



UNDER SECRETARY OF DEFENSE
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INFO MEMO

PERSONNEL AND
READINESS

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FOR: SECRETARY OF DEFENSE

FROM: DR. DAVID S. CHU, USD (P&R)
David S. Chu 24 Feb 05

SUBJECT: Recruiting/Retention through January (and early bulletin on February)

- Active recruiting and retention remain largely on track.
- Both Army and Marines report a challenging recruiting environment, and early Army recruiting results for February look weak.
- The Army and Marine Corps are both deploying additional recruiters, the Army increased its advertising, and it is using existing bonus authority more vigorously. You and the President assist us when you celebrate the value of military service.
- Active Army early career retention is also a bit weak, but senior retention has exceeded goal. Month-to-month figures may be affected by re-enlistment timing (re-enlistments in the Central Command area of operations makes bonuses tax-free).
- Army Reserve and Army Guard recruiting are starting to improve, thanks to additional bonus authority we sought and received from Congress last year, and the deployment of additional recruiters. But both components are about 20 percent below goal year to date. Strength is sustained by good retention. Internal polling suggests future pressure on retention, and we will be seeking additional retention incentives in this year's legislative package, while using vigorously the new authority we secured last year.
- Tables attached.

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OSD 03783-05

Active Duty Enlisted Recruiting Through 31 Jan 05

	Quantity			Quality'		Outlook	
	Accessions	Goal	% of Goal	% High School Diploma Graduate (HSDG)	% Scoring at / above 50th Percentile on Armed Forces Qualification (Cat I-III)	% of Next 12-Months Mission in	Relativeto Desired Begin-Year DEP Level
Army	22,306	22,135	101%	91%	76%	18%	Below
Navy**	10,708	10,762	100%	97%	71%	69%	Above
Marine Corps***	10,228	10,038	102%	98%	69%	57%	Above
Air Force	4,553	4,553	100%	99%	82%	23%	Below
Total	47,793	47,488	101%	96%	73%	NA	NA

• **Quality Goal:** 90% High School Diploma Grad; 60% top-half aptitude (I-III) .

** Within Navy's desired range.

*** Marine Corps did not miss its January accession goal or its YTD goal for new contracts. The February 3, 2005 article in the New York Times was triggered by a **shortfall** of 84 in January new contracts. Marine Corps recruiting is challenged, and signs that FY05 through is more difficult than FY04 include a lower DEP level and a larger number of critical MOSs showing less than 85% fill in accessions. While it will not be easy, we predict **successful achievement of the FY05 Marine Corps active duty enlisted accession mission**.

DEP = Delayed Entry Program, individuals currently under contract to join the military at a date up to one-year in advance. Each Service sets its own objective for begin-year DEP, based upon differences in recruiting strategy and DEP management procedures. Navy and Marine Corps desired levels are higher than Army and Air Force objectives.

HSDG performance for the Army omits up to 4,000 participants in the GED+ pilot program.

POC: **Major Angela Giddings**, OUSD(P&R)/MPP, 697-9272

Active Duty Enlisted Retention Through 31 Jan 05

Categories	Reenlisted	2 QTR FY05 Goals		FY05 Goals
Army*				
- Initial	9,376	10,380	90.3%	26,935
- Mid Career	8,338	8,909	93.6%	23,773
- Career	5,892	5,042	116.9%	13,454
Navy***				
- Zone A	58.4%	53%	Exceeded	53%
- Zone B	69.1%	69%	Met	69%
- Zone C	85.7%	85%	Exceeded	85%
Air Force				
- 1st Term	51%	55%	Short	55%
- 2nd Term	49%	75%	Short	75%
- Career	95%	95%	Met	95%
Marine Corps**				
- 1st term	4,633	2,855	Exceeded	5,710
- Subsequent	2,558	2,502	Exceeded	5,003



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**Reserve Component Enlisted Recruiting
As of 31 January 2005**

Reserve Enlisted Recruiting, FY05 Through January	Goal	Accessions	% of Goal
Army National	16,835	12,821	76%
* Army Reserve		5,537	79%
Naval Reserve	3,085	2,577	84%
Marine Corps Reserve	2,835	2,862	101%
Air National Guard	3,395	2,537	75%
Air Force Reserve	2,968	2,803	94%

*Preliminary – HRC Alexandria portion of the NP performance is estimated

**Reserve Component Enlisted Attrition
As of December 31, 2004**

Selected Reserve Enlisted Attrition Rate (in percent)	FY 2005 Target (Ceiling)	2000 YTD (Dec)	FY 2003 YTD (Dec)	FY 2004 YTD (Dec)
Army National Guard	19.5	5.4	4.9	5.3
Army Reserve	28.6	6.5	4.8	5.4
Naval Reserve *	36.0	3.9	6.0	7.8
Marine Corps Reserve	30.0	7.1	6.5	4.6
Air National Guard	12.0	3.0	3.6	2.5
Air Force Reserve	18.0	5.7	3.6	3.5
DOD		5.3	4.8	5.0

