

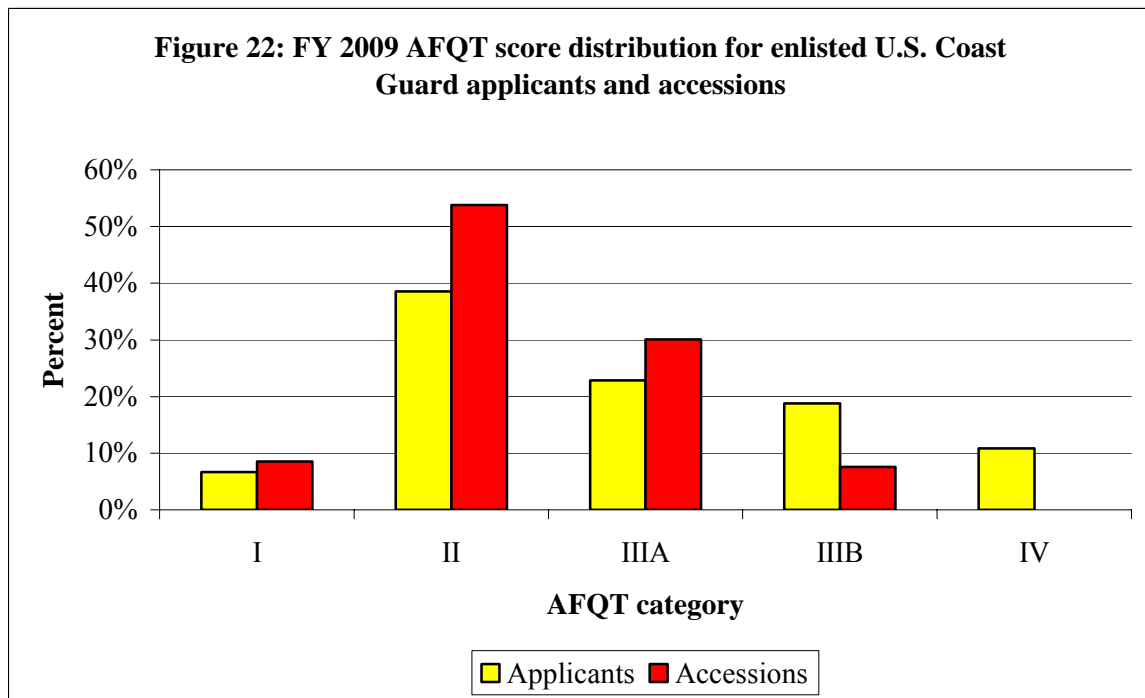
## Section IV: The U.S. Coast Guard

The smallest of the five military services, the U.S. Coast Guard is a special case in that the service operates under the Department of Homeland Security (DHS) in peacetime. In wartime, authority for the service may be transferred to DoD. Title 14 of the United States Code governs the transfer of authority over the service in wartime.<sup>23</sup>

U.S. Coast Guard AC endstrength stood at 8,364 officers and 34,062 enlisted personnel in FY 2009. Reserve endstrength for the service in FY 2009 was 1,392 officers and 6,301 enlisted personnel. During the fiscal year, the AC added 758 officers and 3,861 enlisted personnel. The RC added 173 officers and 950 enlisted personnel that year.

### Quality of enlisted applicants and accessions

Like the other military services, the Coast Guard administers the ASVAB to civilians who are considering joining its enlisted ranks. Like the other services, the Coast Guard is also selective in its acceptance of applicants. Strong preference is given to those whose ASVAB score translates into AFQT categories I, II, or IIIA. The strength of that preference is shown by figure 22, which provides a comparison of the AFQT score distributions in FY 2009 for Coast Guard applicants and enlisted accessions.



<sup>23</sup> Section 3 of Title 14 provides that upon declaration of war and if Congress or the President so directs, the Coast Guard shall operate as a service in the Navy until the President transfers the service back to DHS.

Figure 22 reveals the Coast Guard to be the most selective of the services, in terms of recruits' AFQT scores. In FY 2009, 92.4 percent of Coast Guard recruits registered ASVAB scores that placed them in AFQT categories I through IIIA. The breakdown was 8.5 percent in category I, 53.8 percent in category II, and 30.1 percent in category IIIA. The comparable category I-III A share for the Air Force, the DoD service with the highest share, was 81.0 percent. The average for the four DoD services was 72.2 percent. The Coast Guard's applicant pool was nearly as qualified as the other services' accession pool, in that 70.4 percent of those who applied to the Coast Guard scored in categories I-III A.

Other measures of recruit quality are educational tiers and the fraction of high-quality recruits. A Tier I recruit is one who possesses a high-school diploma, and a high-quality recruit is one who falls into both Tier I and AFQT category I-III A. By those measures, FY 2009 accessions into the Coast Guard were 98.8 percent Tier I and 91.2 percent high-quality. For the Air Force, the most selective of the DoD services in FY 2009, the corresponding Tier I and high-quality shares were 98.1 percent and 79.3 percent. The averages for the four DoD services were 92.9 percent and 66.1 percent, respectively.

For all three measures of recruit quality, then, the Coast Guard, the smallest of the five services, was the most selective in FY 2009.

### **The representation of women and racial/ethnic groups**

The Coast Guard, like the other services, is striving to build a more diverse force. Figures 23, 24, and 25 track the service's progress in FY 2009 on various diversity measures.<sup>24</sup>

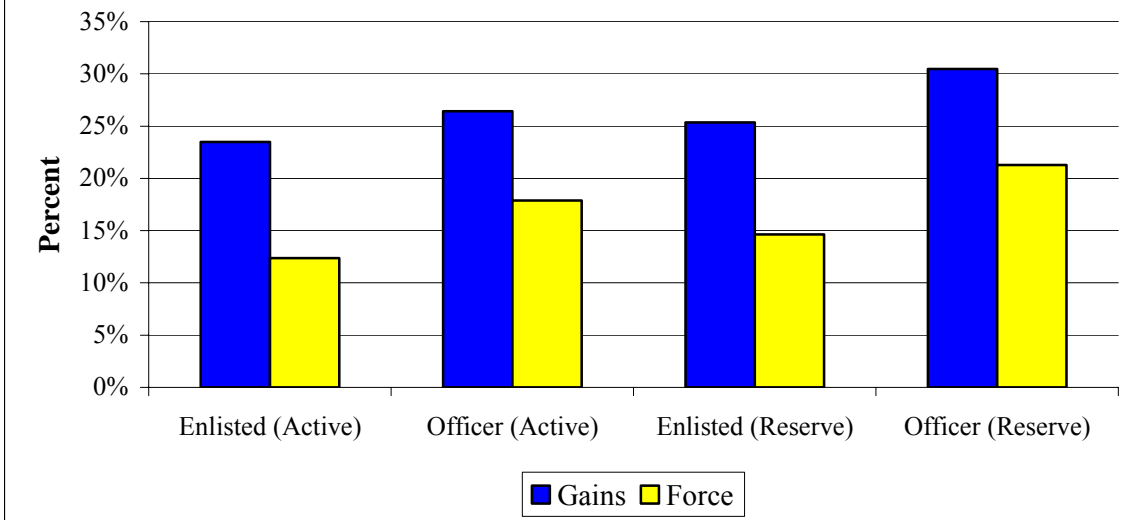
Figure 23 shows that Coast Guard female gains in FY 2009 boosted the female share of the force at all levels: enlisted and officer, AC and RC. The female share of gains was at least five percentage points higher than the female share of the force for each of the four personnel categories. Women accounted for 13.3 percent of the Coast Guard's active-component force of officers and enlisted personnel in FY 2009. For the Coast Guard's reserve component, the female share of the force in FY 2009—officers plus enlisted—was 15.7 percent.

In the Coast Guard AC, whites comprised slightly more than three-quarters of the enlisted gains and the enlisted force in FY 2009, as figure 24 indicates. The comparable shares of gains and the force for whites in the other military services were closer to 70 percent (see figure 5). The Coast Guard's AC enlisted force is slightly more white, in proportionate terms, than the AC enlisted force of the other services. Blacks comprised 5.7 percent of the force and 4.7 percent of gains. Those who identified with two or more racial categories comprised 10.3 percent of gains—twice their 5.0 percent of the force. The unknown category accounted for nearly 10 percent of the force. Hispanic gains were 14.6 percent against 11.9 percent of the force; the comparable Hispanic shares for the other military services were 15.8 percent and 11.7 percent.

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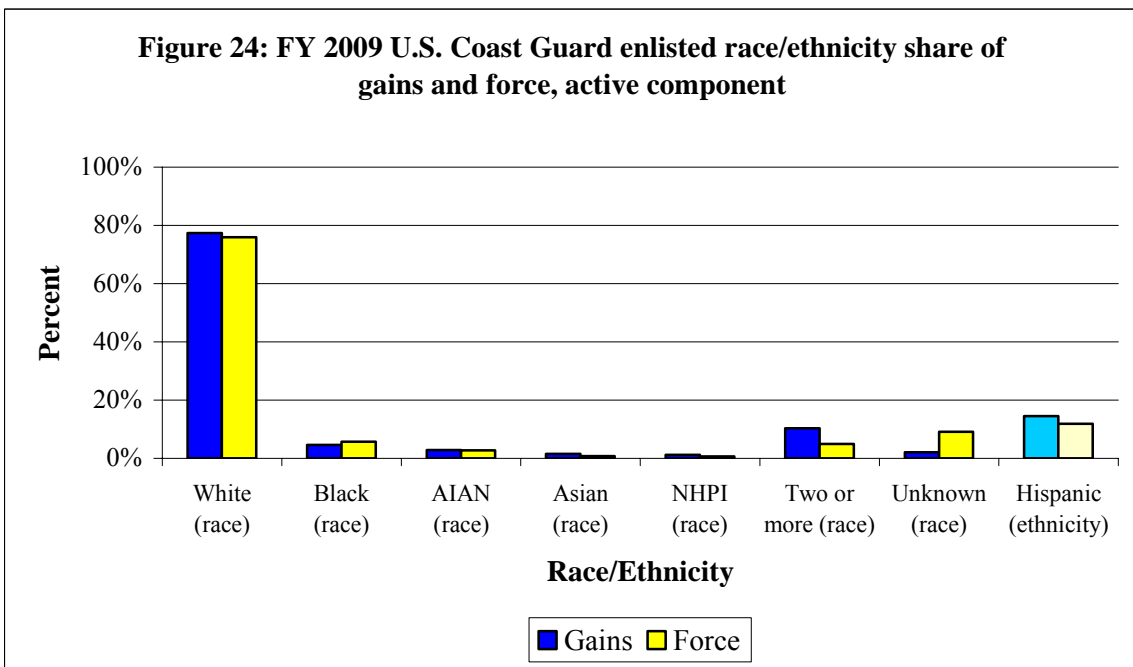
<sup>24</sup> To maintain consistency with the discussion in Sections II and III, Figures 23-25 do not include warrant officers and the enlisted accessions only reflect NPS accessions.

**Figure 23: FY 2009 U.S. Coast Guard female share of gains and force, officer and enlisted, active and reserve**

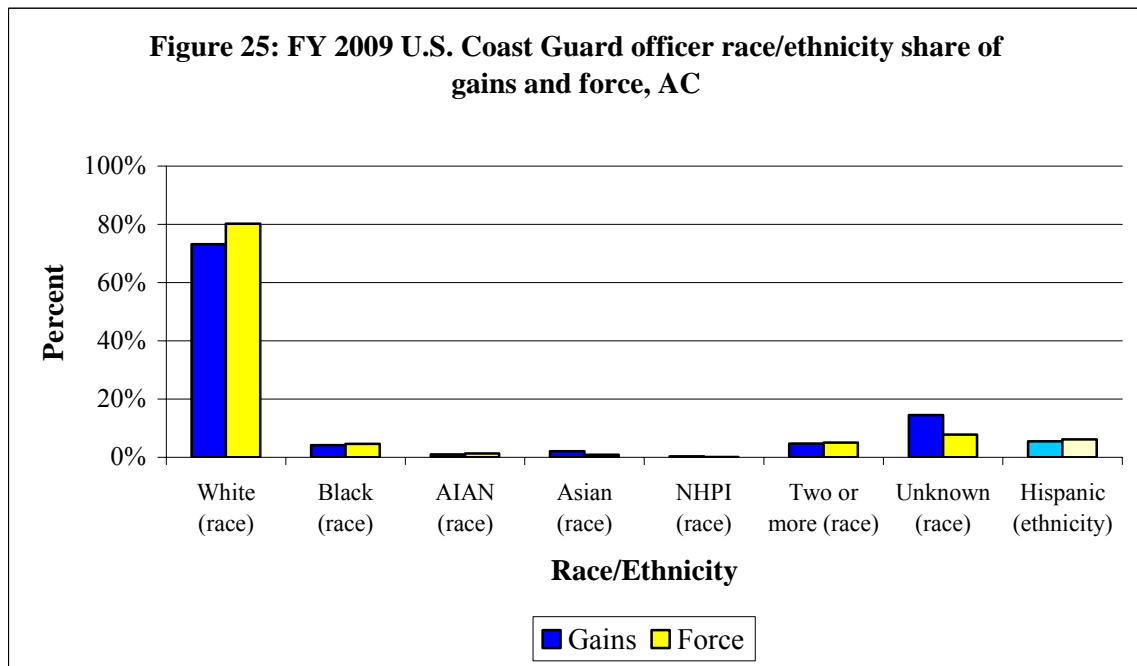


On balance, the story of the Coast Guard enlisted force was similar to that of the enlisted force of the other services in FY 2009. Each saw a leveling off of advances in terms of racial (non-white) diversity but not in terms of ethnic (Hispanic) diversity.

**Figure 24: FY 2009 U.S. Coast Guard enlisted race/ethnicity share of gains and force, active component**



The Coast Guard AC enlisted force was slightly more white than the other military services; the Coast Guard AC officer force was not, as figure 25 reveals. Whites accounted for 80.2 percent of the force and 73.2 percent of gains in FY 2009. The comparable shares for whites in the other military services were 75.8 percent and 78.9 percent, respectively (see figure 15). The second-largest race category for Coast Guard AC officers was the unknown race category. Its share was 14.5 percent of gains and 7.9 percent of the force. After that, it was the Two or More category with 5.0 percent of the force and blacks with 4.6 percent of the force. Hispanics were 6.1 percent of the force, against an average of 5.2 percent for the other military services.



The data show that in FY 2009 the Coast Guard officer force advanced in racial (non-white) diversity—but with the caveat that those advances were almost entirely in the unknown race category. To the extent that some of those newly commissioned officers of unknown race were white, the extent of the nonwhite gains would be mitigated. Improved fidelity of the data reporting may reduce that unknown race share of Coast Guard officer gains (and the officer force). There was also a slowing of advances in ethnic (Hispanic) diversity for the Coast Guard officer force—the 5.5 percent Hispanic share of FY 2009 officer gains was smaller than the 6.1 percent Hispanic share of the FY 2009 officer force.