.4)</td>
</tr>
<tr>
<td></td>
<td>[36.3]</td>
<td>[33.4]</td>
<td>[34.9]</td>
</tr>
<tr>
<td>Single</td>
<td>2836</td>
<td>978</td>
<td>3373</td>
</tr>
<tr>
<td></td>
<td>(34.5)</td>
<td>(30.3)</td>
<td>(32.2)</td>
</tr>
<tr>
<td></td>
<td>[63.6]</td>
<td>[66.6]</td>
<td>[65.1]</td>
</tr>
<tr>
<td>Missing</td>
<td>45</td>
<td>1</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>(2.2)</td>
<td>(0.0)</td>
<td>(1.3)</td>
</tr>
<tr>
<td></td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>[0.0]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort</th>
<th>FY78 Attrition (2 years)</th>
<th>FY79 Cohort</th>
<th>FY79 Attrition (2 years)</th>
<th>Total Attrition (FY78-FY79)</th>
<th>Total Attrition (2 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>6278</td>
<td>1537</td>
<td>6964</td>
<td>1537</td>
<td>13,242</td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years. 24.5 22.1 23.2

() = Percent attritions of accessions in each category of marital status and cohort. 
[] = Percent of cohort's 2 yr. total attrition. 

* Marital status was recorded from most recently available data. (This is not necessarily the same as marital status at time of reentry.)
Figure 21
Over Comparable Six-Year Periods
By
Number of Dependents at Entry

FREQUENCY BLOCK CHART

---

a Number of accessions in this year's cohort.
b Number of accessions in this year's cohort who became attritions within six years of reentry.
### TABLE 21

Over Six-Year Periods by Number of Dependents

<table>
<thead>
<tr>
<th>Number of Dependents&lt;sup&gt;a&lt;/sup&gt;</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81&lt;sup&gt;b&lt;/sup&gt;</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>1544</td>
<td>1903</td>
<td>2466</td>
<td>2837</td>
<td>8730</td>
</tr>
<tr>
<td></td>
<td>(70.9)</td>
<td>(71.9)</td>
<td>(73.6)</td>
<td>(71.8)</td>
<td>(72.2)</td>
</tr>
<tr>
<td></td>
<td>[36.9]</td>
<td>[39.8]</td>
<td>[42.6]</td>
<td>[47.7]</td>
<td>[42.3]</td>
</tr>
<tr>
<td>1</td>
<td>1152</td>
<td>1417</td>
<td>1538</td>
<td>1706</td>
<td>5813</td>
</tr>
<tr>
<td></td>
<td>(53.3)</td>
<td>(53.1)</td>
<td>(54.0)</td>
<td>(51.6)</td>
<td>(52.9)</td>
</tr>
<tr>
<td></td>
<td>[20.7]</td>
<td>[21.9]</td>
<td>[20.6]</td>
<td>[20.7]</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1328</td>
<td>1516</td>
<td>1771</td>
<td>1677</td>
<td>6292</td>
</tr>
<tr>
<td></td>
<td>(46.8)</td>
<td>(48.2)</td>
<td>(50.5)</td>
<td>(48.7)</td>
<td>(48.7)</td>
</tr>
<tr>
<td></td>
<td>[21.0]</td>
<td>[21.3]</td>
<td>[19.1]</td>
<td></td>
<td>[20.6]</td>
</tr>
<tr>
<td>3</td>
<td>1440</td>
<td>1390</td>
<td>1381</td>
<td>1232</td>
<td>5443</td>
</tr>
<tr>
<td></td>
<td>(29.8)</td>
<td>(28.6)</td>
<td>(34.0)</td>
<td>(30.2)</td>
<td>(30.7)</td>
</tr>
<tr>
<td></td>
<td>[14.5]</td>
<td>[11.6]</td>
<td>[11.1]</td>
<td>[8.7]</td>
<td>[11.2]</td>
</tr>
<tr>
<td>Over 3</td>
<td>920</td>
<td>821</td>
<td>872</td>
<td>636</td>
<td>3249</td>
</tr>
<tr>
<td></td>
<td>(22.0)</td>
<td>(22.8)</td>
<td>(26.6)</td>
<td>(25.5)</td>
<td>(24.1)</td>
</tr>
<tr>
<td></td>
<td>[6.8]</td>
<td>[5.4]</td>
<td>[5.5]</td>
<td>[3.8]</td>
<td>[5.3]</td>
</tr>
<tr>
<td>Missing</td>
<td>8</td>
<td>15</td>
<td>56</td>
<td>79</td>
<td>158</td>
</tr>
<tr>
<td></td>
<td>(12.5)</td>
<td>(6.7)</td>
<td>(1.8)</td>
<td>(0.0)</td>
<td>(1.9)</td>
</tr>
<tr>
<td></td>
<td>[0.0]</td>
<td>[0.0]</td>
<td>[0.0]</td>
<td></td>
<td>[0.0]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY73 Accession</th>
<th>Cohort Attrition (6 years)</th>
<th>FY74 Accession</th>
<th>Cohort Attrition (6 years)</th>
<th>FY75 Accession</th>
<th>Cohort Attrition (6 years)</th>
<th>FY76 Accession</th>
<th>Cohort Attrition (6 years)</th>
<th>Total Accession</th>
<th>Total Attrition (6 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>8064</td>
<td>4228</td>
<td>8167</td>
<td>4267</td>
<td>29,685</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>% Cohort Attrition within 6 yrs.</th>
<th>46.3</th>
<th>48.7</th>
<th>52.4</th>
<th>52.2</th>
<th>50.2</th>
</tr>
</thead>
</table>

( ) = Percent attrition of accessions in each cohort with specified number of dependents.
[ ] = Percent of cohort's 6 yr. total attrition.

<sup>a</sup>Number of dependents other than self. Number of dependents was recorded as most recently available data (these are not necessarily the same as number of dependents at time of reentry).

<sup>b</sup>A conservative estimate of six-year data for FY76 accessions. FY84 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 22
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
Number of Dependents at Entry

a Number of accessions in this year's cohort.

b Number of accessions in this year's cohort who became attritions within two years of reentry.
<table>
<thead>
<tr>
<th>Number of Dependents</th>
<th>FY78-FY80</th>
<th>FY78-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2512</td>
<td>896</td>
<td>5532</td>
</tr>
<tr>
<td>1</td>
<td>1446</td>
<td>306</td>
<td>1752</td>
</tr>
<tr>
<td>2</td>
<td>1170</td>
<td>227</td>
<td>1397</td>
</tr>
<tr>
<td>3</td>
<td>751</td>
<td>80</td>
<td>831</td>
</tr>
<tr>
<td>Over 3</td>
<td>358</td>
<td>27</td>
<td>385</td>
</tr>
<tr>
<td>Missing</td>
<td>41</td>
<td>1</td>
<td>42</td>
</tr>
</tbody>
</table>

\[\text{Attrition over Comparable Two-Year Periods by Number of Dependents}\]

\[\text{Percent attrition in each cohort with specified number of dependents.}\]

\[\text{Percent of cohort's 2 yr. total attrition.}\]
Figure 23
Attrition of Prior-Service Accession Cohorts
Over Comparable Six-Year Periods
By
Ethnic Groups

FREQUENCY BLOCK CHART

*Number of accessions in this year's cohort.

bNumber of accessions in this year's cohort who became attritions within six years of reentry.
<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>5478</td>
<td>2443</td>
<td>6261</td>
<td>3008</td>
<td>6794</td>
</tr>
<tr>
<td></td>
<td>(44.6)</td>
<td>(48.0)</td>
<td>(51.8)</td>
<td>(51.8)</td>
<td>(51.8)</td>
</tr>
<tr>
<td></td>
<td>(82.5)</td>
<td>(87.5)</td>
<td>(82.0)</td>
<td>(83.8)</td>
<td>(83.9)</td>
</tr>
<tr>
<td>Black</td>
<td>642</td>
<td>372</td>
<td>738</td>
<td>407</td>
<td>937</td>
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<td>(56.1)</td>
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<td>(51.5)</td>
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<td>(2.9)</td>
<td>(2.9)</td>
<td>(2.9)</td>
<td>(2.9)</td>
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<tr>
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<td>53</td>
<td>26</td>
<td>63</td>
<td>23</td>
<td>91</td>
</tr>
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<td>(49.1)</td>
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<table>
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<th>FY76</th>
<th>Total</th>
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<tr>
<td></td>
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<td>Accession</td>
<td>Accession</td>
<td>Accession</td>
<td>Accession</td>
</tr>
<tr>
<td></td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
</tr>
<tr>
<td>Total</td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
<td>8064</td>
</tr>
<tr>
<td>% Cohort</td>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
<tr>
<td>Attrition within 6 yrs.</td>
<td>46.3</td>
<td>48.7</td>
<td>52.4</td>
<td>52.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>

<sup>a</sup>A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 24
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
Ethnic Groups

FREQUENCY BLOCK CHART

ETHNIC GROUPS
WHITE
4997
1294
6428
1190
BLACK
892
236
1024
248
HISPANIC
187
66
218
53
OTHER
162
37
170
34

1978 ACCESS 1978 ATTR
1978 ACCESS 1978 ATTR

ACCESSIONS AND ATTRITIONS

\textsuperscript{a}Number of accessions in this year's cohort.

\textsuperscript{b}Number of accessions in this year's cohort who became attritions within two years of reentry.
### TABLE 24

Attirion of Prior-Service Accession Cohorts (fiscal years 1978, 1979)

Over Comparable Two-Year Periods by Ethnic Group

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>4997 (24.1)</td>
<td>5428 (21.9)</td>
<td>10425 (23.0)</td>
</tr>
<tr>
<td></td>
<td>[78.3]</td>
<td>[77.4]</td>
<td>[77.9]</td>
</tr>
<tr>
<td>Black</td>
<td>902 (26.2)</td>
<td>1094 (22.8)</td>
<td>1996 (24.3)</td>
</tr>
<tr>
<td></td>
<td>[15.4]</td>
<td>[16.2]</td>
<td>[15.8]</td>
</tr>
<tr>
<td>Hispanic</td>
<td>197 (30.5)</td>
<td>210 (25.2)</td>
<td>407 (27.8)</td>
</tr>
<tr>
<td></td>
<td>[3.9]</td>
<td>[3.4]</td>
<td>[3.7]</td>
</tr>
<tr>
<td>Other</td>
<td>182 (20.3)</td>
<td>170 (20.0)</td>
<td>352 (20.2)</td>
</tr>
<tr>
<td></td>
<td>[2.4]</td>
<td>[2.2]</td>
<td>[2.3]</td>
</tr>
<tr>
<td>Missing</td>
<td>0 (0.0)</td>
<td>62 (11.7)</td>
<td>62 (17.7)</td>
</tr>
<tr>
<td></td>
<td>[0.0]</td>
<td>[1.7]</td>
<td>[1.4]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY78 Cohort</th>
<th>FY78 Cohort</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accessions</td>
<td>Accessions</td>
<td>(2 years)</td>
</tr>
<tr>
<td>6278</td>
<td>1537</td>
<td></td>
</tr>
<tr>
<td>6964</td>
<td>1537</td>
<td></td>
</tr>
<tr>
<td>13,242</td>
<td>3,074</td>
<td></td>
</tr>
</tbody>
</table>

% of Cohort Attrition within 2 years.

( ) = Percent attrition of accessions in specified ethnic group and cohort.
[ ] = Percent of cohort's 2 yr. total attrition.
highest six-year attrition rate (61.4 percent, compared with 54.5 percent for blacks and 51.8 percent for whites). In the FY78 and FY79 cohorts Hispanics evidenced the highest two-year attrition rate (27.8 percent). The corresponding rates were 24.3 percent for blacks and 23.0 percent for whites. Compared with blacks and Hispanics, white reentrants evidenced the lowest attrition rate in each of the FY73 to FY76, FY78, and FY79 cohorts. However, for all cohorts most attritions (as well as most accessions) were classified as white.

**Age at time of reentry.** Figures 25 and 26 and Tables 25 and 26 look at attrition of prior-service accession cohorts by age at time of reentry. The data generally indicate that the younger a person was upon reentry to active service, the more likely he was to separate within the following six years (for the FY73 to FY76 cohorts) or two years (for the FY78 and FY79 cohorts). For the six-year periods the attrition rate for the combination of all cohorts was highest (71.0 percent) for individuals who were between 18 and 20 years old at time of reentry. The corresponding attrition rates for other age groups were 51.6 percent for individuals aged 21 to 25, 45.1 percent for those aged 26 to 30, 41.4 percent for those aged 31 to 35, and 51.0 percent for those over 35 years of age. For the two-year periods (FY78 and FY79 cohorts) the highest attrition rate was also found for the youngest reentrants (28.8 percent for those aged 18 to 20). The corresponding attrition rates were, respectively, 24.9, 20.6, 14.2, and 17.6 percent for individuals who were aged 21 to 25, 26 to 30, 31 to 35, and 36 or older. It is suspected that those returning in the over 35 category are the ones who made up the small percentage of prior-service personnel continuing to retirement.
Figure 25
Over Comparable Six-Year Periods
By
Ages at Entry

FREQUENCY BLOCK CHART

\[ a \text{Number of accessions in this year's cohort.} \]

\[ b \text{Number of accessions in this year's cohort who became attritions within six years of reentry.} \]
## TABLE 25


<table>
<thead>
<tr>
<th>Age at Reentry</th>
<th>FY73-FY79</th>
<th>FY74-FY80</th>
<th>FY75-FY81</th>
<th>FY76-FY81*</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 to 20</td>
<td>328</td>
<td>232</td>
<td>369</td>
<td>273</td>
<td>602</td>
</tr>
<tr>
<td></td>
<td>(70.7)</td>
<td>(74.0)</td>
<td>(7.9)</td>
<td>(10.4)</td>
<td>(72.8)</td>
</tr>
<tr>
<td>21 to 25</td>
<td>3668</td>
<td>1785</td>
<td>3657</td>
<td>1854</td>
<td>3801</td>
</tr>
<tr>
<td></td>
<td>(48.7)</td>
<td>(50.7)</td>
<td>(53.9)</td>
<td>(48.7)</td>
<td>(54.2)</td>
</tr>
<tr>
<td>26 to 30</td>
<td>1852</td>
<td>721</td>
<td>2310</td>
<td>1000</td>
<td>2798</td>
</tr>
<tr>
<td></td>
<td>(38.9)</td>
<td>(39.1)</td>
<td>(29.1)</td>
<td>(43.3)</td>
<td>(47.0)</td>
</tr>
<tr>
<td>31 to 35</td>
<td>439</td>
<td>168</td>
<td>586</td>
<td>229</td>
<td>702</td>
</tr>
<tr>
<td></td>
<td>(38.3)</td>
<td>(39.1)</td>
<td>(6.7)</td>
<td>(43.6)</td>
<td>(43.2)</td>
</tr>
<tr>
<td>Over 35</td>
<td>91</td>
<td>47</td>
<td>109</td>
<td>57</td>
<td>119</td>
</tr>
<tr>
<td></td>
<td>(51.6)</td>
<td>(52.3)</td>
<td>(1.7)</td>
<td>(61.3)</td>
<td>(1.7)</td>
</tr>
<tr>
<td>Missing</td>
<td>14</td>
<td>9</td>
<td>31</td>
<td>25</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td>(64.3)</td>
<td>(80.6)</td>
<td>(0.7)</td>
<td>(85.7)</td>
<td>(0.9)</td>
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</table>

<table>
<thead>
<tr>
<th>FY73 Accession</th>
<th>FY74 Accession</th>
<th>FY75 Accession</th>
<th>FY76 Accession</th>
<th>Total Accession</th>
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<tr>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
<td>(6 years)</td>
</tr>
<tr>
<td>Total</td>
<td>6392</td>
<td>2962</td>
<td>7062</td>
<td>3438</td>
</tr>
</tbody>
</table>

* Percent attrition of accessions in specified age bracket and cohort.

* A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.
Figure 26
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
Ages at Entry

ENTRY AGES
16 TO 20
3107
681
237
754
211
21 TO 25
1642
369
1678
366
29 TO 35
28 TO 30
1600
16
137
24
31 TO 35
152
692
78
OVER 36
1978 ACCESS
1978 Attr
ACCESSIONS AND ATTRITIONS
a Number of accessions in this year's cohort.
b Number of accessions in this year's cohort who became attritions within two years of reentry.
### TABLE 26

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Age at Reentry

<table>
<thead>
<tr>
<th>Age at Reentry</th>
<th>FY78-FY80</th>
<th>FY79-FY81</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 to 20</td>
<td>801</td>
<td>237</td>
<td>1555</td>
</tr>
<tr>
<td></td>
<td>(29.6)</td>
<td>(28.0)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[15.4]</td>
<td>[13.7]</td>
<td></td>
</tr>
<tr>
<td>21 to 25</td>
<td>3197</td>
<td>835</td>
<td>3554</td>
</tr>
<tr>
<td></td>
<td>(26.1)</td>
<td>(23.8)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[54.3]</td>
<td>[55.0]</td>
<td></td>
</tr>
<tr>
<td>26 to 30</td>
<td>1642</td>
<td>359</td>
<td>1878</td>
</tr>
<tr>
<td></td>
<td>(21.9)</td>
<td>(19.5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[23.4]</td>
<td>[23.8]</td>
<td></td>
</tr>
<tr>
<td>31 to 35</td>
<td>500</td>
<td>79</td>
<td>602</td>
</tr>
<tr>
<td></td>
<td>(15.8)</td>
<td>(13.0)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[5.1]</td>
<td>[5.1]</td>
<td></td>
</tr>
<tr>
<td>over 35</td>
<td>102</td>
<td>18</td>
<td>137</td>
</tr>
<tr>
<td></td>
<td>(17.6)</td>
<td>(17.5)</td>
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<td>[1.2]</td>
<td>[1.6]</td>
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<td>39</td>
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<td>(25.0)</td>
<td>(30.8)</td>
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<td>[0.8]</td>
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<th>Cohort Attrition (2 years)</th>
<th>FY78 Accessions</th>
<th>FY79 Accessions</th>
<th>Total (FY78-FY79) Accessions</th>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>6278</td>
<td>6964</td>
<td>13,242</td>
</tr>
<tr>
<td>% of Cohort Attrition</td>
<td>24.5</td>
<td>22.1</td>
<td>23.2</td>
</tr>
</tbody>
</table>

( ) = Percent attrition of specified age bracket and cohort.
[ ] = Percent of cohort's 2 yr. total attrition.
IMPLICATIONS OF THE DATA

The reentry of prior-service personnel is seen as one way to fill mid-grade petty officer vacancies in specific occupations. This report has provided relevant information on such people by presenting a description of the accession and attrition of prior-service personnel who reentered the Navy during fiscal years 1973 to 1979. This accession and attrition data were also analyzed in relation to specific military background and sociodemographic variables. The results of these analyses implied certain conditions and relationships which may be useful in assessing the degree to which the prior-service community is satisfying the goal of filling the mid-grade petty officer vacancies in specific occupations.

Skills of Prior-Service Reentrants

The reentry of prior-service personnel is seen as a way to acquire trained personnel. Therefore, one would expect the reentrants to have been trained in the occupations which are critical to the Navy's needs. This did not seem to be the case. The large proportion of reentrants in the non-occupational category implies that the Navy is attracting a large proportion of untrained veterans. It should be pointed out that untrained means untrained in the occupations which are considered critical to the Navy's needs, i.e., CREO groups A and B. The non-occupational category is made up of a combination of those obtaining no occupation code during their first time in the service and those who are attempting to reenter the Navy with a job skill that is not critical; therefore, they require retraining in a critical job skill area.
Second, the policy of requiring prior-service personnel to serve in the more critical ratings appears to be reflected in the consistently high usage of prior-service personnel in the MM/BT category and a consistently smaller usage in the MS/SH and PN/YN areas.

Third, although the job category of electronic equipment repairman includes jobs for which there is always a need, this was not the category in which most prior-service personnel were trained.

Career Motivation of Reentrants

If reentrants are career-motivated, then this motivation should be reflected in at least two ways: the time which reentrants serve after reentry and their reasons for leaving.

If a reentrant decides to make the Navy his career, we would expect him to stay in the Navy for more than the minimum term of enlistment, and, hopefully, for many more years. However, most of the reentrants in this study left within six years of reentry, and at least 20 percent of each cohort left within two years of reentry.

Under optimal conditions, reentrants would leave for career reasons such as retirement or non-controllable reasons such as medical conditions or hardship situations. However, this was not true for the population included in this study. The most common reason for leaving was completing the term of enlistment. The second most common reason for leaving was behavioral reasons (almost one-third of all separations were because of the reentrants' unsatisfactory behavior)!

Quality of Reentrants

Naturally, the Navy wants the most qualified personnel to return to active service. It also wants the better-qualified people to stay
longer. Although this analysis did not include any direct measures of performance, it did include some information which suggested that the quality of reentrants may have been less than desirable. When asking if the better-qualified people stay, it must be noted that these data do not provide a basis for comparisons with larger populations such as all Navy personnel, all servicemen, or the general population. However, they do provide a basis for comparisons among all reentrants. Comparisons based on differing attrition rates suggested that better-qualified reentrants are more likely than less-qualified reentrants to stay in the Navy. Specifically,

-- most of the accessions in this study were individuals who reentered at the lower pay grades (E-1, E-2, and E-3). These individuals were also more likely to leave than those who reentered at higher pay grades.

-- Individuals who did not achieve a training status and those who performed general seamanship skills were far more likely to leave the Navy than those receiving training in a technical, craft, or supply area.

-- Almost one-quarter of the accessions had AFQT scores in groups IIIA or below. Lower AFQT scores were associated with higher attrition rates.

-- The lower the level of education, the higher was the attrition rate.

Relationship between Attrition and Selected Characteristics of the Reentrant

Certain characteristics of the reentrant were associated with differing attrition rates.

-- Prior-service of affiliation was associated with differing attrition rates—the lowest attrition rates were found for prior-Navy personnel, the highest attrition rates were found for prior-Army personnel.

-- Single people and those with fewer dependents were more likely to separate.
The younger the individual at time of reentry, the more likely he was to separate.

Blacks and Hispanics were more likely than whites to leave the Navy.

This report raises many unanswered questions, and it represents results that are still considered preliminary in nature. However, it reveals significant findings that bear further investigation, especially since many of the findings appear to be counter-intuitive to hypotheses expressed by some recruiters and policymakers. The large number of attritions among the prior-service community, the large number of non-occupational accessions, and the fact that as many as 30 percent of the attritions are due to failure to meet minimum behavior and performance criteria suggest that prior-service reentrants are not necessarily career-oriented veterans who are providing long-term quality service to the Navy.
OTHER TECHNICAL REPORTS OF THIS PROJECT\(^a\)

As part of the project titled "An Empirical Study to Enhance the Reenlistment Process of Civilian Personnel with Prior Military Service"\(^b\), the following technical reports have been completed.


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

\(^a\) Additional copies of these reports can be obtained for a nominal charge. Requests for copies should be sent to:
Research Publications
Institute for Policy Research and Evaluation
The Pennsylvania State University
N253 Burrowes Building
University Park, PA 16802

\(^b\) Office of Naval Research Contract No. N00014-82-K-0262.
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