

# RECRUITING AND THE ALL-VOLUNTEER FORCE (AVF)



Fiscal Year 2010

# Fiscal Year 2010 Results

**Quantity:** All four Active Component and five of the six Reserve Component Services met or exceeded their numeric accession goals in FY 2010. Army National Guard intentionally achieved 95 percent in order to stay within congressionally authorized end strength.

## Active

Fiscal Year 2010	Quantity		
	Accessions	Goal	Percent of Goal
Army	74,577	74,500	100
Navy	34,180	34,140	100
Marine Corps	28,041	28,000	100
Air Force	28,493	28,360	100
DoD Total	165,291	165,000	100

## Reserve

Fiscal Year 2010	Quantity - YTD		
	Accessions	Goal	Percent of Goal
Army National Guard	57,204	60,000	95
Army Reserve	26,810	26,000	103
Navy Reserve	6,669	6,654	100
Marine Corps Reserve	10,077	8,043	125
Air National Guard	6,983	6,430	109
Air Force Reserve	9,604	9,135	105
DoD Total	117,347	116,262	101

**For the second consecutive year since the inception of the All-Volunteer Force, all four Active Services not only met their numerical goals, but also exceeded the DoD recruit quality benchmarks**

**Quality:** All Services and all components met or exceeded recruit quality benchmarks in FY 2010.

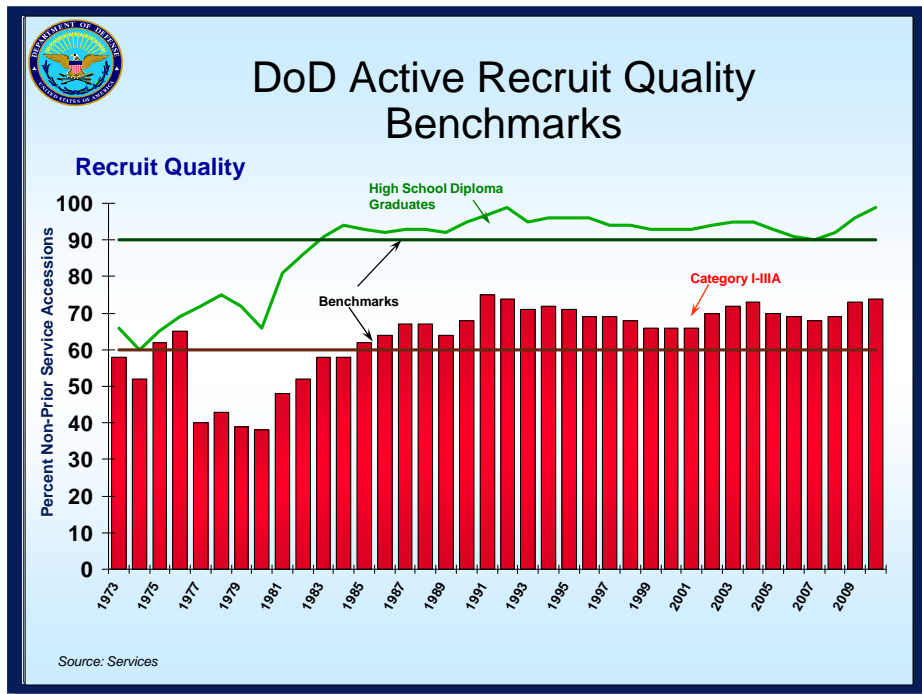
### Active

	Recruit Quality		
Fiscal Year 2010 (EOM August)	% High School Diploma Graduate (HSDG); <i>DoD Benchmark = 90 percent</i>	% Scoring at or above 50th Percentile on Armed Forces Qualification Test; <i>DoD Benchmark = 60 percent</i>	% Scoring at or below 30th Percentile on Armed Forces Qualification Test; <i>DoD Benchmark = 4 percent</i>
Army	100	64	<1
Navy	98	83	0
Marine Corps	100	72	<1
Air Force	99	90	<1
DoD Total	99	74	<1

### Reserve

	Recruit Quality		
Fiscal Year 2010 (EOM August)	% High School Diploma Graduate (HSDG); <i>DoD Benchmark = 90 percent</i>	% Scoring at / above 50th Percentile on Armed Forces Qualification Test; <i>DoD Benchmark = 60 percent</i>	% Scoring at / below 30th Percentile on Armed Forces Qualification Test; <i>DoD Benchmark = 4 percent</i>
ARNG	95	68	1
USAR	100	71	2
USNR	97	79	0
USMCR	100	76	0
ANG	94	78	0
USAFR	100	76	0
DoD Total	96	70	1

Further, for the past 25 years, all active Services together have exceeded recruit quality benchmarks.



And America continues to have extraordinary confidence in its Armed Forces. From national surveys, Americans express the most confidence in the military as an organization and its leadership.

## **The Recruiting Environment**

In the 1980's, about half of America's high school graduates went on to college, compared to over two-thirds today (among the highest levels achieved since the Bureau of Labor Statistics began tracking this in 1959). At the same time, medical eligibility is reduced as more than one-fourth of American youth are obese (Body Mass Index >30), compared to about 5 percent in 1980.

These and other factors translate to a big task for the nation – the military must attract over 15 percent of qualified youth, yet the number who show a propensity to join and who also meet those qualifications equals only about one third of that need. Thus, in manning the armed forces with well-qualified volunteers, the nation calls upon its military recruiters to roughly triple the number who are qualified and initially inclined to serve. It is a daunting task that is met head on every year.

We have a number of factors working to our advantage, in addition to a great many dedicated and talented recruiters. First, today's youth – the so-called Millennials – attach a high priority to the concept of service to their society, according to the literature published by those who study these trends. Second, the nation's investment in recruiting, as provided by the Congress each year, has been strong and steady. Finally, among other things, military pay across the entire force remains at or above the 70th percentile of similarly educated and work-experienced members of the private sector. In fact, new recruits enter at about the 90th percentile of the earnings level for high school graduates who have only a year or two in the workplace.

## **Characteristics of Today's All-Volunteer Force (AVF)**

The authority for conscription was allowed to lapse on July 1, 1973. Since that time, more than 12 million young men and women have volunteered to serve. The AVF has been a resounding success and continues to exceed the expectations of its framers.

- **Today's military is more educated and has a higher aptitude than the general population.**

Virtually all new active Service recruits are high school graduates—99% this year earned a high school diploma, whereas only about 75% of American youth are high school diploma graduates. This year, 74% of the active Service recruits were drawn from the top half of America in math/verbal aptitude.

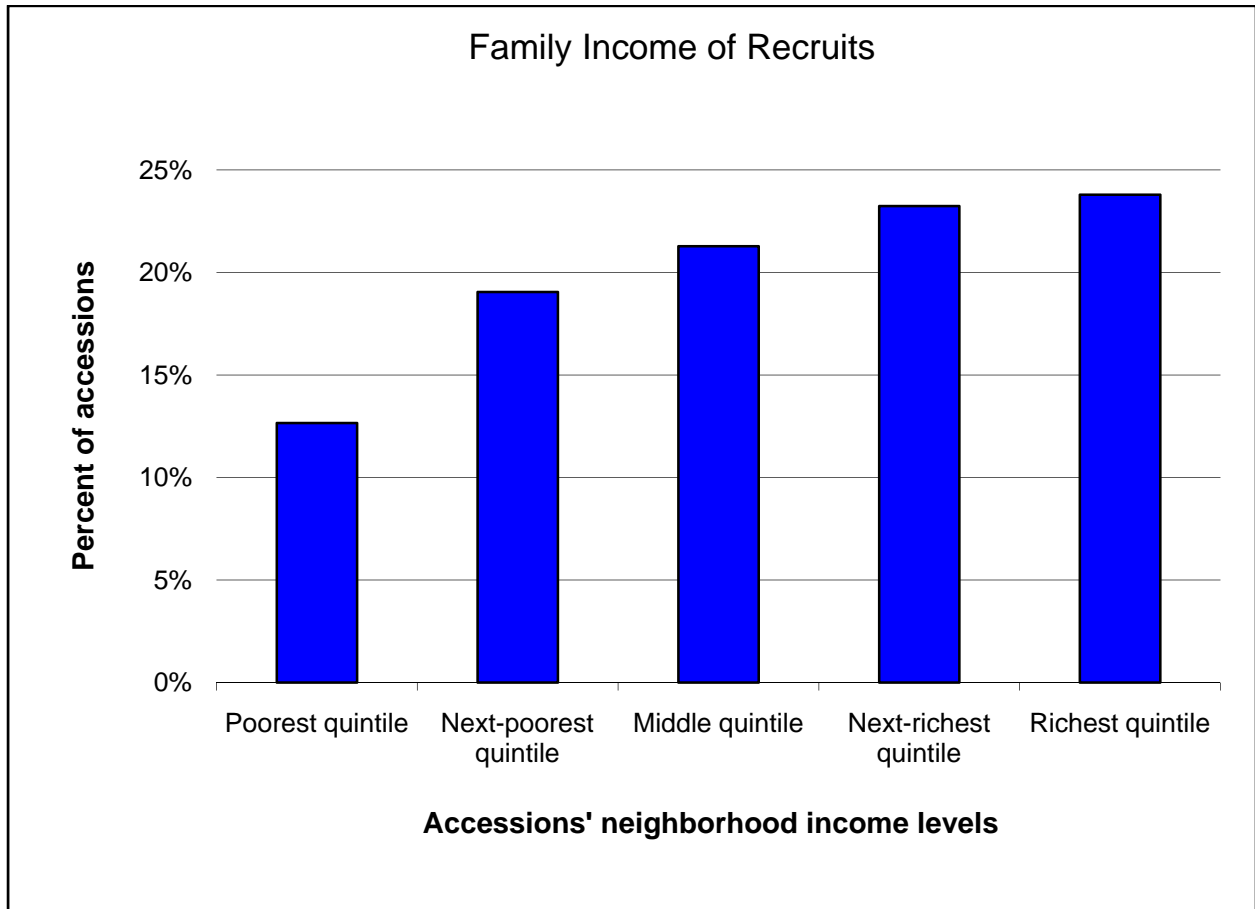
- **Today's military is diverse; it mirrors American society.**

### *Percent of DoD Non-Prior Service Accessions*

<b>Race</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>18-24 yr old civilians</b>
<b>White</b>	73.1	73.1	75.4	76.2	74.4	71.4	77.7
<b>Black or African American</b>	14.5	13.1	13.0	13.6	15.8	15.4	14.7
<b>American Indian/Alaska Native</b>	2.0	2.6	2.6	2.4	2.6	2.5	1.1
<b>Asian</b>	2.8	2.9	2.8	2.6	3.1	2.7	4.0
<b>Native Hawaiian/Pacific Islanders</b>	1.1	1.0	0.9	1.1	.8	1.3	0.4
<b>Others</b>	6.5	7.3	5.3	4.1	2.7	4.0	2.1

<b>Ethnicity</b>							
<b>Hispanic</b>	13.2	13.9	13.3	13.5	14.9	15.8	17.9
<b>Non-Hispanic</b>	86.8	86.1	86.7	86.5	85.1	84.2	82.1

- **A majority of new recruits come from middle and upper income neighborhoods.**



The message we want to convey to American youth is this: Today's military is rich with challenge as well as opportunity; its ranks are filled with extraordinarily well-qualified and committed professionals. Retention remains at record levels despite a tough operational environment, as a consequence of a sustained commitment of our volunteers to their nation, and to each other ... and America's commitment to them.