

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



Fiscal Year 2008

Fiscal Year 2008 Results

Quantity: All Services and all components met or exceeded their numeric recruiting goals in FY 2008.

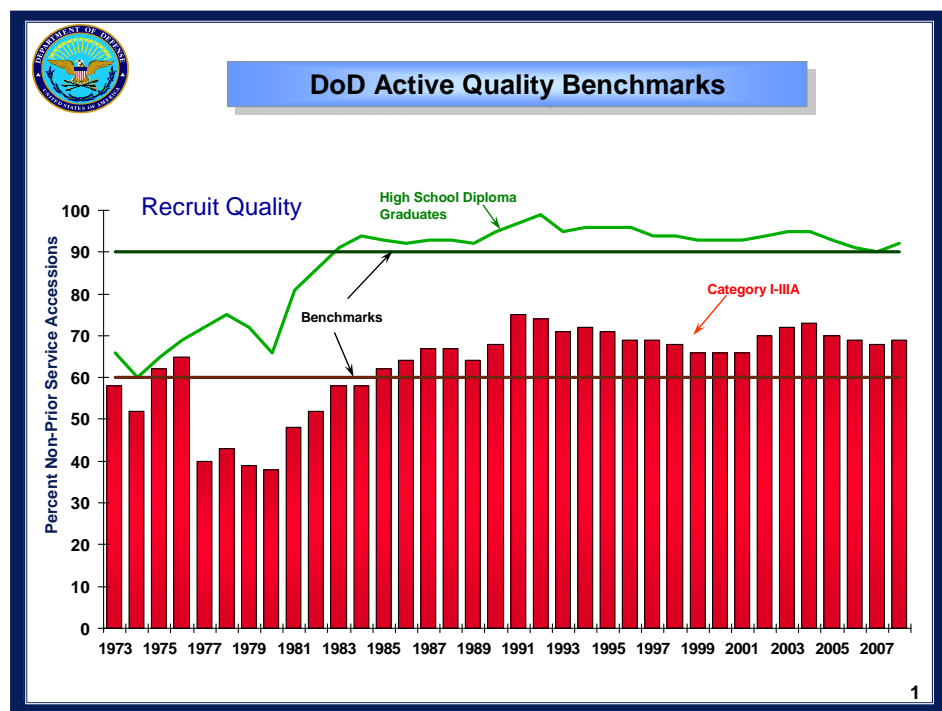
Fiscal Year 2008	Quantity		
	Accessions	Goal	% of Goal
Army	80,517	80,000	101%
Navy	38,485	38,419	100%
Marine Corps	37,991	37,967	100%
Air Force	27,848	27,800	100%
Total	184,841	184,186	100%

	Quantity - YTD		
	Accessions	Goal	% of Goal
Army National Guard	65,192	63,000	103%
Army Reserve	39,870	37,500	106%
Navy Reserve	9,134	9,122	100%
Marine Corps Reserve	7,628	7,628	100%
Air National Guard	10,749	8,548	126%
Air Force Reserve	7,323	6,963	105%
Total	139,896	132,761	105%

Quality: All recruit quality benchmarks were met by the Active Duty Navy, Air Force, and Marine Corps. Active Army (83%) missed the 90% DoD benchmark for High School Diploma Graduates (up from 79% last year).

	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	83%	62%	4%
Navy	94%	74%	0%
Marine Corps	96%	66%	3%
Air Force	99%	79%	0%
DoD Total	92%	69%	2%

... and for over 20 years, the Department as a whole has exceeded active duty quality goals



... and Reserve quality is good, too.

	Quality		
	% High School Diploma Graduate (HSDG); <i>DoD</i> <i>Benchmark = 90 percent</i>	% Scoring at / above 50th Percentile on Armed Forces Qualification Test; <i>DoD</i> <i>Benchmark = 60 percent</i>	% Scoring at / below 30th Percentile on Armed Forces Qualification Test; <i>DoD</i> <i>Benchmark = 4 percent</i>
ARNG	91%	59%	1%
USAR	89%	58%	3%
USNR	91%	62%	0%
USMCR	97%	75%	3%
ANG	98%	75%	0%
USAFR	99%	73%	0%
DoD Total	91%	61%	2%

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 11.5 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—92% earned through a diploma, whereas only about 75% of American youth are diploma graduates. Nearly 70% of 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

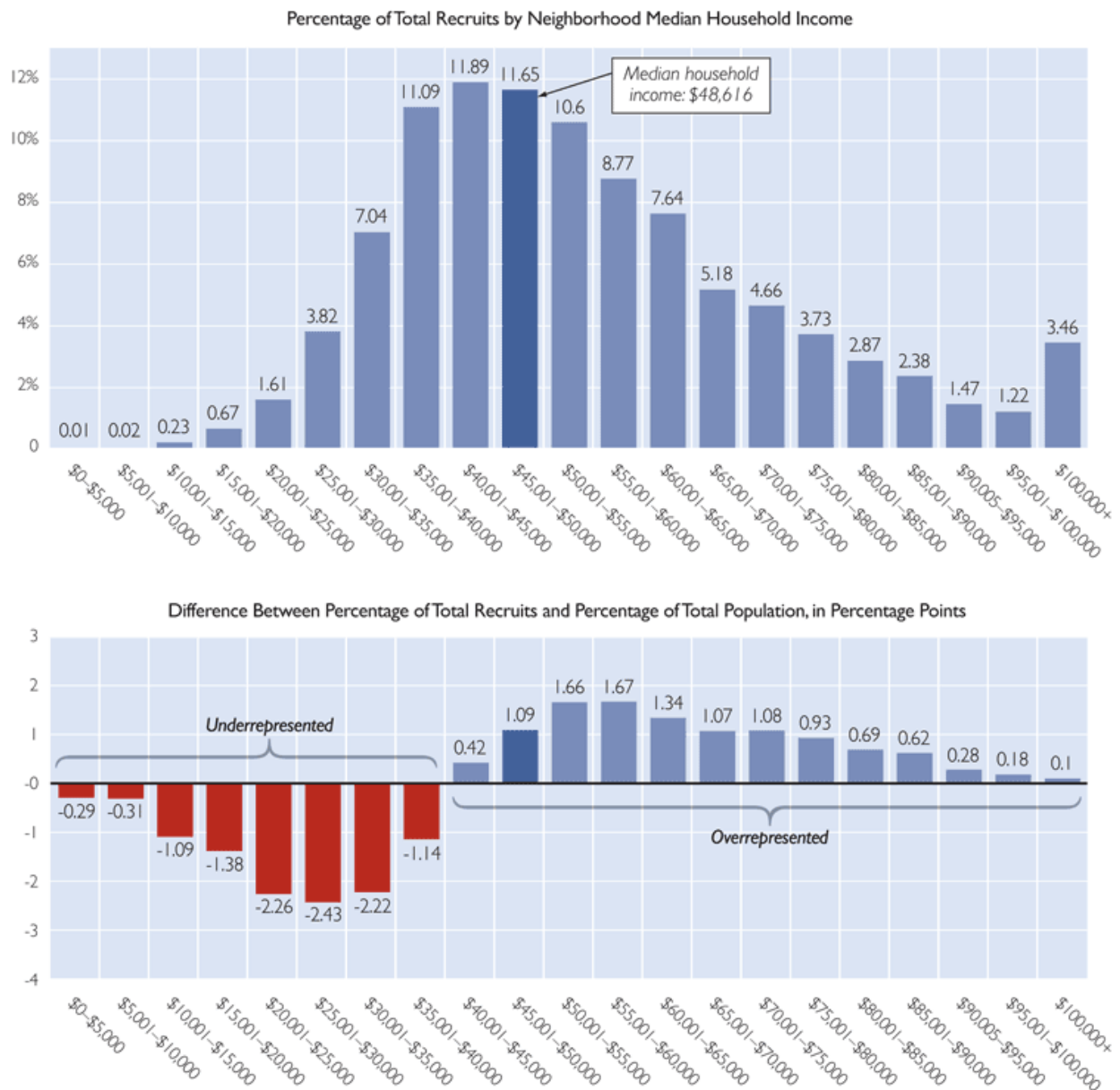
Race	2004	2005	2006	2007	18-24 yr old civilians
White	73.1	73.1	75.4	76.2	77.9
Black or African American	14.5	13.1	13.0	13.6	14.3
American Indian/Alaska Native	2.0	2.6	2.6	2.4	1.1
Asian	2.8	2.9	2.8	2.6	4.2
Native Hawaiian/Pacific Islanders	1.1	1.0	0.9	1.1	0.4
Others	6.5	7.3	5.3	4.1	2.1

Ethnicity					
Hispanic	13.2	13.9	13.3	13.5	17.8
Non-Hispanic	86.8	86.1	86.7	86.5	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.

