

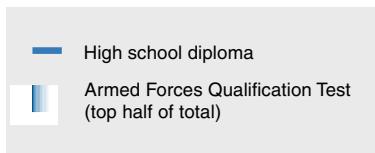
# The Chart Page

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## Spotlight on Recruiting

Each year, the armed forces must recruit close to 200,000 new enlisted members for active duty and another 150,000 for the Reserve and Guard. The Defense Department prizes recruits with high school diplomas. Historically, 80 percent of these recruits complete an initial three-year enlistment, while those who don't graduate fulfill their commitment only about half the time.

Throughout the 1990s, 95 percent or more of all recruits had a high school diploma at the time of enlistment, as shown. Moreover, they showed strong aptitude in math and verbal skills—well above DoD's requirement for 60 percent of recruits to score in the top half of the Armed Forces Qualification Test.



### Enlisted Recruit Quantity (Accessions)

Service	FY 1996 objectives	FY 1996 actual	FY 1997 planned	FY 1998 planned
Army	73,400	73,400	89,700	84,000
Navy	48,200	48,200	56,700	53,800
Marine Corps	33,500	33,500	35,300	36,400
Air Force	30,900	30,900	30,200	30,400
<b>Total</b>	<b>186,000</b>	<b>186,000</b>	<b>211,900</b>	<b>204,600</b>

In Fiscal 1996, each service met its numerical goal, as shown. Yet the services face the challenge of higher goals, without a major increase in recruitment resources. From 1995 through 1997, recruiting funding stayed more or less flat while the work load grew by 20 percent.

### Quality of Reserve/Guard Recruits (FY 1995 non-prior)

Service	Percent high school graduates	Percent above-average aptitude
Army National Guard	82%	56%
Army Reserve	95%	74%
Naval Reserve	100%	82%
Marine Corps Reserve	98%	78%
Air National Guard	93%	73%
Air Force Reserve	94%	77%
<b>Total</b>	<b>90%</b>	<b>66%</b>

The Reserve and Guard have enjoyed success in attracting high school graduates, achieving a rate of more than 90 percent in 1995. Continued reliance on reserve units for contingency missions, coupled with the decline in active-duty personnel who eventually enter the reserves, will place greater emphasis on recruiting first-time enlistees.

Source: "Annual Report to the President and the Congress," April 1997, Secretary of Defense William S. Cohen.