



OASD Manpower & Reserve Affairs

# **Military Personnel Policy (Accession Policy)**



**MANPOWER & RESERVE AFFAIRS**



# Our Mission

Develop, review, and analyze policies, resources, and plans for Services' enlisted recruiting and officer commissioning programs



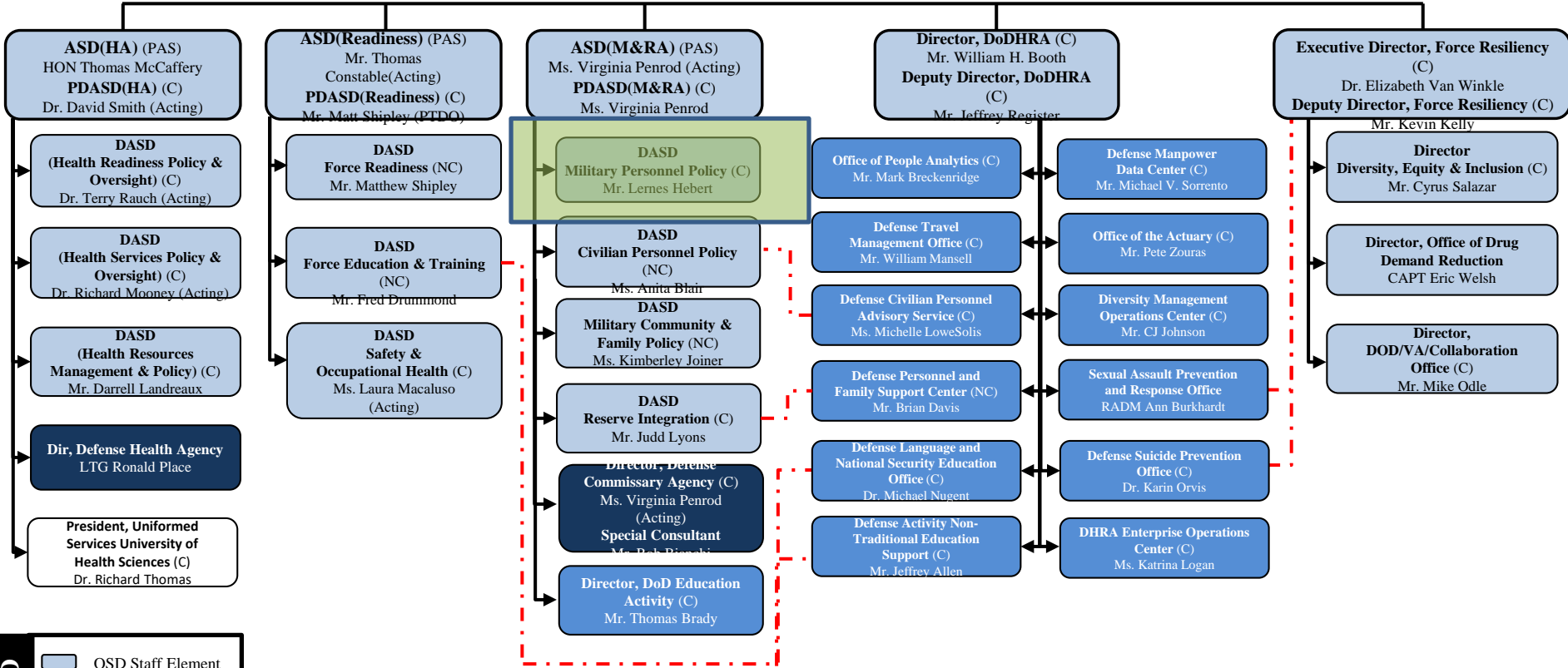
"Stewards of the All-volunteer Force"

# OUSD(P&R) Organization and Leadership



**Executive Director (C)**  
Ms. Julie Blanks

**USD(P&R) (PAS)**  
HON Matthew P. Donovan  
**DUSD(P&R)**  
Mr. William Bushman(PTDO)



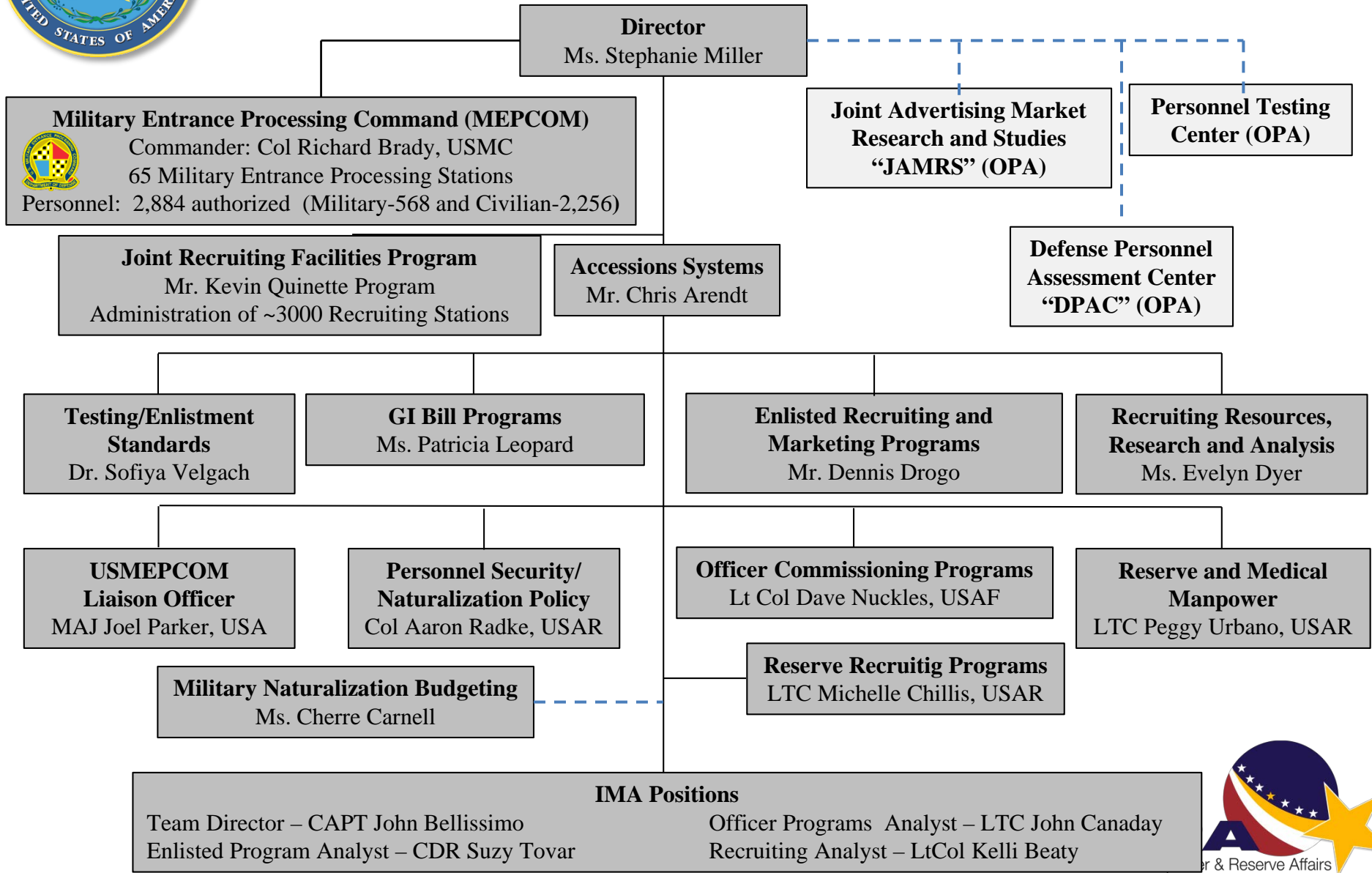
**LEGEND**

- OSD Staff Element
- DoD Field Activity
- Defense Agency
- Policy Guidance





# Accession Policy





# AP - Current Actions

## Current a/o 30 Aug 2020

### USMEPCOM

- Data Centers Closure deferral until 3rd Quarter FY2021
- USMIRS 1.1 cloud-based prototype
  - Integration/roll-out expected by end of 4th Quarter FY20
- MHS GENESIS IOC scheduled for FY21
- MEPCOM operations during COVID-19

### GI Bills

- Working with the VA to Draft a VA legislative proposal to consolidate the GI Bills into the Post 9-11 GI Bill

### Accessions

- Recruiting market is the most challenging it has been in years
  - Monitoring Service’s recruiting efforts
  - Current COVID-19 environment creating new challenges
  - Exploring ways to expand the market, virtual recruiting new norm via COVID-19
  - Social media usage ISO recruiting WH interest item

### Testing

- Transition to the Cloud
- PiCAT: Internet-administered version of the enlistment test
- APT: Internet-administered screening test
- ASVAB Career Exploration Program: High School Career & Testing Program
- Testing Modernization
- Non-Cognitive Character Assessment

- Pro-sports
- Variable ADSO
- Officer Accession Waiver Working Group

### Officer Programs

- Review of Expedited Screening Protocol (ESP) ICW USDI
  - Identifying allegiance, foreign preference or and influence risk
  - Part of modernization of vetting reform
- Security & Suitability reform initiative

### Personnel Security

- DoDI 1300.28 - Military Service By Transgender Persons and Persons with Gender Dysphoria
  - Status: Legal Sufficient Review
- DoDI 6130.03 - Medical Standards for Appointment, Enlistment, or Induction in the Military Services

### Transgender/ Gender Dysphoria

- Ongoing research and studies projects.
  - Population Representation FY2019 (CNA), Recruiter Access to High Schools (RAND), Officer ADSO (IDA)
- National Commission on Military, National and Public Service ongoing – currently assessing proposed legislation.

### Misc.



# Fiscal Year 2020 Mission

Service	Goal
Army – Active, Guard, and Reserve	121,580
Navy – Active and Reserve	46,707
Marine Corps – Active and Reserve	33,844
Air Force - Active, Guard, and Reserve	41,121
DoD Total	243,522

Source: Services

***The Department of Defense is also projected to gain approximately 29,000 officers in 2020***





# FY2020 Active Component Recruiting Update

## Current a/o 31 July 2020

Active Components Enlisted Recruiting	Quantity			Quality						
	Goals (YTD)	Accessions (YTD)	Percent of Goal	Percent High School Diploma Graduate; Department of Defense Benchmark ≥ 90 percent		Percent Scoring at / above 50th Percentile on Armed Forces Qualification Test; Department of Defense Benchmark ≥ 60 percent		Percent Scoring at / below 30th Percentile on Armed Forces Qualification Test; Department of Defense Benchmark ≤ 4 percent		
Army	44,693	44,703	100.02	G	96.16	G	62.66	G	2.10	G
Navy	30,132	30,163	100.10	G	97.14	G	69.55	G	0.00	G
Marine Corps	21,821	21,829	100.04	G	99.40	G	69.30	G	0.00	G
Air Force	21,559	21,587	100.13	G	98.50	G	81.50	G	0.00	G
DoD Total	118,205	118,282	100.07		97.45		69.04		0.76	

Quantity Key: 100 percent or above goal; 90-99 percent of goal; below 90 percent of goal

Quality Key: 100 percent or above benchmark; 90-99 percent benchmark; below 90 percent benchmark





# FY2020 Reserve Component Recruiting Update

## Current a/o 31 July 2020

Reserve Components Enlisted Recruiting	Quantity				Quality					
	Goals (YTD)	Accessions (YTD)	Percent of Goal		Percent High School Diploma Graduate; Department of Defense Benchmark ≥ 90 percent		Percent Scoring at / above 50th Percentile on Armed Forces Qualification Test; Department of Defense Benchmark ≥ 60 percent		Percent Scoring at / below 30th Percentile on Armed Forces Qualification Test; Department of Defense Benchmark ≤ 4 percent	
ARNG	36,377	32,981	90.66	Y	97.70	G	65.16	G	3.88	G
USAR	13,183	11,110	84.28	R	93.90	G	62.70	G	0.75	G
USNR	4,793	4,705	98.16	G	97.90	G	71.40	G	0.00	G
USMCR	5,011	5,664	113.03	G	99.34	G	72.70	G	0.00	G
ANG	7,839	7,550	96.31	G	99.40	G	80.40	G	0.05	G
USAFR	5,152	5,152	100.00	G	99.79	G	75.80	G	0.00	G
<b>DoD Total</b>	72,355	67,162	92.82		97.24		66.91		2.45	

Quantity Key: **95 percent of goal or above**; 90-94 percent of goal; below 90 percent of goal

Quality Key: **100 percent or above benchmark**; 90-99 percent benchmark; below 90 percent benchmark







# Congressional/Internal Reports

- Report on the Armed Services Vocational Aptitude Battery (ASVAB) - submitted
  - Eligibility based on ASVAB is critical to readiness
  - Only 2% are disqualified solely due to aptitude scores
  - Military Services have met or exceeded annual recruiting mission while maintaining applicant quality
  - Reliance on applicants with AFQT score 10–30 is limited
- Report on assessing English Learners – Due June 2021
  - Impact of current testing and accession standards on EL applicants
  - Best practices from academia for assessing academic achievement
  - Best practices in teaching EL comprehension, particularly to older students
  - Feasibility of implementation within DoD
- Diversity and Inclusion
  - Conduct a holistic assessment of all current Department-issued aptitude tests to identify potential barriers for minority members (e.g., test time limits, language, test modality).

**Questions?**

