

# Military Personnel Policy (Accession Policy)

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# Overview

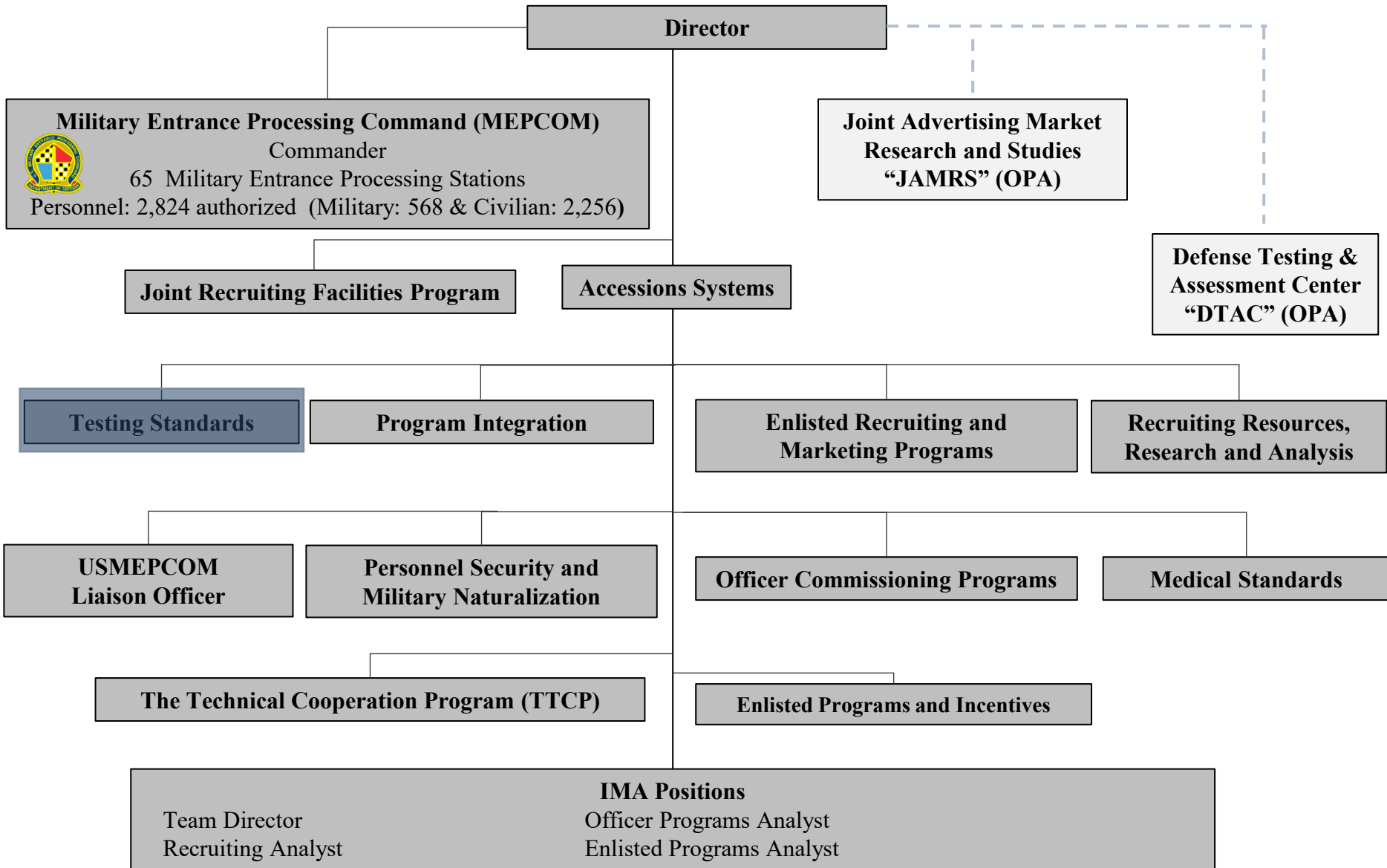
- AP Organizational Structure
- Current Issues
- Recruiting Environment
- Recruiting Mission
- FY 2024 NDAA Implications on Recruit Quality/Testing
- Testing Priorities

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



# Accession Policy

## Organizational Chart





# Accession Policy

## Current Issues

### USMEPCOM

- Medical Accessions Review Pilot (MARP) Extension and data analysis for potential medical standards revisions
- Conditional Delayed Entry Program (CONDEP): Allows for applicants to continue to process and conditional DEP until Service grants waiver
- Pre-Screen Coordination Center: dedicates Fee Based Providers to virtual prescreen review, enables adjudication of additional prescreens)

### Accessions

- Recruiting market is the most challenging it has been in years
- Monitoring Service recruiting efforts toward FY23 missions; ongoing challenges due to lingering effects of COVID-19 environment; improved job opportunities, limited access to high-schools, mil-civ gap
- Identifying strategies to change propensity (11% - summer, 2023)
- Exploring ways to/enter expand into untapped or under-represented markets

### Testing

- ASVAB Career Exploration Program: High School Career & Testing Program
- Defense Advisory Committee on Military Personnel Testing
- Standardization of TAPAS: Personality and Military Compatibility: Joint Enlistment Composite, Compatibility Assessment (research)
- Development of New Special Purpose Tests: Complex Reasoning, Computational Thinking (composite)

### Officer Programs

- Pro-sports and military athletes
- Updates to Service Academy (Cadet Act – Parental Rights) and ROTC DoDIs
- Officer Accession Waivers
- Single Nomination Portal

### Misc.

- Personal Security: Implementation of SecDef-directed Extremism Working Group recommendations
- Military Naturalizations: Pending updated certification of honorable service policy; MilNatz MOA signed in July
- Ongoing research and studies: Assessment of the SROTC Scholarship Process (CNA); Mental Health (CNA)
- HIV Tracking and Policy Updates
- DoDI 6130.03 Vol 2 review/publication
- TTCP Recruiting CoP
- Data Sharing with State Education Agencies

# Accession Policy

Current Recruiting Environment



## Challenges

Minimal support from influencers to recommend service

Low youth propensity to serve

Limited pool of qualified youth

Desire to maintain a high qualified and diverse force

Maintaining adequate recruiting resources

Increased access to applicant health records

## Mitigating Factors

Professional and dedicated recruiting force

National support for strong military

Robust virtual/social media engagement



# Propensity

## By Gender

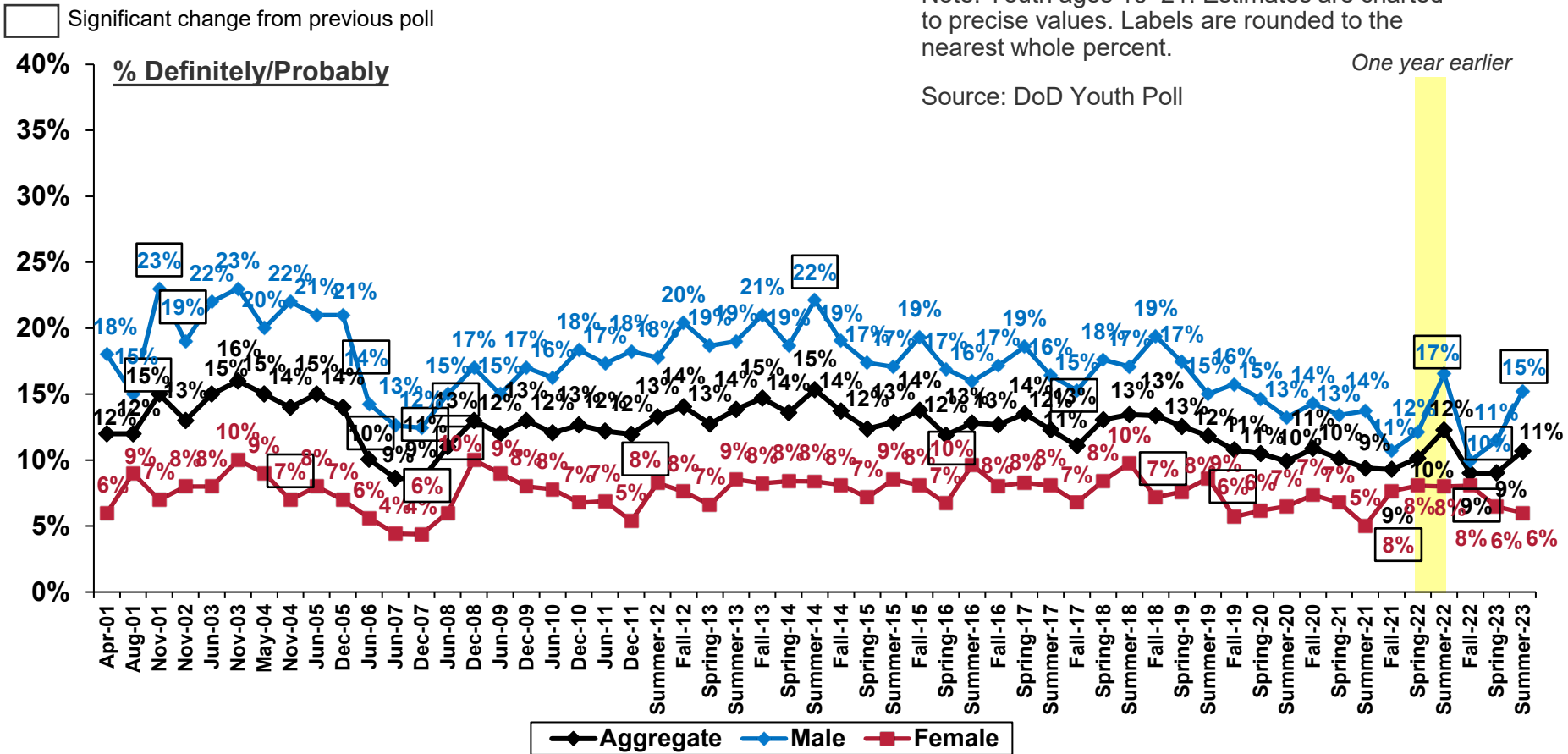
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In the next few years, how likely is it that you will be serving in the Military?  
 Response options: Definitely, Probably, Probably Not, Definitely Not

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

Source: DoD Youth Poll



Military propensity remains stable at the aggregate level (11%). Military propensity increased among the male youth market from Spring 2023 to Summer 2023.

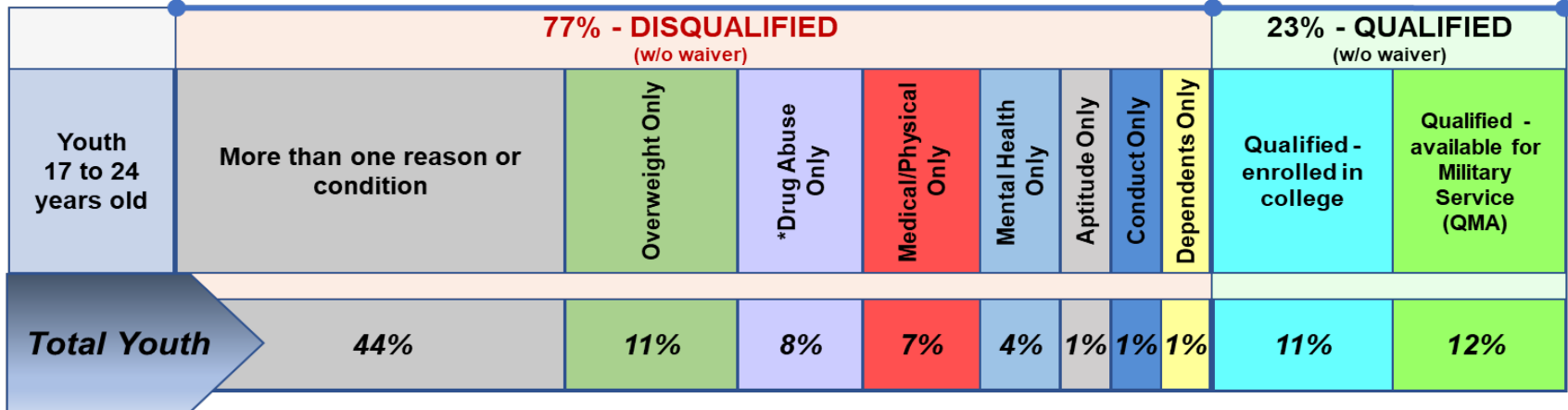
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# Eligibility



## 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 March 2024

**General Assessment:** The recruitment for the Military Services continues to present significant challenges. At end-of-month March of Fiscal Year 2024 (Q3), the Marine Corps, Air Force, and Space Force (Active Components) achieved their fiscal-year-to-date (FYTD) recruiting goals. Among the Reserve Components, the Army National Guard, Marine Corps Reserve, and Air Force Reserve achieved their FYTD recruiting missions through March 2024.

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 2024	Recruiting/Accession Data				
	Annual Goal	Fiscal Year-to-Date Goal	Fiscal Year-to-Date Accessions	Fiscal Year-to-Date Percent of Goal	
Army	55,000	21,100	20,292	96.17	Y
Navy	40,600	17,411	11,261	64.68	R
Marine Corps	28,100	6,431	6,745	104.88	G
Air Force	26,000	12,961	13,004	100.33	G
Space Force	704	352	352	100.00	G
<b>Total</b>	<b>150,404</b>	<b>58,255</b>	<b>51,654</b>	<b>88.67</b>	
Army National Guard	34,140	18,414	19,001	103.19	G
Army Reserve	14,650	7,145	5,356	74.96	R
Navy Reserve	7,619	3,927	3,137	79.88	R
Marine Corps Reserve	5,660	2,320	3,241	139.70	G
Air National Guard	8,494	3,974	3,702	93.16	Y
Air Force Reserve	5,700	2,893	2,916	100.80	G
<b>Total</b>	<b>76,263</b>	<b>38,673</b>	<b>37,353</b>	<b>96.59</b>	

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

**Quality (AC):** Through end-of-month March 2024 all services have met education quality benchmarks. However, Navy and Army have not meet benchmark limits for aptitude (Cat IV and Cat I-III). These metrics tend to fluctuate during the course of the year.

**Quality (RC):** Marine Corps Reserve and Air Force Reserves met or exceeded the DoD quality benchmarks through March 2024.



# FY24 NDAA



- **Title – Modification of Limitation on Enlistment and Induction of Persons Whose Score on the Armed Forces Qualification Test is Below a Prescribed Level**
- Synopsis of Provision
  - The number of CAT IV (AFQT 10 – 30) recruits cannot exceed 4 percent of the total enlisted during a fiscal year.
  - Secretary of Defense may authorize to increase the limitation to not exceed 20 percent.
- **Title - Future Service Member Preparatory Course**
- Synopsis of Provision - Temporary
  - If the number of CAT IV (AFQT 10 – 30) recruits exceeds 10 percent of the total enlisted during a fiscal year, the Military Service shall establish a future service member preparatory course (FSPC).
  - The mandatory course shall be designed to improve the physical and aptitude qualifications of military recruits.
  - The course must meet the following mandatory criteria:
    - All CAT IV recruits must attend FSPC.
    - All participants must achieve a score on the AFQT that is at least 10 points higher than the individual's most recent score taken prior enlistment.
    - Any enlisted person who fails to achieve course graduation requirements within 180 days of enlistment shall be separated.
  - Provision expires on September 30th, 2028.



# Testing Efforts

Senior Leader and Congressional Interest

- Development of TAPAS-based Joint Enlistment Composite – **IOC 4Q24**
- Development of TAPAS-based Compatibility Composite – **IOC 4Q24**
- Development of new special purpose test: Complex Reasoning – **IOC 4Q24**

*All dates are tentative*

- Congressional Requirements:
  - Establishment of Computational Thinking Composite – 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?