Military Personnel Policy
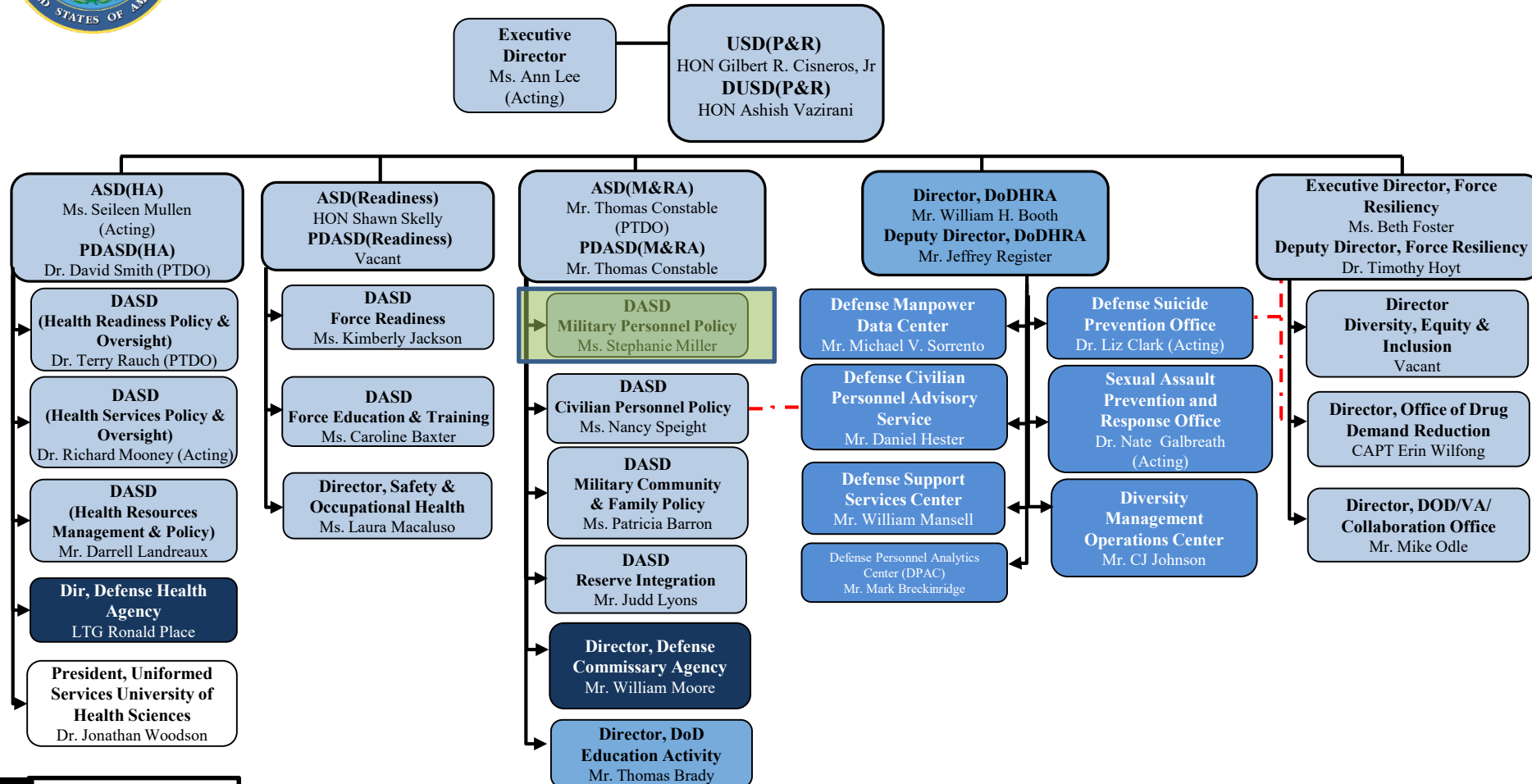## (Accession Policy)

Our Mission

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

"Stewards of the All-volunteer Force"

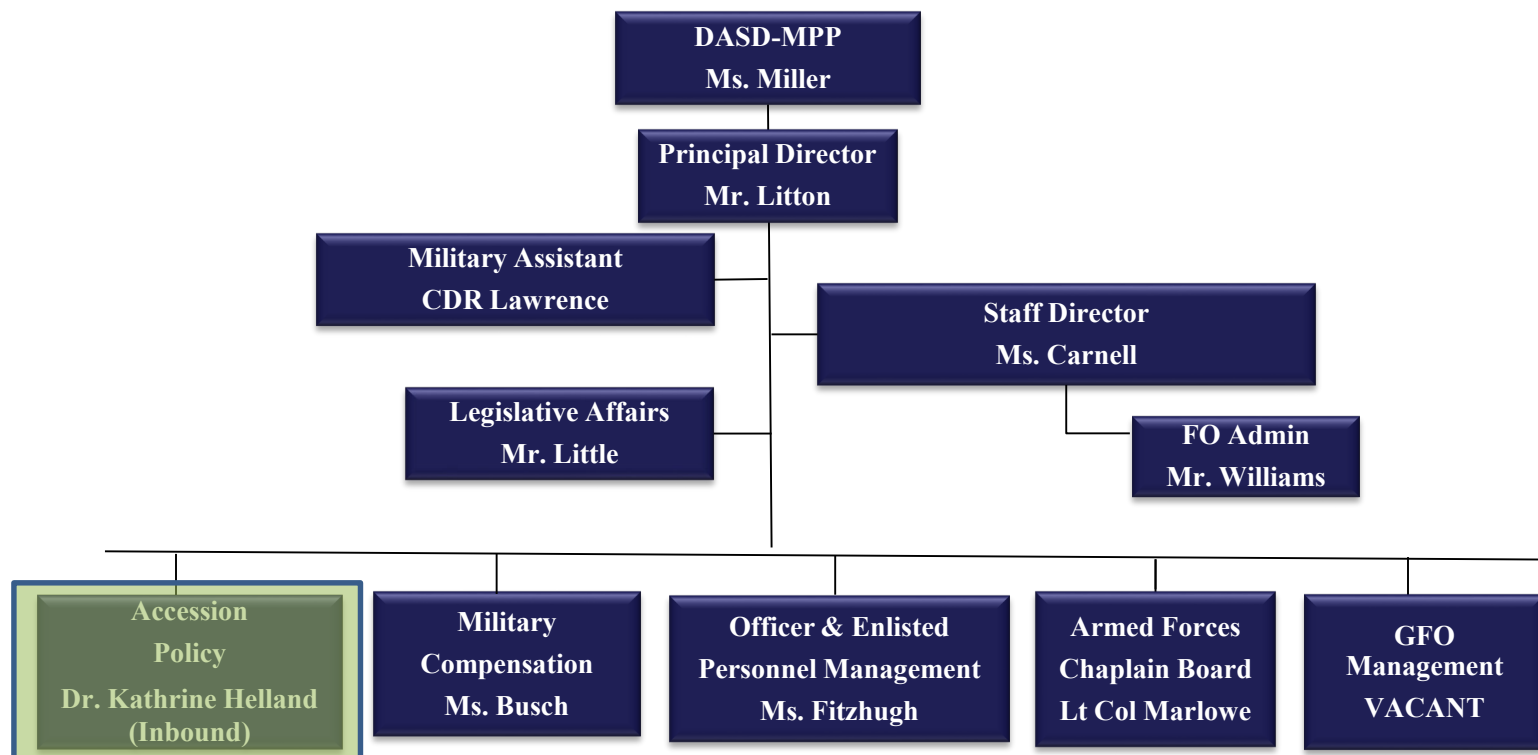# Office of the Under Secretary of Defense Personnel & Readiness

Executive Director
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(Acting)

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HON Gilbert R. Cisneros, Jr
DUSD(P&R)
HON Ashish Vazirani

ASD(HA)
Ms. Seileen Mullen
(Acting)
PDASD(HA)
Dr. David Smith (PTDO)

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- **DASD (Health Services Policy & Oversight)**
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- **DASD (Health Resources Management & Policy)**
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  LTG Ronald Place
- **President, Uniformed Services University of Health Sciences**
  Dr. Jonathan Woodson

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HON Shawn Skelly
PDASD(Readiness)
Vacant

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- **DASD Force Education & Training**
  Ms. Caroline Baxter
- **Director, Safety & Occupational Health**
  Ms. Laura Macaluso

ASD(M&RA)
Mr. Thomas Constable
(PTDO)
PDASD(M&RA)
Mr. Thomas Constable

- **DASD Military Personnel Policy**
  Ms. Stephanie Miller
- **DASD Civilian Personnel Policy**
  Ms. Nancy Speight
- **DASD Military Community & Family Policy**
  Ms. Patricia Barron
- **DASD Reserve Integration**
  Mr. Judd Lyons
- **Director, Defense Commissary Agency**
  Mr. William Moore
- **Director, DoD Education Activity**
  Mr. Thomas Brady

Director, DoDHRA
Mr. William H. Booth
Deputy Director, DoDHRA
Mr. Jeffrey Register

- **Defense Manpower Data Center**
  Mr. Michael V. Sorrento
- **Defense Civilian Personnel Advisory Service**
  Mr. Daniel Hester
- **Defense Support Services Center**
  Mr. William Mansell
- **Defense Personnel Analytics Center (DPAC)**
  Mr. Mark Breckinridge
- **Defense Suicide Prevention Office**
  Dr. Liz Clark (Acting)
- **Sexual Assault Prevention and Response Office**
  Dr. Nate Galbreath (Acting)
- **Diversity Management Operations Center**
  Mr. CJ Johnson

Executive Director, Force Resiliency
Ms. Beth Foster
Deputy Director, Force Resiliency
Dr. Timothy Hoyt

- **Director Diversity, Equity & Inclusion**
  Vacant
- **Director, Office of Drug Demand Reduction**
  CAPT Erin Wilfong
- **Director, DOD/VA/ Collaboration Office**
  Mr. Mike Odle

LEGEND
- OSD Staff Element
- DoD Field Activity
- Defense Agency
- — · — Policy Guidance

MPP
Organizational Structure

Accession Policy

Director
Dr. Kathrine Helland (Inbound)

Military Entrance Processing Command (MEPCOM)
Commander: Colonel Megan Stallings, US Army
65 Military Entrance Processing Stations
Personnel: 2,824 authorized (Military: 568 & Civilian: 2,256**)**

Joint Advertising Market Research and Studies "JAMRS" (OPA)
Dr. Katherine Helland

Personnel Testing Center (OPA)

Defense Testing & Assessment Center "DTAC" (OPA)

Joint Recruiting Facilities Program
Mr. Kevin Quinette

Accessions Systems
Mr. Lin St Clair

Testing Standards
Dr. Sofiya Velgach

GI Bill Programs
Ms. Patricia Leopard

Enlisted Recruiting and Marketing Programs
Mr. Dennis Drogo

Recruiting Resources, Research and Analysis
Ms. Evelyn Dyer

USMEPCOM Liaison Officer
LTC Joel Parker, USA

Personnel Security and Military Naturalization
COL Serena Johnson, USAR

Officer Commissioning Programs
Lt Col Julie Anne Rudy, USAF

Reserve and Medical Manpower
LTC Kim Helgemoe, USAR

The Technical Cooperation Program (TTCP)
Mr. Anthony Licari

Reserve Programs and Incentives
Maj Malika T. Rodriguez, USAR

IMA Positions

Team Director - CAPT Scott Fitzsimmons
Recruiting Analyst – Pending

Officer Programs Analyst – LTC Ryan Canady
Enlisted Programs Analyst - Pending

AP - Current Actions

USMEPCOM

- MHS GENESIS:
  - Medical Accessions Records Pilot (MARP) thru DEC 2022
  - Conditional DEP

Recruiting

- Recruiting market most challenging in years
  - Monitor Service recruiting efforts toward FY23 missions
  - Ongoing challenges due to lingering effects of COVID-19 environment
  - Improved job opportunities, mil-civ gap
  - Identifying strategies to change propensity (9% – summer 2022)
  - Exploring ways to enter into untapped or under-represented markets

Testing

- **PiCAT: Internet-administered version of the enlistment test**
- **APT: Internet-administered screening test**
- **ASVAB Career Exploration Program: High School Career & Testing Program**
- **Personality-based Joint Enlistment Composite**
- **Test of Fluid Intelligence – Complex Reasoning**
- **Military Compatibility Assessment Research**
- **Defense Advisory Committee on Military Personnel Testing**

Officer Programs

- Pro-sports and military athletes
- SROTC Restructure Discussion
- Cadet Act WG
- Commutation for SMCs
- STEM Degree Reqs for Officer Accessions Report
- Congressional Nomination Portal

Personnel Security

- Implementation of SecDef-directed Extremism Working Group recommendations ICW OUSD(I&S), OLP, and J5
- Military Naturalizations
  - Certification of honorable service policy
  - Further improvements of SM notifications throughout entire career duration

Medical

- DoDI 6130.03 – Medical Standards for Appointment, Enlistment, or Induction in the Military Services
- HIV WG
- Initial Response Team: Dobbs v. Jackson policies

Additional

- TTCP Senior Leader Symposium (London, Nov 2022)
- COVID-19 Vaccine
- Education Benefits
- DEIA Sprint 2 WG: Recruiting and Accessions
- Ongoing research and studies projects
  - Recruiter Access to High Schools (RAND)
  - Assessment of SROTC Scholarship Process (CNA)
  - Ensuring Parental Guardianship Rights of Cadets and Midshipmen (RAND)

Current Recruiting Environment

Challenges

- ○ Lingering effects of COVID-19 pandemic

- ○ Minimal support from influencers to recommend service

- ○ Low youth propensity to serve

- ○ Limited pool of qualified youth

- ○ Desire to maintain a highly qualified and diverse force

- ○ Maintaining adequate recruiting resources

Mitigating Factors

- ○ Professional and dedicated recruiting force
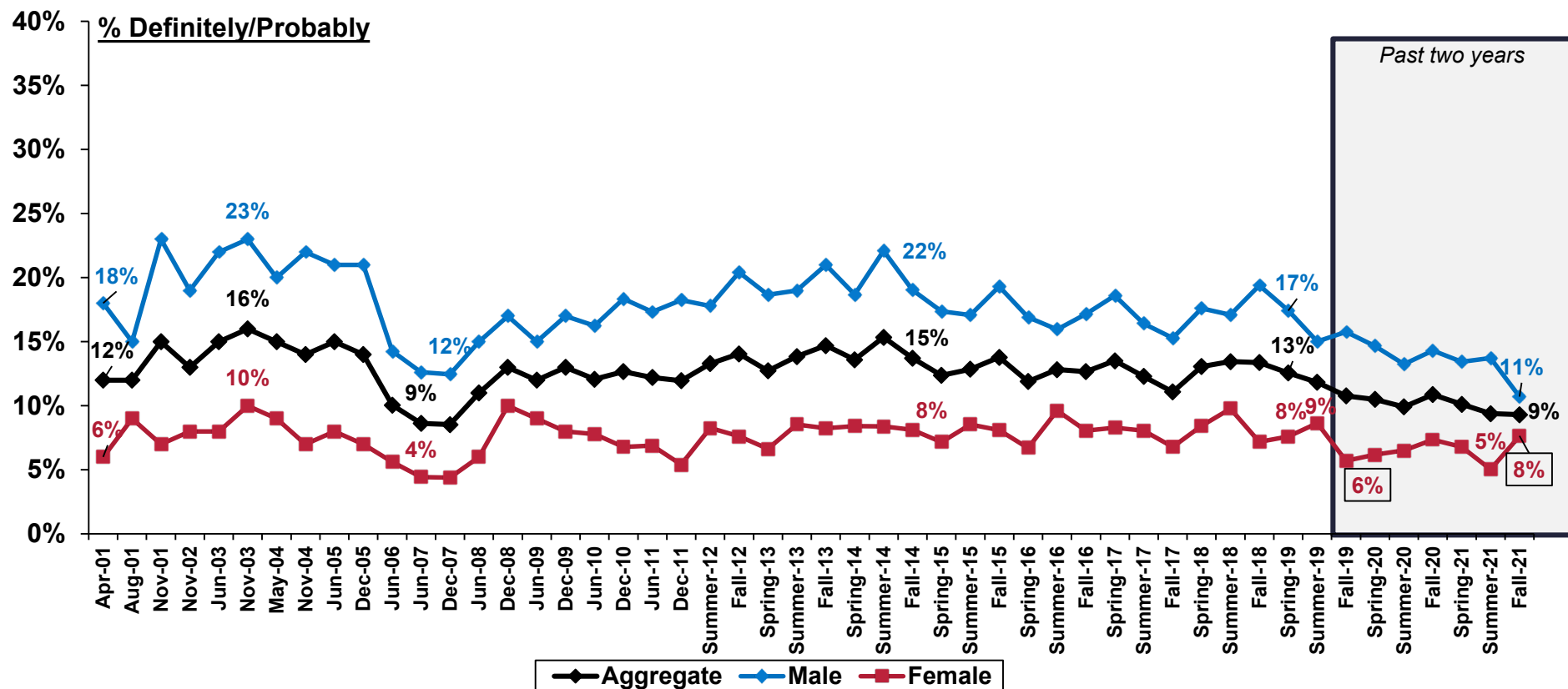
- ○ National support for strong military

- ○ Robust virtual/social media engagement

General Military Propensity
By Gender

FPP9: In the next few years, how likely is it that you will be serving in the Military?

Response options: Definitely, Probably, Probably Not, Definitely Not

% Definitely/Probably

Past two years

Legend: ◆ Aggregate ◆ Male ■ Female

Few youth are propensed to serve. At low levels of propensity, resources must work harder for DoD to make mission.

Note: Youth ages 16–21. Estimates are charted to precise values.
Labels are rounded to the nearest whole percent.
Source: DoD Youth Poll

□ = Significant change from previous poll

Youth Eligibility

	77% - DISQUALIFIED (w/o waiver)								**23% - QUALIFIED** (w/o waiver)	
Youth 17 to 24 years old	More than one reason or condition	Overweight Only	Drug Abuse Only	Medical/Phys Only	Mental Health Only	Aptitude Only	Conduct Only	Dependents Only	Qualified - enrolled in college	Qualified - available for Military Service
Total Youth	44%	11%	8%	7%	4%	1%	1%	1%	11%	12%
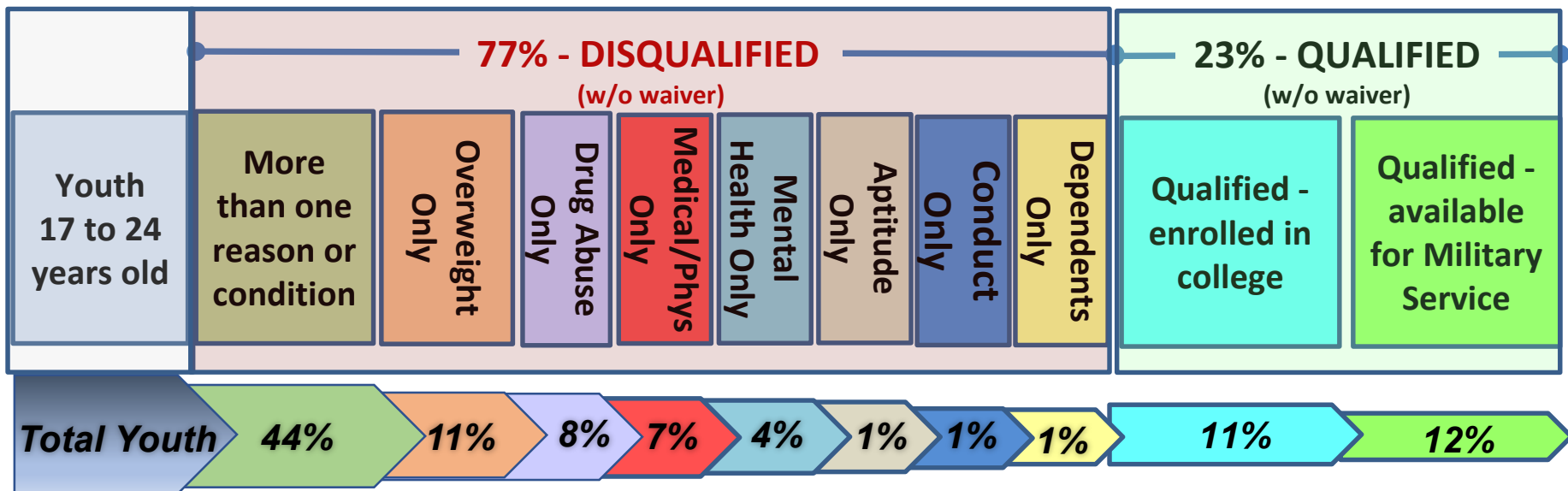
Eligible: 23%

- This is the proportion of youth who are qualified to join the Military without a waiver. This proportion decreased from 29% in 2013 to 23% in 2020.

Reasons: 44% for more than one reason or condition

- Ineligibility due to multiple reasons is the predominant disqualifier, with nearly half of all youth being ineligible due to multiple reasons.

Few youth are eligible for military service. However, generating interest among youth presents a larger challenge for recruiting than the proportion of eligible youth.

Note: Youth ages 17–24; estimates are based on data from CDC'S National Health and Nutrition Examination Survey (NHANES), HHS's National Survey on Drug Use and Health (NSDUH), DoD Youth Poll (YP), and the Profile of American Youth 1997 (PAY97).
Labels are rounded to the nearest whole percent and may not add to totals due to rounding.

Recruiting Results
Fiscal Year 2022

While most *Active Components* were able to achieve their recruiting goals, they did so at a cost, as it required depleting the applicant pool in the Delayed Entry Program (DEP), setting up FY2023 to be a challenging year.

Reserve Components tend to be the "canary in the coal mine" – after all failed to make goal in FY2022 (except Marine Corps Reserve), we anticipate more Services/Components will fail to make their goals in FY2023.

- Fiscal Year 2022 -	Recruiting/Accession Data			
	Annual Goal	Fiscal Year-to-Date Goal	Fiscal Year-to-Date Gains/Accessions	Fiscal Year-to-Date Percent of Goal	
Army	60,000	60,000	44,901	74.84	R
Navy	33,400	33,400	33,442	100.13	G
Marine Corps	28,600	28,600	28,608	100.03	G
Air Force	26,196	26,196	26,196	100.00	G
Space Force	521	521	532	102.11	G
Total	148,717	148,717	133,679	89.89	
Army National Guard	38,430	38,430	24,819	64.58	R
Army Reserve	14,650	14,650	8,905	60.78	R
Navy Reserve	7,400	7,400	5,508	74.43	R
Marine Corps Reserve	7,401	7,401	7,753	104.76	G
Air National Guard	8,573	8,573	5,895	68.76	R
Air Force Reserve	6,850	6,850	4,903	71.58	R
Total	83,304	83,304	57,783	69.36	

"Percent of Goal" Key: 100 percent of goal or above; 90-99 percent of goal; below 90 percent of goal

OASD Manpower & Reserve Affairs

Recruit Quality
FY2022

	High School Diploma Graduates[1]		Armed Forces Qualification Test Score Cat I-IIIA[2]		Armed Forces Qualification Test Score Cat IV[3]	
Active Components						
Army	94.15	G	60.17	G	3.90	G
Navy	96.89	G	65.08	G	3.96	G
Marine Corps	98.90	G	66.50	G	0.00	G
Air Force	98.54	G	82.15	G	0.00	G
Space Force	99.61	G	99.42	G	0.00	G
Reserve Components						
Army National Guard	97.39	G	62.49	G	3.83	G
Army Reserve	99.35	G	66.84	G	3.68	G
Navy Reserve	97.20	G	63.85	G	2.36	G
Marine Corps Reserve	99.13	G	71.40	G	0.00	G
Air National Guard	99.08	G	77.49	G	0.00	G
Air Force Reserve	97.52	G	74.90	G	0.00	G

New Recruit Quality

[1]**High School Diploma Graduates:** Percent High School Diploma Graduates; *Department of Defense Benchmark ≥ 90 percent*
[2]**Armed Forces Qualification Test Score Cat I-IIIA:** Percent scoring at / above 50th Percentile on the Armed Forces Qualification Test; *Department of Defense Benchmark ≥ 60 percent*
[3]**Armed Forces Qualification Test Score Cat IV:** Percent scoring at / below 30th Percentile on Armed Forces Qualification Test; *Department of Defense Benchmark ≤ 4 percent*

OASD Manpower & Reserve Affairs

Fiscal Year 2023 Mission

Service	Goal
Army – Active, Guard, and Reserve	111,030
Navy – Active and Reserve	45,800
Marine Corps – Active and Reserve	40,246
Air Force - Active, Guard, and Reserve	46,487
Space Force	532
DoD Total	244,095

Source: Services

The Department of Defense is also projected to gain approximately 29,000 officers.

OASD Manpower & Reserve Affairs

Testing Efforts of High Visibility

- Expansion of ASVAB to alternative devices – IOC 1Q24

- Development of TAPAS-based Joint Enlistment Composite – IOC 4Q24

- Development of TAPAS-based Compatibility Composite (IRC Rec) – IOC 4Q24

- Development of new special purpose test: Complex Reasoning – IOC 4Q24

- Congressional Requirements:
  - Improvements to military accessions in Armed Forces – December 2022
    - Analysis must evaluate the medical standards and screening processes, USMEPCOM operations, aptitude testing methods and requirements, waiver process, and resulting accession variances by geographic region.
  - Establishment of Computational Thinking – October 2024
    - *"….a special purpose test adjunct to the Armed Services Vocational Aptitude Battery test to address computational thinking skills relevant to military applications, including problem decomposition, abstraction, pattern recognition, analytical ability, the identification of variables involved in data representation, and the ability to create algorithms and solution expressions."*

Dates are tentative

OASD Manpower & Reserve Affairs

Questions?