

***RECRUITING
AND THE
ALL-VOLUNTEER FORCE
(AVF)***



Fiscal Year 2009

Fiscal Year 2009 Results

Quantity: All Services and all components met or exceeded their numeric recruiting goals in FY 2009.

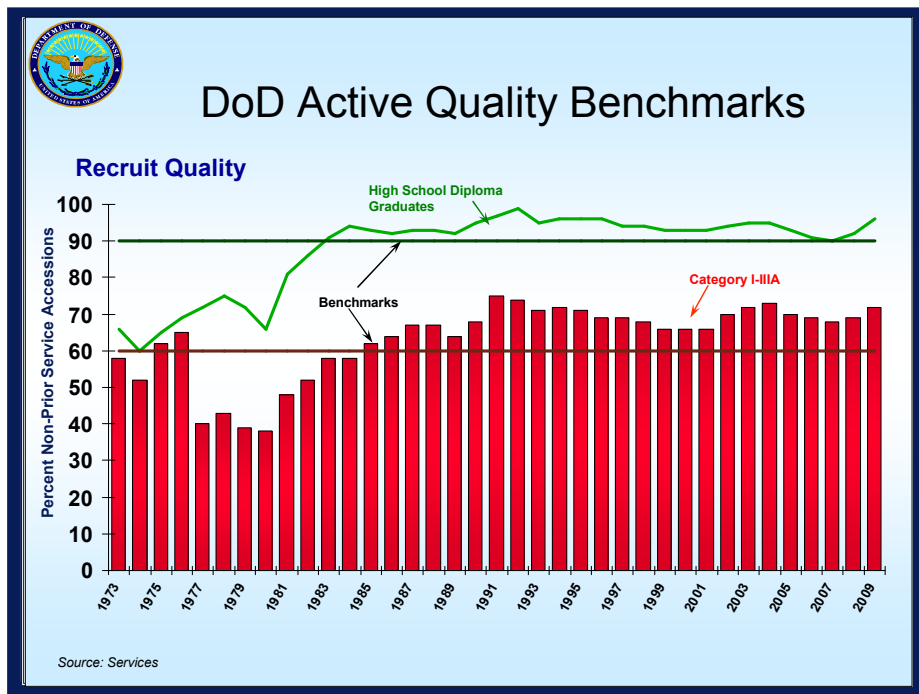
Fiscal Year 2009	Quantity		
	Accessions	Goal	% of Goal
Army	70,045	65,000	108%
Navy	35,527	35,500	100%
Marine Corps	31,413	31,400	100%
Air Force	31,983	31,980	100%
DoD Total	168,968	163,880	103%

	Quantity - YTD		
	Accessions	Goal	% of Goal
Army National Guard	56,071	56,000	100%
Army Reserve	36,404	34,598	105%
Navy Reserve	7,793	7,743	101%
Marine Corps Reserve	8,805	7,194	122%
Air National Guard	10,163	9,500	107%
Air Force Reserve	8,604	7,863	109%
DoD Total	127,840	122,898	104%

Quality: All recruit quality benchmarks were met by all four Active Duty Services.

	Quality		
	% 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	95%	66%	1.5%
Navy	95%	78%	0%
Marine Corps	99%	69%	.7%
Air Force	99%	81%	0%
DoD Total	96%	72%	1%

... and for the past 25 years, the Department as a whole has exceeded total active duty quality goals



... and Reserve quality is excellent, too.

	Quality		
	% High School Diploma Graduate (HSDG); DoD Benchmark = 90 percent	% Scoring at / above 50th Percentile on Armed Forces Qualification Test; DoD Benchmark = 60 percent	% Scoring at / below 30th Percentile on Armed Forces Qualification Test; DoD Benchmark = 4 percent
ARNG	94%	76%	1%
USAR	97%	63%	1%
USNR	92%	74%	0%
USMCR	98%	73%	1%
ANG	90%	74%	0%
USAFR	99%	73%	0%
DoD Total	%	%	%

The Recruiting Environment

Despite lower propensity and a sustained war on terrorism, our recruiters succeeded in manning our nation’s armed forces. The recruiters, along with a declining economy (rising unemployment), an improved situation in Iraq, and adequate recruiting resources (for now) were all mitigating factors that lessened the challenge of recruiting for the All-Volunteer Force.

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 11.8 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, the U.S. Armed Forces make up the world’s best military.

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

All new active duty recruits have a high school credential—96% this year earned through a diploma, whereas only about 75% of American youth are diploma graduates. 72% of this year’s new active duty recruits are drawn from the top half of America in math/verbal aptitude.

Today's military is diverse.

New recruits mirror our diverse society.

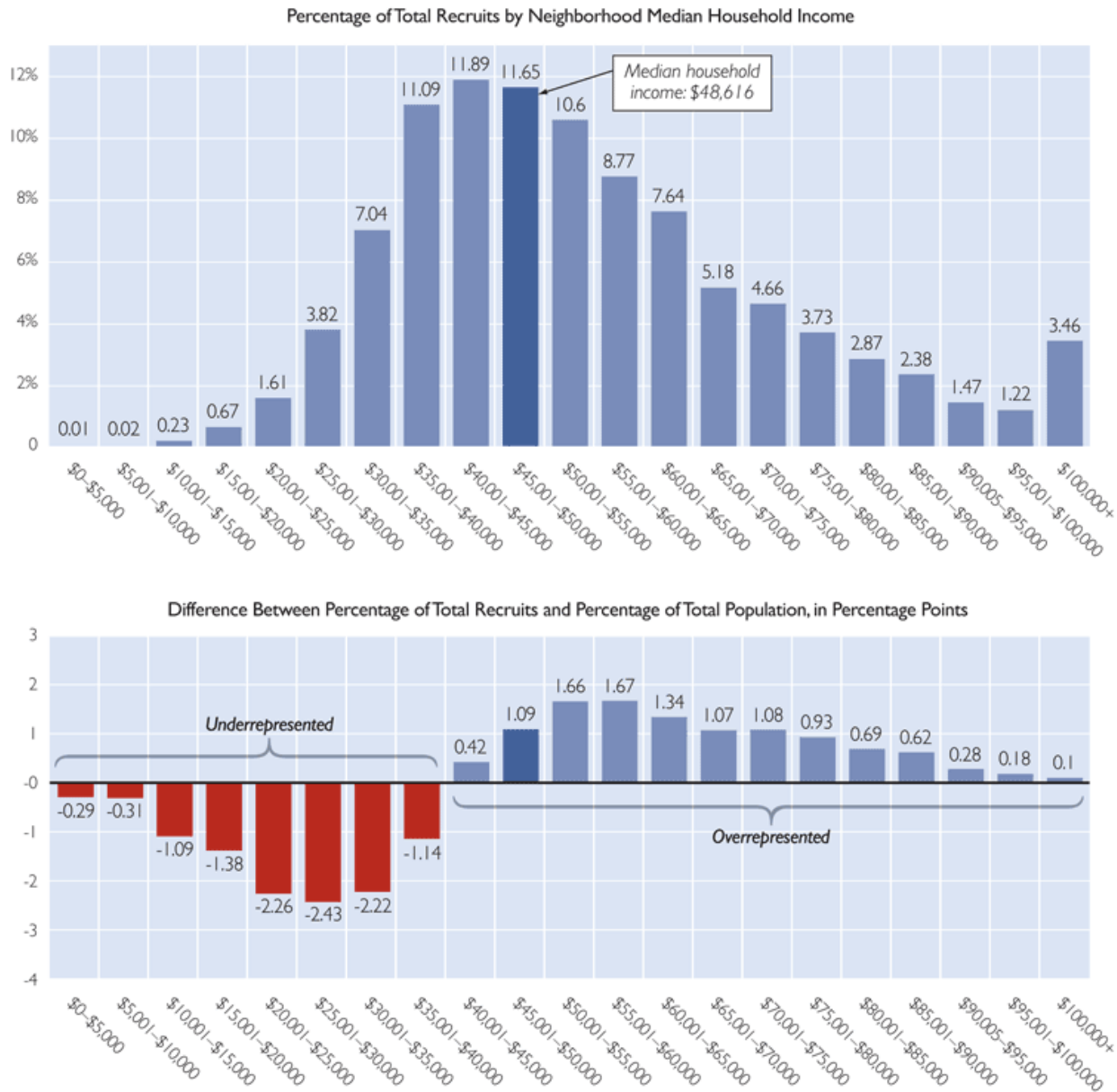
Percent of DoD Non-Prior Service Accessions

Race	2004	2005	2006	2007	2008	18-24 yr old civilians
White	73.1	73.1	75.4	76.2	74.4	77.7
Black or African American	14.5	13.1	13.0	13.6	15.8	14.5
American Indian/Alaska Native	2.0	2.6	2.6	2.4	2.6	1.1
Asian	2.8	2.9	2.8	2.6	3.1	4.2
Native Hawaiian/Pacific Islanders	1.1	1.0	0.9	1.1	.8	0.3
Others	6.5	7.3	5.3	4.1	2.7	2.1
Ethnicity						
Hispanic	13.2	13.9	13.3	13.5	14.9	17.8
Non-Hispanic	86.8	86.1	86.7	86.5	85.1	82.2

About three-quarters of new recruits come from neighborhoods that are at or above the median household income (\$48,616).

Neighborhood Incomes of Enlisted Recruits

More than three-quarters (75.5%) of enlisted recruits come from neighborhoods where the median family income is more than \$40,000 per year. Recruits from neighborhoods where the median family incomes are less than \$40,000 are underrepresented compared to the total population, while those from higher-earning areas are overrepresented.



Source: Heritage Foundation calculations based on data from U.S. Department of Defense, Defense Manpower Data Center; Non-Prior Service Accessions, 2006 and 2007, and U.S. Census Bureau, United States Census 2000.

America continues to have confidence in its military.

