

Military Personnel Policy (Accession Policy)



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As of: 13 Jul 23 (v1)



Overview

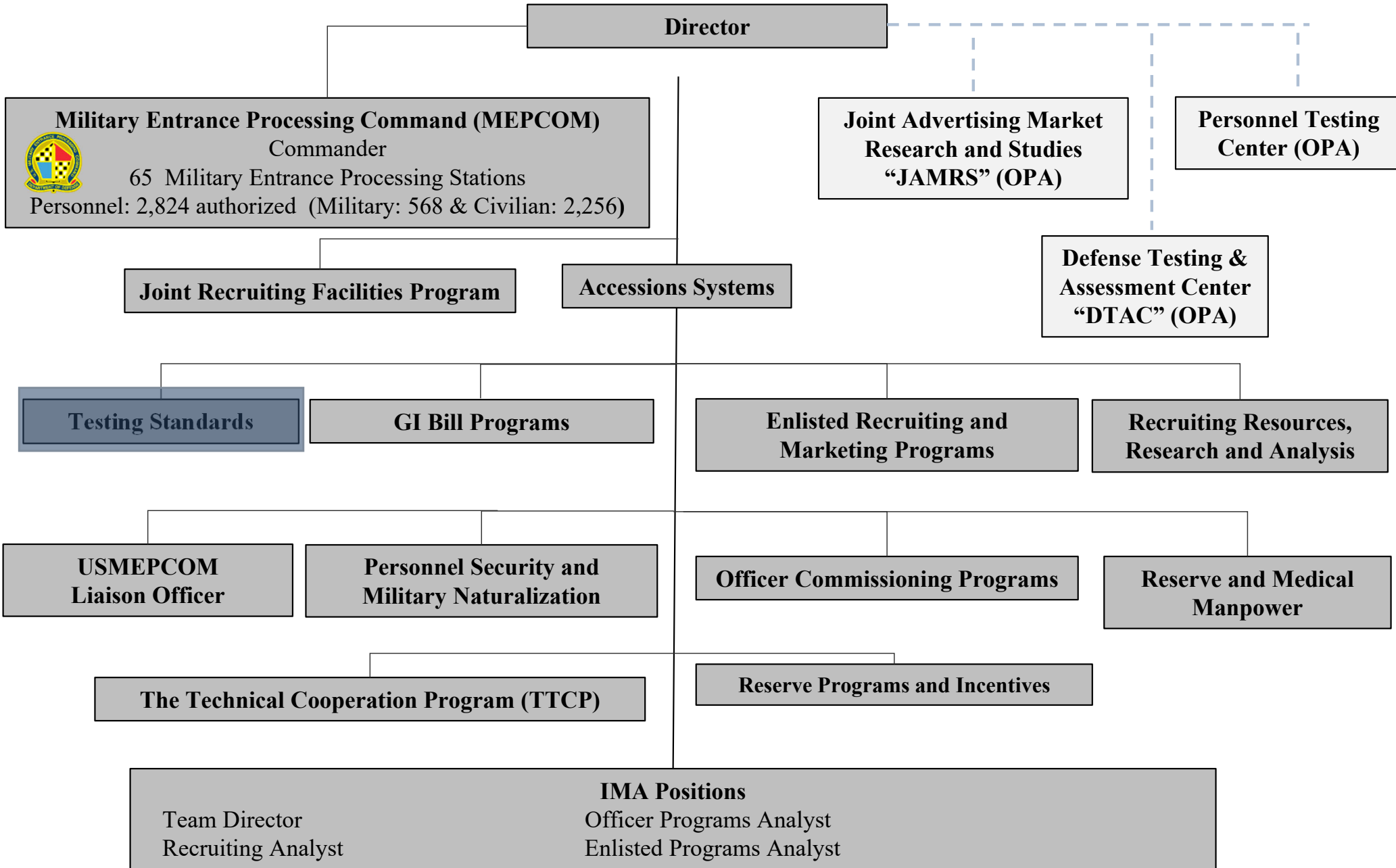
- AP Organizational Structure
- Priorities
- Recruiting Environment
- Recruiting Mission
- Actions
- Testing Priorities

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



Accession Policy

Organizational Chart



Current Recruiting Environment



Challenges

- Lingering effects of COVID-19 pandemic/access to schools
- 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

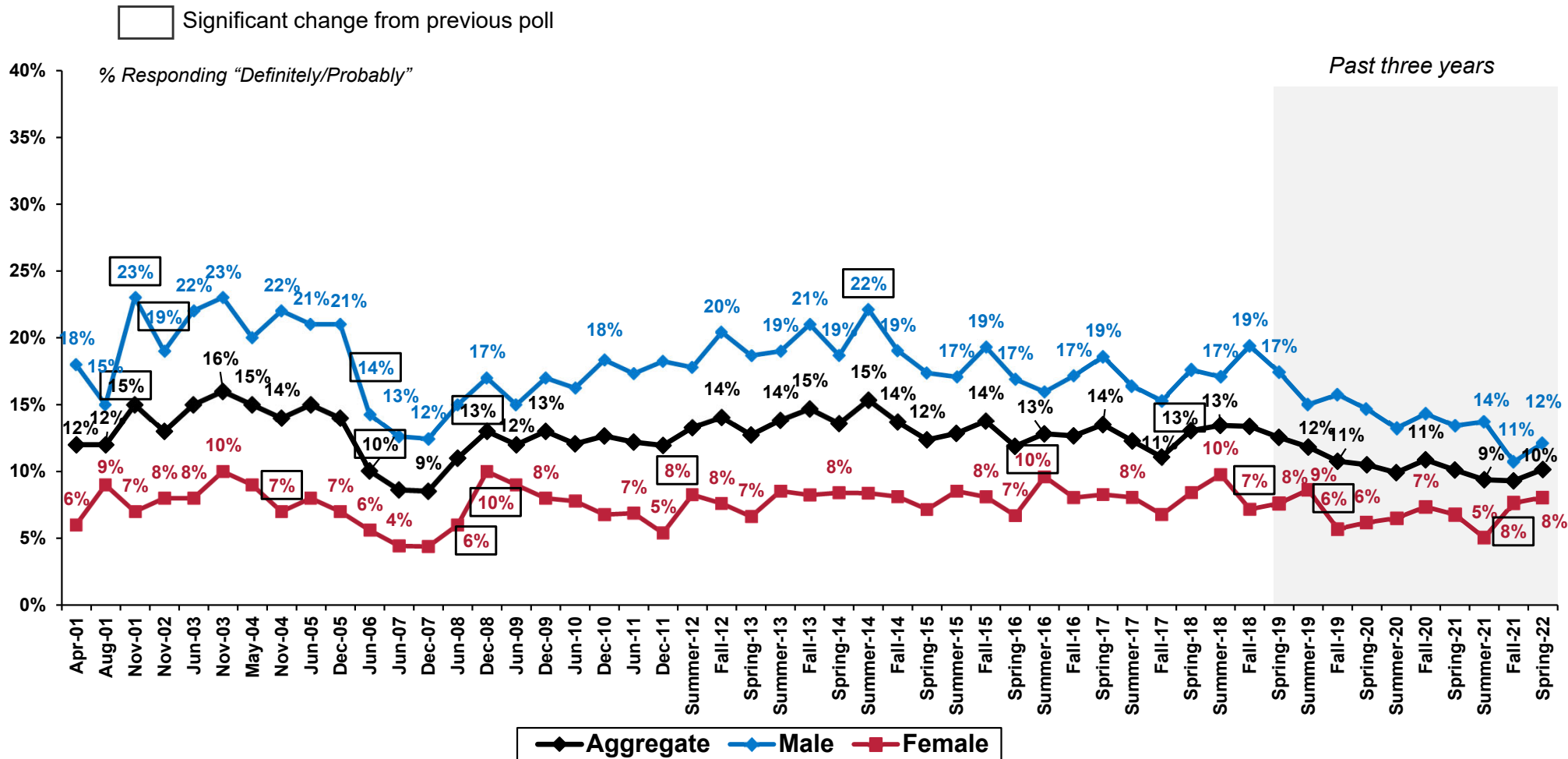




Propensity

By Gender

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

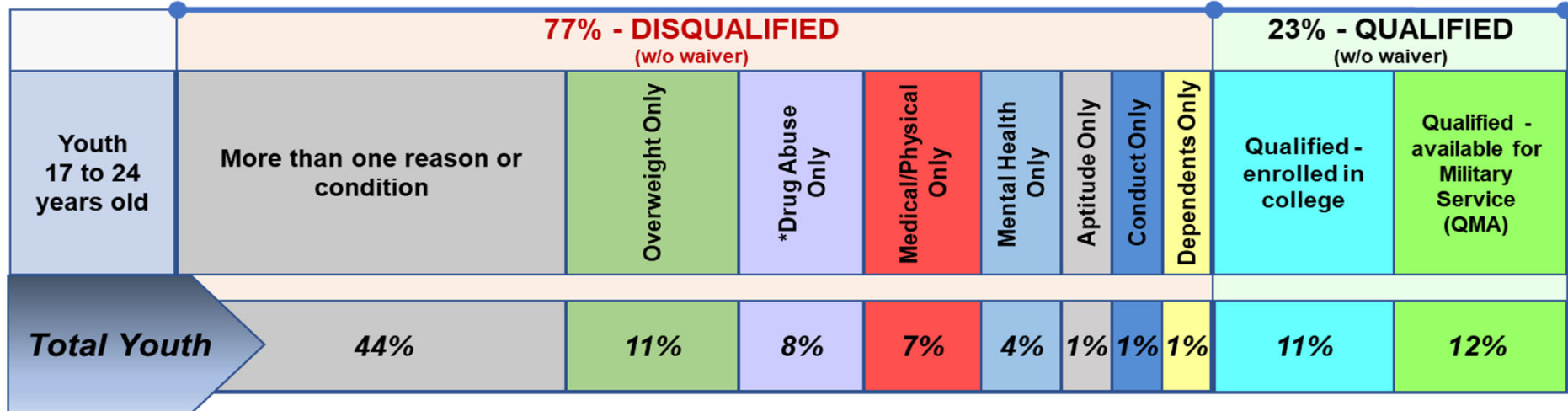


Few youth are propensed to serve. At low levels of propensity, resources have to work harder for DoD to make mission.



Eligibility

2020 Qualified Military Available (QMA) Study



2020 QMA STUDY KEY FINDINGS

- The proportion of youth eligible for military service without a waiver is 23%. This is a decrease from previous estimates (29%).
- Most ineligible youth are disqualified for multiple reasons (44%).
- The largest increases in disqualification estimates observed between 2013 and 2020 were for mental health and overweight conditions.
- When considering youth disqualified for one reason alone, the most prevalent disqualification rates are overweight (11%), *drug abuse (8%), and medical/physical health (7%).
- The proportion of youth who are Qualified Military Available (QMA), defined as *both* eligible *and* not currently enrolled in college, is 12%.

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.

*Drug Abuse: includes a history of drug (including pharmaceutical medications, illegal drugs, and other substances of abuse) and alcohol abuse.

Recruiting Results (Fiscal Year 2023 - FYTD)

As of May 2023



General Assessment: Overall, the broader recruiting market continues to pose unprecedented challenges for all Military Services. At end-of-month (EOM) May of Fiscal Year 2023, only the Marine Corps and Space Force met their fiscal-year-to-date (FYTD) active component recruitment goals.

As there is no one-size-fits all solution, the Department and the Military Services continue to explore innovative strategies to grow propensity to serve and encourage others to recommend Service.

- Fiscal Year 2023 -	Recruiting/Accession Data				
	Annual Goal	Fiscal Year-to-Date Goal	Fiscal Year-to-Date Accessions/Gains	Fiscal Year-to-Date Percent of Goal	
Army	65,500	37,486	25,545	68.15	R
Navy	37,700	23,731	15,081	63.55	R
Marine Corps	28,900	12,461	12,461	100.00	G
Air Force	26,977	18,423	15,349	83.31	R
Space Force	532	357	357	100.00	G
Total	159,609	92,458	68,793	74.40	
Army National Guard	30,880	21,520	20,821	96.75	Y
Army Reserve	14,650	9,820	6,048	61.59	R
Navy Reserve	8,390	5,652	3,811	67.43	R
Marine Corps Reserve	7,835	4,090	4,908	120.00	G
Air National Guard	11,745	7,404	4,337	58.58	R
Air Force Reserve	7,765	5,157	3,350	64.96	R
Total	81,265	53,643	43,275	80.67	

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

Quality (AC): Marine Corps, Air Force, and Space Force have met DoD quality benchmarks through end of May for FY 2023 however these metrics tend to fluctuate during the course of the year.

Quality (RC): Marine Corps Reserve and Air National Guard met or exceeded the DoD quality benchmarks through May 2023.



Actions

Growing Propensity

- Increase OSD/Service marketing and advertising; get our message out on our terms; highlight positive
- Senior Leader engagements focused on developing relationships with civic, ethnic, and business organizations
- Collaboration with other Federal agencies, universities, and other influential community members
- Recruiting ToolKit; leverage MoC engagements with constituents to highlight benefits of military service
- Rebuilding relationships with high schools and key influencers

Expanding Eligibility

- Medical Accessions Records Pilot (MARF) - Reduce time limitations on disqualifying medical conditions
- Conditional DEP - active component applicants, with specified disqualifying medical conditions, contract in a conditional DEP awaiting adjudication of waiver decision
- Reexamine OSD and Service policies to increase eligibility and reduce barriers
- Expanded use of CAT IVs
- Future Soldier/Future Sailor Prep Courses – pre-basic training program helps qualify individuals with low ASVAB & fitness scores

Process Improvement

- Expanded processing opportunities (extended hours added more Saturday processing)
- Prescreening Coordination Cell established to reduce wait time for medical prescreens
- Ongoing collaboration with Services to identify/eliminate processing barriers and streamline processing



Future Soldier/Sailor Prep Course

Navy and Army

- Academic Skills Development Track
 - Objectives: Improve word knowledge, reading comprehension, arithmetic reasoning, and test-taking.
 - Combination of instructor-led lessons and self-paced computer-based independent study.
 - Army Operational
 - AFQT 21 – 30 (Mandatory)
 - AFQT 31 – 49 (Army Voluntary)
 - Navy Planning
 - AFQT 21 – 30 (Mandatory)
- Physical Fitness Track
 - Objective: Improve overall health and physically and mentally prepare recruits for basic training, and ultimately improve their health in the long term so they can successfully serve their country.
 - Instruction focused on physical, mental, nutrition, sleep, and spiritual.
 - Army Operational
 - Exceed the accession body fat composition standard by greater than 2% but no more than 6%.
 - Applicants who exceed by up to 2% (based on gender, age and height/weight), are able ship directly to basic training. Participants must meet all other applicable standards.
 - Navy Operational
 - Applicants who exceed the accession body fat composition standard by no more than 6%.



Testing Efforts

Senior Leader and Congressional Interest

- 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: Mental Counters – **IOC 1Q24**
- Development of new special purpose test: Complex Reasoning – **IOC 4Q24**

All dates are tentative

- Congressional Requirements:
 - Pre-Enlistment Assistance Policy and Program Review - Complete
 - Specific concentration on programs designed to improve aptitude and physical fitness.
 - 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.”*



Questions?