

Population Representation in the Military Services

Fiscal Year 1999

November 2000

EXECUTIVE SUMMARY

This is the 26th annual Department of Defense (DoD) report on social representation in the U.S. Military Services. The nine chapters and accompanying technical appendices provide data and comments on demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. This report covers fiscal year (FY) 1999, from October 1, 1998, to September 30, 1999. The report is available on the worldwide web at <http://dticaw.dtic.mil/prhome/poprep99/>.

The FY 1999 end-strength of the Active Component was slightly less than 1.4 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled almost 871,000. Additionally, there were more than 405,000 people in the Inactive Ready Reserve/Inactive National Guard. Today's force is much smaller than in the early volunteer force years. To sustain this reduced strength, in FY 1999 approximately 184,000 non-prior service (NPS) recruits were enlisted and nearly 6,000 prior service recruits were returned to the ranks. More than 16,000 newly commissioned officers reported for active duty. Furthermore, about 55,000 recruits without and more than 88,000 with prior military experience were enlisted in the Selected Reserve. In excess of 17,000 commissioned officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 1999 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. Eighty-seven percent of FY 1999 new active duty recruits were 18 through 24 years of age, compared to 29 percent of civilians within the military age range of 17-35. Almost half (46 percent) of the active duty enlisted force was 17-24 years old, in contrast to about 15 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively), but they too were younger than their civilian counterparts (mean age 36), college graduates in the work force 21-49 years old.

The data for enlisted personnel in the Selected Reserve similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Component members, 62 percent of NPS accessions were between the ages of 17 and 19, but only 13 percent of civilians within the 17-35 year age range fell within this age subgroup. Of course, prior service Reserve Component enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 64 percent versus 45 percent were under 30 years of age).

Race/Ethnicity. In FY 1999, African Americans were equitably represented in the military overall. In the enlisted force, African Americans were overrepresented among NPS active duty accessions (20 percent) relative to the 18-24 year-old civilian population (14 percent). Hispanics, on the other hand, continued to be underrepresented, with 11 percent among NPS accessions compared with 15 percent for comparable civilians. FY 1999 representation of "Other" minority enlisted accessions (Native Americans, Asians, and Pacific Islanders) stood at

approximately 7 percent, slightly more than in the civilian population (5 percent). Not only did African Americans enlist in high proportions, but higher retention rates boosted their representation among Active Component enlisted members to 22 percent in contrast to the 13 percent of African Americans among 18-44 year-old civilians in the workforce. With close to 9 percent of active duty enlisted members counted as Hispanic, this ethnic minority maintained its low proportion relative to the comparable civilian population (13 percent).

Over the years African Americans have been overrepresented, whereas Hispanics and “Other” minorities have been underrepresented. However, the proportion of active duty accessions with Hispanic and “Other” backgrounds has increased during the past 10 years. The Navy and Marine Corps have generally recruited greater proportions of Hispanics than the Army and Air Force. The Marine Corps has retained more Hispanics, as evidenced by larger percentages of Hispanic Marines in the enlisted force during the past 10 years.

Almost 9 percent of newly commissioned officers were African American, 4 percent were Hispanic, and 9 percent were “Other” minorities. Within the active duty officer corps, the percentages were about 8, 4, and 5, for the African American, Hispanic, and “Other” subgroups, respectively. Although African Americans comprised a much smaller proportion of officers than of enlistees, when compared to college graduates in the civilian work force 21-49 years old (which is 8 percent African American, 5 percent Hispanic, and 7 percent “Other”), minorities appear to be proportionately represented and not on the decline within the commissioned officer corps.

Warrant officers account for 8 percent of active duty officer accessions and 7 percent of the officer corps. Warrant officers do not serve in the Air Force. Warrant officers on active duty have greater representation of African Americans and Hispanics than among commissioned officers (16 and 5 percent warrant officers versus 8 and 4 percent commissioned officers, respectively). Minority warrant officers are underrepresented in comparison with the civilian labor force.

Racial/ethnic findings for the Reserve Component were similar. African Americans were overrepresented, Hispanics were underrepresented, and “Others” were represented at population benchmark levels among NPS and prior service Selected Reserve accessions. As with the Active Component, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel, but the percentages were not out of line with appropriate civilian college graduate minority percentages.

Warrant officers account for 5 percent of Selected Reserve duty officer accessions and 9 percent of the officer corps. Warrant officers do not serve in the Air National Guard or the Air Force Reserve. There are fewer minorities in the National Guard and Reserve warrant ranks as compared to commissioned officers. As with the Active Component, minority warrant officers in the Selected Reserve are underrepresented compared with the civilian labor force.

Gender. Women comprised 18 percent of NPS active duty accessions and 24 percent of NPS accessions to the Selected Reserve (17 percent of the numerically larger prior service segment of Reserve Component accessions were women) compared to 50 percent of 18- to 24-year-old civilians. Among enlisted members on active duty, 14 percent were women. Among

comparable Selected Reservists, 16 percent were women. Service Reserve units have greater representation of women (20 percent) than the National Guard (12 percent) components (Army and Air Force only). This is generally due to the Army National Guard's heavier combat arms mix which precludes women from many of the positions in those units. The representation of women among active duty officer accessions and within the officer corps was 20 and 15 percent, respectively. Similar percentages were seen among Selected Reserve officers (18 percent for each).

Military women, across the enlisted force and officer corps in both the Active and Reserve Components, are more likely to be members of a racial/ethnic minority group than are military men. In fact, half of the women in the Active Component enlisted force are members of minority groups.

Although women constitute a smaller proportion of the Total Force than men, their representation has grown greatly since the inception of the All Volunteer Force. During recent years, the Services have opened more jobs to women. Since the introduction of the current policies on women in the military 5 years ago (FY 1994), the percentage of Active Component women has increased by more than 2 percentage points.

Marital Status. In addition to the growing presence of women in the military, marriage among Servicemembers has also been on the rise. During the last 25 years, the enlisted force has moved from a predominantly single male establishment to one with a greater emphasis on family. In FY 1973, approximately 40 percent of enlisted members were married. Today, a majority of soldiers, sailors, marines, and airmen are married. Newcomers to the military are less likely than their civilian age counterparts to be married, but as time goes on military members are more likely to be married than those in the civilian sector. Among enlisted members, 51 percent of those on active duty and in the Reserve Component were married as of the end of FY 1999. In the military, men were more likely to be married than women.

As one might expect, owing to their being older and financially more secure on average, officers were more likely to be married (70 percent of the Active Component and 72 percent of the Reserve Component officer corps were married) than enlisted personnel. Again, women officers were less likely than their male colleagues to be married.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 1999. Practically all active duty and Selected Reserve enlisted accessions had a high school diploma or equivalent, well above civilian youth proportions (79 percent of 18-24 year-olds). More important, 93 percent of NPS active duty and 87 percent of NPS Selected Reserve enlisted accessions held a regular high school diploma.

Given that most officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that colleges and universities are among the Services' main commissioning sources (i.e., Service academies and ROTC), the academic standing of officers is not surprising. The fact that 92 percent of active duty officer accessions and 97 percent of the officer corps (both excluding those with unknown education credentials) were degree holders (approximately 18 and 45 percent advanced degrees) is in keeping with policy and

the professional status and expectations of officers. Likewise, 85 percent of Reserve Component officer accessions and 91 percent of the total Reserve Component officer corps held at least a bachelor's degree, with 23 and 32 percent possessing advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Enlisted members tend to have higher cognitive aptitude than the civilian youth population, as measured by scores on the military's enlistment test. Persons who score in Categories I and II (65th to 99th percentiles) tend to be above average in trainability; those in Category III (31st to 64th percentiles), average; those in Category IV (10th to 30th percentiles), below average; and those in Category V (1st to 9th percentiles), markedly below average. The percentage of recruits in Categories I to II (38 percent) was higher than for their civilian counterparts (36 percent). Category III accessions (61 percent) greatly exceeded civilian group proportions (34 percent), while the percentage of recruits in Category IV (1 percent) was much lower than in the civilian population (21 percent). No enlistees were in Category V, whereas 10 percent of the civilian population scores in this category.

Test score data were not reported for officers because of test variation by Service and commissioning source. Tough entry requirements (e.g., SAT scores) for the commissioning sources as well as the college degree hurdle ensure quality among officers.

High-Quality Recruits. To predict recruit quality in areas such as persistence, training outcome, and job performance in the enlisted ranks, the Services use level of education and AFQT scores. Because high school diploma graduates are more likely to complete their contracted enlistment terms and higher AFQT-scoring recruits perform better in training and on the job, the Services strive to enlist AFQT Category I-III A (50th percentile and above on the AFQT) high school diploma graduates.

The recent drawdown led the Services to redesign jobs so that incumbents assume more diverse workloads and greater responsibilities. Incumbents must perform more tasks and tasks of greater complexity. The Services need more personnel of high-quality levels to meet these job demands. In FY 1999, the proportion of NPS high-quality recruits ranged from 52 percent in the Army to 72 percent in the Air Force.

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 1999 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Geographic Representation. During the last 15 years, the percentage of recruits from the Northeast and North Central Regions has decreased with a corresponding increase in the percentage of recruits from the South and West Regions. The geographic distribution of enlisted active accessions for FY 1999 shows that the South, and in particular the South Atlantic and West South Central Divisions of this region, continued to have the greatest representation. More than two-fifths of NPS accessions hailed from the South. In fact, this was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratio (percentage of accessions divided by percentage of 18-24 year-olds

from the region) for NPS active accessions from the South was 1.2, compared to 0.8 for the Northeast and North Central and 1.0 for the West.

Representation in Occupations. The Services need a steady supply of combat and combat support personnel; they rely heavily on infantrymen and guncrew specialists. In addition, the Services require technicians, mechanics, health care specialists, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands, is part of the enlistment or commissioning package. Less than one-third (29 percent) of FY 1999 active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling. A plurality of enlisted members (43 percent) served in mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair. The remainder were in high-skill areas (21 percent), including electronic equipment repair, communications and intelligence, and other allied specialties, or in non-occupational categories (7 percent).

During the last two decades, assignment patterns for women have shifted to increase their presence in "non-traditional" jobs. Previously, most enlisted women were in either functional support and administration or medical and dental jobs. By FY 1999, smaller proportions (33 and 16 percent, respectively) served in these jobs. Women were two and a half times more likely than men to serve in the "traditional" female occupations, functional support and administration and medical/dental specialties. Women are excluded from infantry and other assignments in which the primary mission is to physically engage the enemy. However, the direct ground combat rule allows women to serve on aircraft and ships engaged in combat. The proportion of women serving in such operational positions (i.e., gun crews and seamanship specialties) in FY 1999 was nearly 5 percent. In contrast, the percentage of men in these occupations was approximately 19 percent.

In FY 1999, the proportions of African Americans and Whites were similar in four of the nine occupational areas (communications and intelligence, medical and dental, other allied specialists, and craftsmen). In three areas (infantry, electronic equipment repair, and electrical/mechanical equipment repair) the proportions of Whites were higher. African Americans were still more heavily represented in the functional support and administration and the service and supply areas.

The most common occupational area for active duty officers was tactical operations (e.g., fighter pilots, combat commanders; 38 percent) with health care a distant second (19 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations (43 percent), whereas greater percentages of women were in health care (44 percent) and administration (13 percent). In FY 1999, racial and ethnic groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of African Americans in tactical operations and a greater percentage of African Americans in administration and supply areas.

The occupational distributions among Active and Reserve Components varied somewhat. In FY 1999, 17 percent of the enlisted Active Component were in infantry and related occupations in contrast to 19 percent of enlisted Selected Reserves. The Reserve Component is somewhat "lighter" in technical occupational areas such as electronic and electrical/mechanical

equipment repair, and communications and intelligence, and somewhat “heavier” in functional support and administration, craftsmen, and supply. There were also some occupational differences between Active and Reserve officers; the Reserve Component had slightly smaller proportions in tactical operations and engineering and maintenance but slightly larger proportions in health care and supply. However, differences were greater between Services than between Active and Reserve members.

Socioeconomic Status. Socioeconomic representation in the volunteer force is a key interest because of concerns that our Nation’s defense might fall heavily on the poor and the underclass. DoD conducts the Survey of Recruit Socioeconomic Backgrounds annually among active duty and reserve enlisted accessions to assess this issue. Based on a summary of parents’ education, employment status, occupation, and home ownership, FY 1999 data showed that both active and reserve recruits are primarily from families in the middle and lower middle socioeconomic strata. The high end of the distribution was not as well represented among the backgrounds of new recruits as in census data on parents of civilian youth ages 14–21.

U.S. Coast Guard. The Coast Guard is the smallest of the Armed Services. It is a part of the Department of Transportation during peacetime, but during times of war it becomes a part of the Department of Defense. Compared to the other Services, the Coast Guard is very similar on demographic variables, with slightly greater proportions of males and Whites.

Conclusions

The FY 1999 *Population Representation* report shows both the diversity and the quality of the Total Force. Men and women of various racial and ethnic groups of divergent social backgrounds, from every state in our country, serve as Active and Selected Reserve enlisted members and officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard. The mean cognitive ability and educational levels of these soldiers, sailors, marines, and airmen are above the average of comparably aged U.S. citizens.

Although the force is diverse, it is not an exact replica of society as a whole. The military way of life is more attractive to some members of society than to others. Among the enlisted ranks, the proportion of African Americans continues to exceed comparably aged population counts. Hispanics are underrepresented in the military, but their percentages have risen over the years. Minorities comprise proportionally less of the officer corps; however, their representation levels are in keeping with minority statistics among the pool of college graduates from which second lieutenants and ensigns are drawn. Women continue to be underrepresented in the military, compared to their proportion in civilian society. However, accession statistics show that women continue to gain in both numerical and proportional strength.

The All Volunteer Force is now facing increased recruiting goals with low enlistment propensity (compared to the early 1990s), ambiguous youth reactions to humanitarian and peacekeeping missions and the pace of deployments, and budget constraints. Population representation is often affected by such external and internal events. Thus, there is a continuing need to track demographic changes and potential upheaval in the balance of military benefits and burdens that befall population segments of society. Attention to human resource issues beyond numerical representation is also necessary to manage recruiting and to promote readiness.

TABLE OF CONTENTS

	Page
1 INTRODUCTION.....	1-1
Fiscal Year 1999: Acceptance of Minorities and Women.....	1-1
Recruiting Initiatives	1-2
Data Sources.....	1-3
2 ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS	2-1
The Recruiting Process.....	2-3
The Armed Services Vocational Aptitude Battery	2-3
Educational Credentials	2-3
Physical Examinations.....	2-5
Moral Character Standards	2-5
Occupational Area Counseling	2-6
The Delayed Entry Program (DEP)	2-6
Characteristics of Active Component Non-Prior Service Applicants	2-7
Characteristics of Active Component Accessions.....	2-8
Age.....	2-9
Race/Ethnicity.....	2-10
Gender.....	2-13
Marital Status.....	2-15
Education	2-15
AFQT.....	2-19
High Quality	2-21
Reading Ability.....	2-22
Geography.....	2-23
3 ACTIVE COMPONENT ENLISTED FORCE.....	3-1
Characteristics of Active Component Enlisted Force	3-1
Age.....	3-1
Race/Ethnicity.....	3-3
Gender.....	3-5
Marital Status.....	3-7
Education	3-9
Representation Within Occupations	3-11
Pay Grade.....	3-13

TABLE OF CONTENTS (continued)

	Page
4 ACTIVE COMPONENT OFFICERS.....	4-1
Characteristics of Active Component Officers.....	4-2
Pay Grade.....	4-3
Source of Commission.....	4-3
Age.....	4-6
Race/Ethnicity.....	4-8
Gender.....	4-12
Marital Status.....	4-13
Education.....	4-14
Representation Within Occupations.....	4-15
Warrant Officers.....	4-17
5 SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE.....	5-1
The Selected Reserve Recruiting Process.....	5-2
Characteristics of Selected Reserve Accessions.....	5-4
Age.....	5-5
Race/Ethnicity.....	5-6
Gender.....	5-6
Marital Status.....	5-8
Education.....	5-8
AFQT.....	5-9
Characteristics of the Selected Reserve Enlisted Force.....	5-9
Age.....	5-10
Race/Ethnicity.....	5-12
Gender.....	5-13
Marital Status.....	5-13
Education.....	5-13
Representation Within Occupations.....	5-13
6 SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS.....	6-1
Characteristics of Selected Reserve Officer Accessions and Officer Corps.....	6-2
Age.....	6-2
Race/Ethnicity.....	6-2
Gender.....	6-3
Marital Status.....	6-3

TABLE OF CONTENTS (continued)

	Page
Source of Commission.....	6-4
Education	6-6
Representation Within Occupations	6-7
7 SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS	7-1
Socioeconomic Status in Perspective	7-1
Defining Socioeconomic Status	7-2
Measuring Socioeconomic Status.....	7-3
Socioeconomic Status of Enlisted Accessions and Civilians.....	7-5
Family Status	7-5
Education	7-5
Home Ownership	7-7
Employment Status	7-7
Occupation.....	7-8
Socioeconomic Index Scores	7-9
Racial and Ethnic Differences in Socioeconomic Status.....	7-12
8 U. S. COAST GUARD	8-1
Characteristics of Active Component Non-Prior Service Applicants	8-1
Characteristics of Active Component Non-Prior Service Accessions.....	8-2
Age	8-2
Education.....	8-3
AFQT.....	8-3
Characteristics of Active Component Enlisted Force	8-4
Race/Ethnicity	8-4
Age	8-4
Education.....	8-4
Representation Within Occupations	8-5
Characteristics of Active Component Officers	8-6
Source of Commission	8-7
Educational Attainment.....	8-7
Race/Ethnicity and Gender.....	8-8
Representation Within Occupations.....	8-8
Warrant Officers	8-8
Characteristics of USCG Reserve Enlisted Accessions	8-9
Race/Ethnicity and Gender.....	8-10
Educational Attainment.....	8-10

TABLE OF CONTENTS (continued)

	Page
Characteristics of Reserve Component Enlisted Force	8-11
Race/Ethnicity and Gender	8-12
Age	8-12
Educational Attainment	8-12
Representation Within Occupations	8-13
Characteristics of Reserve Component Officers	8-13
Source of Commission	8-13
Educational Attainment	8-14
Representation Within Occupations	8-14
Reserve Component Warrant Officers	8-15
Closing	8-16
9 THE FUTURE MILITARY	9-1
Serving Force XXI	9-1
Recruiting Challenges and Potential	9-1
Appendix A - Active Component Applicant Tables	A-1
Appendix B - Tables: Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps	B-1
Appendix C - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps	C-1
Appendix D - Tables: Longitudinal Data	D-1
Appendix E - Tables: Coast Guard Active Component Applicant, and Active Component and Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables	E-1

TABLE OF CONTENTS (continued)

List of Tables

Table		Page
2.1	Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	2-4
2.2	Race/Ethnicity and Gender of FY 1999 Active Component NPS Applicants, by Service	2-7
2.3	FY 1999 Active Component Non-Prior Service (NPS) and Prior Service Enlisted Accessions	2-8
2.4	Age of FY 1999 Active Component NPS Accessions, by Service, and Civilians 17–35 Years Old	2-10
2.5	Race/Ethnicity and Gender of FY 1999 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old	2-11
2.6	FY 1999 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18–24 Years Old	2-15
2.7	Levels of Education of FY 1999 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old	2-17
2.8	AFQT Scores of FY 1999 Active Component NPS Accessions, by Gender and Service	2-22
2.9	Mean Reading Grade Level of FY 1984–1999 Active Component NPS Accessions, by Service, and 1980 Civilians 18–23 Years Old	2-24
2.10	Selected Statistics for FY 1999 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old	2-26
3.1	FY 1999 Pay Grade of Active Component Enlisted Members, by Service.....	3-3
3.2	FY 1999 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 and Older	3-4
3.3	FY 1999 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old	3-4
3.4	FY 1999 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old	3-7
3.5	FY 1999 Active Component Enlisted Members Who Were Married, by Gender and Service, and Civilian Labor Force 18–44 Years Old.....	3-9
3.6	FY 1999 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service	3-10
3.7	FY 1999 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old	3-11

TABLE OF CONTENTS (continued)

List of Tables (continued):

Table	Page
3.8	FY 1999 Occupational Areas of Active Component Enlisted Personnel by Gender.....3-11
3.9	FY 1999 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity.....3-13
3.10	FY 1999 Pay Grade of Active Component Enlisted Members, by Race/Ethnicity.....3-14
3.11	FY 1999 Pay Grade of Active Component Enlisted Personnel, by Gender..... 3-14
4.1	FY 1999 Active Component Officer Accessions and Officer Corps4-3
4.2	FY 1999 Active Component Officer Corps, by Rank/Pay Grade and Service.....4-4
4.3	FY 1999 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service.....4-5
4.4	FY 1999 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel4-6
4.5	FY 1999 Active Component Minority Officer Accessions and Officer Corps, by Service4-9
4.6	FY 1999 Source of Commission of Active Component Officer Accessions, by Race/Ethnicity and Gender4-10
4.7	FY 1999 Source of Commission of Active Component Officer Corps, by Race/Ethnicity and Gender4-10
4.8	FY 1999 Pay Grade of Active Component Officers, by Service and Race/Ethnicity.....4-11
4.9	FY 1999 Active Component Female Officer Accessions and Officer Corps.....4-12
4.10	FY 1999 Pay Grade of Active Component Officers, by Service and Gender 4-13
4.11	FY 1999 Married Active Component Officer Corps and Enlisted Personnel, by Gender..... 4-13
4.12	FY 1999 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service.....4-14
4.13	FY 1999 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service.....4-15
4.14	FY 1999 Occupational Areas of Active Component Officer Corps, by Gender..... 4-16
4.15	FY 1999 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity.....4-17

TABLE OF CONTENTS (continued)

List of Tables (continued):

Table		Page
4.16	FY 1999 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service.....	4-18
5.1	FY 1999 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths.....	5-5
5.2	FY 1999 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17–35 Years Old.....	5-6
5.3	FY 1999 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race/Ethnicity, and Civilians.....	5-7
5.4	FY 1999 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender.....	5-7
5.5	FY 1999 Married Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions and Active Component Non-Prior Service Enlisted Accessions and Enlisted Members, by Gender, and Civilians.....	5-8
5.6	FY 1999 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18–24 Years Old.....	5-9
5.7	FY 1999 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component.....	5-10
5.8	FY 1999 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old.....	5-11
5.9	FY 1999 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18–49 Years Old.....	5-12
5.10	FY 1999 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 18–49 Years Old.....	5-13
5.11	FY 1999 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force 18–49 Years Old.....	5-13
5.12	FY 1999 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18–49 Years Old.....	5-14
5.13	Comparison of FY 1999 Reserve and Active Enlisted Occupational Areas.....	5-14
5.14	Comparison of FY 1999 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components.....	5-15
5.15	FY 1999 Occupational Areas of Selected Reserve Enlisted Personnel within Race/Ethnicity.....	5-16
5.16	FY 1999 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender.....	5-16

TABLE OF CONTENTS (continued)

List of Tables (continued):

Table		Page
6.1	FY 1999 Selected Reserve Officer Accessions and Officer Corps End-Strength	6-2
6.2	FY 1999 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity	6-4
6.3	FY 1999 Selected Reserve Female Officer Accessions and Officer Corps	6-4
6.4	FY 1999 Married Selected Reserve Officers and Enlisted Members, by Gender, and Civilians.....	6-5
6.5	FY 1999 Source of Commission of Selected Reserve Officer Accessions	6-5
6.6	FY 1999 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps.....	6-6
6.7	FY 1999 Occupational Areas of Active and Selected Reserve Officer Corps	6-7
6.8	Comparison of FY 1999 Occupational Area Distribution of Officers, by Active and Reserve Component.....	6-8
6.9	FY 1999 Occupational Areas of Selected Reserve Officer Corps, by Gender	6-9
6.10	FY 1999 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity.....	6-9
7.1	Parents in Family of FY 1999 NPS Recruits, by Service, with Civilian Comparison Group.....	7-5
7.2	Education of Parents of FY 1999 NPS Recruits, by Gender and Service, with Civilian Comparison Group.....	7-6
7.3	Home Ownership Status of Parents of FY 1999 NPS Recruits, by Gender and Service, with Civilian Comparison Group.....	7-7
7.4	Employed Parents of FY 1999 NPS Recruits, by Gender and Service, with Civilian Comparison Group.....	7-8
7.5	Parents of FY 1999 NPS Recruits in Each Occupational Category, by Gender and Component, with Civilian Comparison Group	7-9
7.6	Parents in Family of FY 1999 NPS Recruits, by Race/Ethnicity, with Civilian Comparison Group.....	7-13
7.7	Selected Characteristics of Parents of FY 1999 NPS Recruits, by Race/Ethnicity, with Civilian Comparison Group.....	7-13

TABLE OF CONTENTS (continued)

List of Tables (continued):

Table		Page
8.1	Race/Ethnicity by Gender of FY 1999 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18–24 Years Old.....	8-2
8.2	Education Levels and AFQT Categories of FY 1999 USCG and DoD Active Component NPS Accessions and Civilians 18–24 Years Old.....	8-3
8.3	Race/Ethnicity by Gender of FY 1999 USCG and DoD Active Component Enlisted Members and Civilians 18–24 Years Old.....	8-4
8.4	Age and Education Level of FY 1999 USCG and DoD Active Component Enlisted Members and Civilians.....	8-5
8.5	Occupational Areas of FY 1999 USCG and DoD Active Component Enlisted Personnel by Race/Ethnicity and Gender.....	8-6
8.6	FY 1999 USCG and DoD Active Component Officer Accessions and Officer Corps by Source of Commission and Educational Attainment.....	8-7
8.7	Race/Ethnicity and Gender of FY 1999 USCG and DoD Active Component Officer Accessions and Officer Corps.....	8-8
8.8	Occupational Areas of FY 1999 USCG and DoD Active Component Officer Personnel by Race/Ethnicity and Gender.....	8-9
8.9	FY 1999 USCG and DoD Active Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender.....	8-9
8.10	Race/Ethnicity by Gender of FY 1999 USCG and DoD Reserve Component Enlisted Accessions and Civilians.....	8-10
8.11	Education Level of FY 1999 USCG and DoD Reserve Component Accessions and Civilians.....	8-11
8.12	Race/Ethnicity by Gender of FY 1999 USCG and DoD Reserve Component Enlisted Members and Civilian Labor Force 18–49 Years Old.....	8-11
8.13	Age and Education Level of FY 1999 USCG and DoD Reserve Component Enlisted Members and Civilians.....	8-12
8.14	Occupational Areas of FY 1999 USCG and DoD Reserve Component Enlisted Personnel by Race/Ethnicity and Gender.....	8-13
8.15	Race/Ethnicity and Gender of FY 1999 USCG and DoD Reserve Component Officer Accessions and Officer Corps.....	8-14
8.16	FY 1999 USCG and DoD Reserve Component Officer Accessions and Officer Corps by Source of Commission and Educational Attainment.....	8-14
8.17	Occupational Areas of FY 1999 USCG and DoD Reserve Component Officer Personnel by Race/Ethnicity and Gender.....	8-15
8.18	FY 1999 USCG and DoD Reserve Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender.....	8-15

TABLE OF CONTENTS (continued)

List of Figures

Figure		Page
1.1	The population of 18-year-old males and Service non-prior service (NPS) recruiting requirements for fiscal years 1950–2010 (projected)	1-3
2.1	Number of accessions and applicants with ratio of accessions to applicants, FYs 1976–1999.....	2-9
2.2	Race/ethnicity of Active Component NPS accessions, FYs 1973–1999.....	2-12
2.3	Women as a percentage of Active Component NPS accessions, FYs 1973–1999.....	2-14
2.4	Marital status trends of Active Component NPS accessions, by Service, FYs 1976–1999.....	2-16
2.5	Active Component NPS accessions with high school diplomas, FYs 1973–1999.....	2-18
2.6	FY 1999 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity	2-19
2.7	Percentage of NPS accessions in AFQT categories I–III A, FYs 1973–1999	2-20
2.8	Percentage of NPS accessions in AFQT categories I–IV, FYs 1973–1999.....	2-21
2.9	Percentage of high-quality NPS accessions, FYs 1973–1999	2-23
2.10	NPS accessions by geographic region, FYs 1973–1999.....	2-25
3.1	Active Component enlisted force end-strength, by Service, FYs 1973–1999.....	3-1
3.2	Active Component enlisted force average age and months in service, FYs 1973–1999.....	3-2
3.3	Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973–1999.....	3-5
3.4	Women as a percentage of Active Component enlisted members, by Service, FYs 1973–1999.....	3-6
3.5	Percentage of Active Component enlisted members who were married, by Service, FYs 1973–1999.....	3-8
4.1	Active Component officer end-strength, by Service, FYs 1973–1999.....	4-1
4.2	Active Component officer accessions, by Service, FYs 1973–1999.....	4-2
4.3	Age of FY 1999 Active Component officer accessions, by Service.....	4-7
4.4	Age of FY 1999 Active Component officer corps, by Service.....	4-7
4.5	Active Component officers' mean years of age and months of service, FYs 1973–1999.....	4-8

TABLE OF CONTENTS (continued)

List of Figures

Figure		Page
5.1	FY 1999 composition of the Selected Reserve within the Ready Reserve.....	5-1
5.2	Reserve Component enlisted end-strength, FYs 1974–1999.....	5-11
6.1	Reserve Component officer corps end-strength, FYs 1974–1999.....	6-1
6.2	Percent of Selected Reserve officer corps by age group, FY 1999.....	6-3
7.1	TSEI distribution for DoD and CPS fathers with DoD representation ratio	7-10
7.2	TSEI distribution for DoD and CPS mothers with DoD representation ratio	7-11
7.3	DoD TSEI distribution related to CPS distribution quartiles	7-12

TABLE OF CONTENTS (continued)

Appendix A - Tables: Active Component Applicants

Table		Page
A-1	FY 1999 Applicants for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group	A-1
A-2	FY 1999 Applicants for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group	A-2
A-3	FY 1999 Applicants for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group	A-4
A-4	FY 1999 Applicants for Active Component Enlistment by Ethnicity and Service.....	A-5
A-5	FY 1999 Applicants for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group.....	A-6
A-6	FY 1999 Applicants for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity.....	A-8
A-7	FY 1999 Applicants for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group	A-10
A-8	FY 1999 Applicants for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group	A-11

Appendix B - Tables: Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

B-1	FY 1999 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group	B-1
B-2	FY 1999 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group	B-2
B-3	FY 1999 NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group	B-4
B-4	FY 1999 NPS Active Component Enlisted Accessions by Ethnicity and Service.....	B-5
B-5	FY 1999 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group.....	B-6
B-6	FY 1999 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity	B-8
B-7	FY 1999 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group	B-10
B-8	FY 1999 NPS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group	B-11

TABLE OF CONTENTS (continued)

**Appendix B (continued) - Tables: Active Component Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table	Page
B-9	FY 1999 NPS Active Component Enlisted Accessions by Quality, Service, and Gender B-12
B-10	FY 1999 NPS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity B-13
B-11	FY 1999 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group B-14
B-12	FY 1999 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group..... B-17
B-13	FY 1999 PS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group B-20
B-14	FY 1999 PS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group B-21
B-15	FY 1999 PS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group B-23
B-16	FY 1999 PS Active Component Enlisted Accessions by Ethnicity and Service..... B-24
B-17	FY 1999 PS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group..... B-25
B-18	FY 1999 PS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity B-27
B-19	FY 1999 PS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group B-29
B-20	FY 1999 PS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group B-30
B-21	FY 1999 PS Active Component Enlisted Accessions by Quality, Service, and Gender B-31
B-22	FY 1999 PS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity B-32
B-23	FY 1999 Active Component Enlisted Members by Age Group, Service, and Gender with Civilian Comparison Group B-33
B-24	FY 1999 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group B-34
B-25	FY 1999 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group B-36
B-26	FY 1999 Active Component Enlisted Members by Ethnicity and Service..... B-37

TABLE OF CONTENTS (continued)

**Appendix B (continued) - Tables: Active Component Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table	Page
B-27	FY 1999 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group B-38
B-28	FY 1999 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group B-39
B-29	FY 1999 Active Component Enlisted Members by Occupational Area, Service, and Gender B-40
B-30	FY 1999 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity B-42
B-31	FY 1999 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups B-44
B-32	FY 1999 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups B-45
B-33	FY 1999 Active Component Officer Accessions and Officer Corps by Marital Status, Gender, and Service with Civilian Comparison Groups B-46
B-34	FY 1999 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups B-47
B-35	FY 1999 Active Component Officer Accessions and Officer Corps by Education and Service B-48
B-36	FY 1999 Active Component Officer Accessions by Occupational Area and Service B-49
B-37	FY 1999 Active Component Officer Corps by Occupational Area and Service B-50
B-38	FY 1999 Active Component Officer Corps by Occupational Area, Service, and Gender B-51
B-39	FY 1999 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity B-53
B-40	FY 1999 Active Component Officer Accessions by Source of Commission, Service, and Gender B-55
B-41	FY 1999 Active Component Officer Corps by Source of Commission, Service, and Gender B-57
B-42	FY 1999 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity B-59
B-43	FY 1999 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity B-61
B-44	FY 1999 Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service with Civilian Comparison Groups B-63

TABLE OF CONTENTS (continued)

**Appendix B (continued) - Tables: Active Component Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table	Page
B-45	FY 1999 Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups B-64
B-46	FY 1999 Active Component Enlisted Members by Pay Grade, Service, and Gender B-65
B-47	FY 1999 Active Component Enlisted Members by Pay Grade, Service, and Race/Ethnicity B-67
B-48	FY 1999 Active Component Officer Corps by Pay Grade, Service, and Gender B-69
B-49	FY 1999 Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity B-71

**Appendix C - Tables: Selected Reserve Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

C-1	FY 1999 NPS Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group..... C-1
C-2	FY 1999 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group C-3
C-3	FY 1999 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group..... C-5
C-4	FY 1999 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component..... C-6
C-5	FY 1999 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group..... C-7
C-6	FY 1999 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity C-9
C-7	FY 1999 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group..... C-11
C-8	FY 1999 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity C-12
C-9	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group..... C-13
C-10	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group..... C-15
C-11	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group..... C-17

TABLE OF CONTENTS (continued)

**Appendix C (continued) - Tables: Selected Reserve Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table	Page
C-12	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component C-18
C-13	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group C-19
C-14	FY 1999 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity C-20
C-15	FY 1999 Selected Reserve Enlisted Members by Age Group, Component, and Gender with Civilian Comparison Group C-21
C-16	FY 1999 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group C-23
C-17	FY 1999 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group..... C-25
C-18	FY 1999 Selected Reserve Enlisted Members by Ethnicity and Component..... C-26
C-19	FY 1999 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group C-27
C-20	FY 1999 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity C-28
C-21	FY 1999 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender C-29
C-22	FY 1999 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity C-31
C-23	FY 1999 Selected Reserve Officer Accessions by Age Group and Component with Civilian Comparison Group..... C-33
C-24	FY 1999 Selected Reserve Officers by Age Group and Component with Civilian Comparison Group..... C-34
C-25	FY 1999 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups..... C-35
C-26	FY 1999 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups C-36
C-27	FY 1999 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups C-37
C-28	FY 1999 Selected Reserve Officer Accessions and Officers by Education and Component C-38
C-29	FY 1999 Selected Reserve Officer Accessions by Occupational Area and Component..... C-39
C-30	FY 1999 Selected Reserve Officers by Occupational Area and Component..... C-40

TABLE OF CONTENTS (continued)

Appendix C (continued) - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table	Page
C-31	FY 1999 Selected Reserve Officers by Occupational Area, Component, and Gender C-41
C-32	FY 1999 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity C-43
C-33	FY 1999 Selected Reserve Officer Accessions by Source of Commission and Component C-45
C-34	FY 1999 Selected Reserve Officers by Source of Commission and Component C-46
C-35	FY 1999 Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component with Civilian Comparison Groups C-47
C-36	FY 1999 Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component with Civilian Comparison Groups C-48

Appendix D - Tables: Longitudinal Data

D-1	Number of 18-Year-Old Youth by Gender and Military NPS Accession Requirements, 1950-2010 D-1
D-2	Ratio of NPS Active Component Enlisted Accessions to Applicants, FYs 1976-1999..... D-2
D-3	NPS Active Component Enlisted Accessions by Service, FYs 1973-1999..... D-3
D-4	NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-1999..... D-4
D-5	White NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-6
D-6	Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-7
D-7	Hispanic NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-8
D-8	Other Race NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-9
D-9	Female NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1964, 1970-1999..... D-10
D-10	NPS Active Component Enlisted Accessions by Marital Status and Service with Civilian Comparison Group, FYs 1976-1999..... D-11
D-11	NPS Active Component Enlisted Accessions with High School Diplomas by Service with Civilian Comparison Group, FYs 1973-1999..... D-12

TABLE OF CONTENTS (continued)

Appendix D (continued) - Tables: Longitudinal Data

Table	Page
D-12	NPS Active Component Enlisted Accessions by AFQT Category, FYs 1973-1999..... D-13
D-13	High Quality NPS Active Component Enlisted Accessions by Service, FYs 1973-1999..... D-14
D-14	NPS Active Component Enlisted Accessions by Geographical Region, FYs 1973-1999 D-15
D-15	Active Component Enlisted Strength, FYs 1964, 1973-1999 D-16
D-16	Mean Age and Months of Service of Active Component Enlisted Members, FYs 1973-1999 D-17
D-17	Black Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-1999..... D-18
D-18	Hispanic Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-1999..... D-19
D-19	Female Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1964, 1970-1999..... D-20
D-20	Active Component Enlisted Members by Marital Status and Service with Civilian Comparison Group, FYs 1973-1999..... D-21
D-21	Active Component Officer Accessions, FYs 1973-1999 D-22
D-22	Black Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-23
D-23	Hispanic Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-24
D-24	Female Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1999..... D-25
D-25	Active Component Officer Strength, FYs 1973-1999..... D-26
D-26	Mean Age and Months of Service of Active Component Officers, FYs 1973-1999..... D-27
D-27	Black Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1999..... D-28
D-28	Hispanic Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1999..... D-29
D-29	Female Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1999..... D-30
D-30	Reserve Component Enlisted Strength, FYs 1974-1999 D-31
D-31	Reserve Component Officer Strength, FYs 1974-1999..... D-32

TABLE OF CONTENTS (continued)

Appendix E – Coast Guard Active Component Applicant, and Active Component and Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Table	Page
E-1 FY 1999 Coast Guard Applicants for Active Component Enlistment by Age and Gender	E-1
E-2 FY 1999 Coast Guard Applicants for Active Component Enlistment by Race/Ethnicity and Gender	E-2
E-3 FY 1999 Coast Guard Applicants for Active Component Enlistment by AFQT Category, Gender and Race/Ethnicity	E-3
E-4 FY 1999 Coast Guard Applicants for Active Component Enlistment by Education, Gender and Race/Ethnicity	E-4
E-5 FY 1999 Coast Guard NPS Active Component Enlisted Accessions by Age and Gender	E-5
E-6 FY 1999 Coast Guard NPS Active Component Enlisted Accessions by Race/Ethnicity and Gender	E-6
E-7 FY 1999 Coast Guard NPS Active Component Enlisted Accessions by AFQT Category, Gender and Race/Ethnicity	E-7
E-8 FY 1999 Coast Guard NPS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity	E-8
E-9 FY 1999 Coast Guard NPS Active Component Enlisted Accessions by Quality, Gender and Race/Ethnicity	E-9
E-10 FY 1999 Coast Guard PS Active Component Enlisted Accessions by Age and Gender	E-10
E-11 FY 1999 Coast Guard PS Active Component Enlisted Accessions by Race/Ethnicity and Gender	E-11
E-12 FY 1999 Coast Guard PS Active Component Enlisted Accessions by Quality, Gender and Race/Ethnicity	E-12
E-13 FY 1999 Coast Guard PS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity	E-13
E-14 FY 1999 Coast Guard Active Component Enlisted Members by Age Group and Gender	E-14
E-15 FY 1999 Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender	E-15
E-16 FY 1999 Coast Guard Active Component Enlisted Members by Education, Gender and Race/Ethnicity	E-16
E-17 FY 1999 Coast Guard Active Component Enlisted Members by Occupational Area, Gender and Race/Ethnicity	E-17
E-18 FY 1999 Coast Guard Active Component Officer Accessions and Officer Corps by Age	E-18

TABLE OF CONTENTS (continued)

Appendix E (continued) - Tables: Coast Guard Active Component Applicant, Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, etc.

Table	Page
E-19 FY 1999 Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender	E-19
E-20 FY 1999 Coast Guard Active Component Officer Accessions and Officer Corps by Education	E-20
E-21 FY 1999 Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity	E-21
E-22 FY 1999 Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity.....	E-22
E-23 FY 1999 Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender	E-23
E-24 FY 1999 NPS Coast Guard Reserve Enlisted Accessions by Age Group and Gender.....	E-24
E-25 FY 1999 NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender.....	E-25
E-26 FY 1999 NPS Coast Guard Reserve Enlisted Accessions by AFQT Category, Gender and Race/Ethnicity	E-26
E-27 FY 1999 NPS Coast Guard Reserve Enlisted Accessions by Education, Gender and Race/Ethnicity	E-27
E-28 FY 1999 Prior Service Coast Guard Reserve Enlisted Accessions by Age Group and Gender.....	E-28
E-29 FY 1999 Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender	E-29
E-30 FY 1999 Prior Service Coast Guard Reserve Enlisted Accessions by Education, Gender and Race/Ethnicity	E-30
E-31 FY 1999 Coast Guard Reserve Enlisted Members by Age Group and Gender.....	E-31
E-32 FY 1999 Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender.....	E-32
E-33 FY 1999 Coast Guard Reserve Enlisted Members by Education, Gender and Race/Ethnicity	E-33
E-34 FY 1999 Coast Guard Reserve Enlisted Members by Occupational Area, Gender and Race/Ethnicity	E-34
E-35 FY 1999 Coast Guard Reserve Officer Accessions and Officer Corps by Age Group	E-35
E-36 FY 1999 Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender	E-36
E-37 FY 1999 Coast Guard Reserve Officer Accessions and Officer Corps by Education	E-37

TABLE OF CONTENTS (continued)

**Appendix E (continued) - Tables: Coast Guard Active Component Applicant,
Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, etc.**

Table		Page
E-38	FY 1999 Coast Guard Reserve Officer Accessions and Officer Corps by Occupational Area.....	E-38
E-39	FY 1999 Coast Guard Reserve Officer Corps by Occupational Area, Gender and Race/Ethnicity	E-39
E-40	FY 1999 Coast Guard Reserve Officer Accessions and Officer Corps by Source of Commission.....	E-40
E-41	FY 1999 Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender	E-41