

Military Personnel Policy (Accession Policy)



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NO SCRIPT PROVIDED

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THEN AND NOW



Where we were – 2023

- The most difficult year since the inception of the All-Volunteer-Force and the first time since 1979 that three active components failed their recruiting goals.
- Only Marine Corps and Space Force met their recruiting accession missions.

Fiscal Year 2024	Active Component 2023 Recruiting/Accession Data			
	Annual Goal	Fiscal Year Achieved	Fiscal Year Percent of Goal	
Army	65,500	50,181	76.61	R
Navy	37,700	30,236	80.20	R
Marine Corps	28,900	28,921	100.07	G
Air Force	26,977	24,100	89.34	R
Space Force	492	537	109.15	G
Total	159,569	133,975	83.96	

Where we are - 2024

- All components, except for the Navy Active Duty, Army Reserve and Navy Reserve met their 2024 recruiting accession missions.
- Navy made its contracting goals yet fell short of shipping all 40,600 due to basic training capacity limitations.
- Services FY25 DEP was 10% higher than FY24 start

Fiscal Year 2024	Active Component 2024 Recruiting/Accession Data			
	Annual Goal	Fiscal Year Achieved	Fiscal Year Percent of Goal	
Army	55,000	55,150	100.27	G
Navy	40,600	35,804	88.19	R
Marine Corps	27,500	27,500	100.00	G
Air Force	27,200	27,303	100.38	G
Space Force	704	716	101.70	G
Total	151,004	146,473	97.00	

KEY: 100 percent of goal or above; 90-99 percent of goal; below 90 percent of goal
 Excellence | People-Centric | Integrity | Collaboration | Respect

UNCLASSIFIED

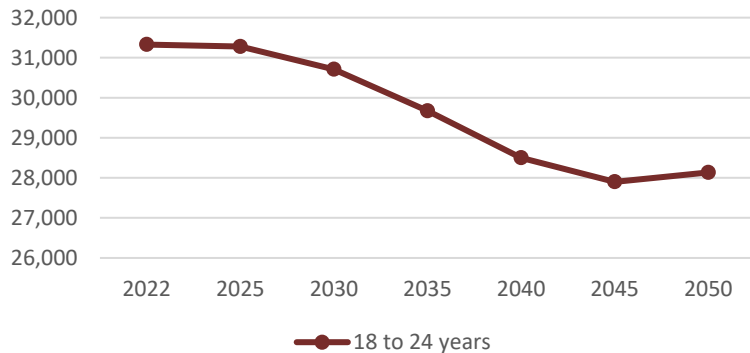
CURRENT AND FUTURE MARKET DYNAMICS



Projected Youth Population

Due to decreasing birth rates starting in 2008, the 18-24 youth population will begin declining in 2026

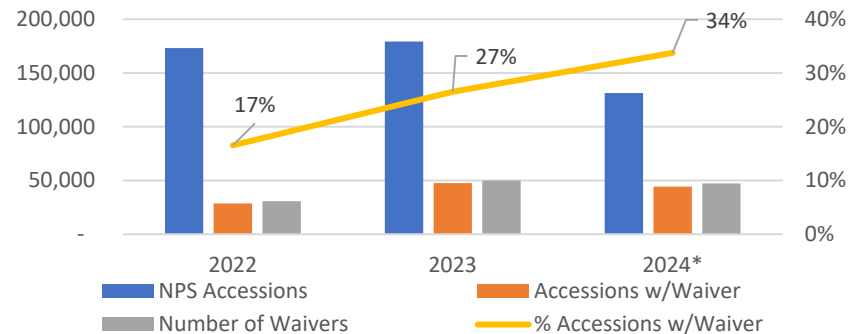
(Numbers in thousands)



(Source: U.S. Census Bureau, Population Division)

Waivers

DoD Non Prior Service Accessions w/Waivers

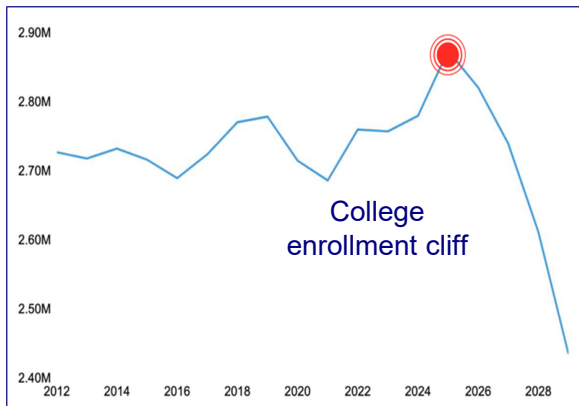


*FY24 data as of end of 3rd Qtr

(Source: OSD Accession Policy FY22-24 Waiver Report)

Decreased College Attendance

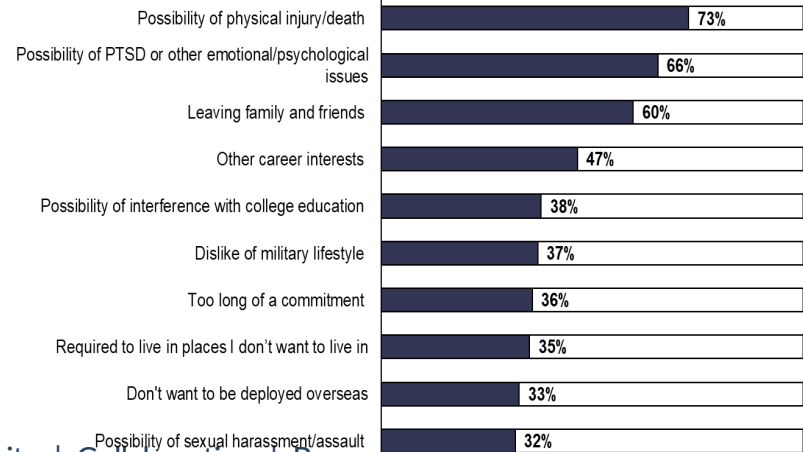
Corresponding with the youth population decline, college enrollment is also expected to peak in 2025 followed by a sharp



(Source: Nathan Grawe's Higher Education Demand Index)

Barriers to Service: Reasons Not to Join

Top 10 Reasons



(Source: DoD JAMRS Youth Poll (Fall 2023))

STRATEGIC MITIGATION EFFORTS



LINES OF EFFORT TO IMPROVE THE ACCESSION PIPELINE

Growing Propensity

Objective: Increase awareness, consideration and motivation to serve

Initiatives



1. Launch of JAMRS adult influencer media campaign and youth digital media campaign with several TV/streaming commercials airing from 30 September-November 10, 2024. Adult influencers who see at least one JAMRS ad are 47% are likely to recommend military service.
2. Developing a standardized methodology to provide states with military affiliation data to include military readiness into their education accountability plans. This will incentivize school officials to promote benefits of military service.
3. Continuing to work legislative proposals to improve quality access.
4. Coordinating and collaborating with industry, academia, non-profits, the military, and across government to operationalize permeability and grow interest in public service.

Expanding Eligibility

Objective: Expand the aperture for those interested in serving

Initiatives



1. Medical Accessions Records Pilot (MARP) expanded from 38 to 51 conditions. Recently added: Asthma in the last 4 years, ADD/ADHD time adjustments, and learning disorders within one year.
2. Exploring the feasibility of alternative medical accessions standards frameworks based upon updated information, medical advances, and a range of possible assumptions.
3. Developed Joint Enlistment Composite for current non-cognitive personality test (TAPAS). As a next phase, the Joint Enlistment Composite will be leveraged to redefine applicant quality and expand the pool of eligible applicants by adding personality into the definition of quality.
4. Developed ASVAB special purpose test: New assessment of fluid intelligence called Complex Reasoning is now available to the Services. Complex reasoning is less reliant on traditional academic knowledge and proficiency of the English language. Future objective: evaluation for inclusion into AFQT.



Questions?