



US Army
DACOWITS Army Accessions Brief
(#15, Recruitable Population, Propensity for
Success, & Waivers)

September 2016



Criteria to Gauge Potential Success of Recruits

- **The Army utilizes DoD quality benchmarks:**
 - >90% High School Graduates (Tier 1)**
 - >60% AFQT CAT I-III A**
 - <4% AFQT CAT IV**
- **Screens out 8% of CAT IV & Tier 2 applicants scoring poorly on the Tailored Adaptive Personality Assessment System Non-cognitive test of motivation, self-discipline and attrition risk**
- **Occupational Physical Assessment Test will in FY17 be used to physically qualify Soldiers for demanding specialties**
- **DoDI 6130.03 delineates medical factors which identify risk factors to long term success.**
- **DoDI 1304.26 and AR 601-210 delineate conduct factors which identify risk factors to long term success.**

Recruitable Population



- Primary population is 17-24 year olds who do not need a waiver to qualify
- 2013 Qualified Military Available study found 17% of youth are available (i.e. not in college) and are qualified to enlist without a waiver
- Only 13% score above the 30th percentile on AFQT
 - The Army doesn't access bottom 30th percentile (CAT IVB and CAT V) and normally recruits <2% CAT IV
- Primary population disqualification rates for the 7 largest categories are:
 1. Medical/Physical = 30% disqualified
 2. Overweight = 31% disqualified
 3. Mental Health = 15% disqualified
 4. Drugs = 30% disqualified
 5. Conduct = 10% disqualified
 6. Dependents = 12% disqualified
 7. Aptitude = 9% disqualified



Why Are Enlistment Waivers Necessary?

Conduct---Drug---Medical---Dependent

- **Changes in society**
 - 14% increase in prime market arrests
 - Law changes such as raising drinking age to 21 nationwide and lowering the DUI alcohol thresholds led to more arrests
 - Increased rates of drug use
 - Increased rates of medical diagnosis for conditions like asthma
- **Changes in procedures**
 - New diagnosis criteria for conditions like Attention Deficit Disorder and new treatments like Ritalin, LASIK, and orthopedic hardware
 - Improved waiver processes with automation increased the viability of timely waiver success led Recruiters to submit more requests
 - Improved detection of illicit drug use
 - Accuracy of electronic background checks
 - Systems updates eliminated under-reporting of multiple waivers

**Majority of waivers are for medical reasons
(top two are for Eyes & Orthopedic)**



U.S. ARMY

Army Policy on Enlistment with Dependents

Policy is gender neutral & disqualifies sole parents from Regular Army (RA) enlistment:

"An applicant does not meet dependency requirements if the applicant has no spouse but has custody of one or more dependents under the age of 18, (Waivers may be considered for the Reserve Components (RC))."

AR 601-210, Active and Reserve Components Enlistment Program

- Sole Parent waivers for RC enlistment are based on the applicant presenting a valid Family Care Plan (FCP) for approval to the Recruiting Battalion Commander
- Policy has been in place for the RA since at least 1975—not intended to require relinquishing custody—prohibits Army representative from advising, implying, or assisting an applicant to surrender custody for the purpose of enlistment
- Does not apply to serving single Soldiers/dual military members who become parents—It is in the best interests of the Army to retain these Soldiers to capture the Army's investment in their recruitment, training and experience, as well as to benefit the Soldiers, provided the Soldiers can continue to perform their duties
 - However, serving single Soldiers/dual military members who become parents can only continue to serve with a valid FCP. Most FCPs have proven effective, though not without hardship and great sacrifice for those involved



Army Policy on Enlistment with Dependents

Considerations

- Has minimal impact on the Regular Army's ability to recruit highly qualified applicants
- Allows Soldiers' successful transition from civilian life and permits them to spend much of their first term of active duty without their dependents in order to complete initial entry training, deployments & other overseas assignments
- Prevents undue hardship on new sole-parent Soldiers separated from their dependents due to the economic pressure of maintaining separate households on the relatively low pay of initial entry members--these financial pressures ultimately negatively impact both Soldier performance and Army readiness.
- Minimizes added sole parent attrition—already a big impact on unit readiness; Though FCPs are normally effective, over 43,000 Soldiers from FY02-FY15 left active duty before their term of service ended due to their being unable to care for their dependents while in service--over 8% of all Army attrition
- The Army plans to maintain the policy to minimize added first term attrition and other negative effects on unit readiness and to ensure applicants are positioned to succeed in their demanding military duties



Male vs. Female Waivers

Breakdown of waivers, by gender, for each accessions cohort

RA

% Accessions with Waiver	FY13	FY14	FY15
	11.8	12.0	10.6

USAR

% Accessions with Waiver	FY13	FY14	FY15
	9.2	9.5	10.3

ARNG

% Accessions with Waiver	FY13	FY14	FY15
	10.0	11.0	12.8

Accession Conduct Waivers

	FY13	FY14	FY15
% Male	90.5	88.7	89.2
% Female	9.5	11.3	10.8

Accession Conduct Waivers

	FY13	FY14	FY15
% Male	79.1	71.8	74.3
% Female	20.9	28.2	25.7

Accession Conduct Waivers

	FY13	FY14	FY15
% Male	88.0	89.3	91.5
% Female	12.0	10.7	8.5

Accession Medical Waivers

	FY13	FY14	FY15
% Male	83.1	83.8	83.2
% Female	16.9	16.2	16.8

Accession Medical Waivers

	FY13	FY14	FY15
% Male	82.0	73.0	74.2
% Female	18.0	27.0	25.8

Accession Medical Waivers

	FY13	FY14	FY15
% Male	81.7	85.0	81.6
% Female	18.3	15.0	18.4

Accession Waivers - Dependents*

	FY13	FY14	FY15
Total	456	343	318
% Male	75.2	77.8	69.2
% Female	24.8	22.2	30.8

Accession Waivers - Dependents*

	FY13	FY14	FY15
Total	86	59	111
% Male	68.6	74.6	45
% Female	31.4	25.4	55.0

Accession Waivers - Dependents*

	FY13	FY14	FY15
Total	740	1214	1442
% Male	54.3	54.1	56.3
% Female	45.7	45.9	43.7

*Dependents waivers include sole parent and >2 dependents for married applicant