

USAREC July 2012 Talking Points

Key Messages

- Recruiting success continues in FY 12, but the Army and the US still face challenges as we recruit the all volunteer force.
- The Army is looking for the best to join the profession of arms.
- Young people must aspire to be a Soldier, to embrace the Warrior Ethos.
- Fewer than one in four 17-24 year olds are fully qualified to join the Army (pages 5-6).
- Public support to Soldiers remains strong.
- The Army seeks qualified, motivated Americans to step forward and serve.
- The Army seeks adult advocates to support a youth’s decision to join the Army.

FY12 Recruiting Requirements

USAREC will Recruit –

- **58,000** Regular Army (RA)
- **16,320** Army Reserve (AR)

RA Total of
64,043

AR Total of
17,316

Total of
81,359

And Also Recruit For...

	RA	AR
Army Medical Department (AMEDD)	955	796
Officer Candidate (OCS)	250*	320*
Special Forces (18X)	1,400*	0
Translator (09L)	85*	17*
Special Forces Enlisted	2,000	0
Ordnance (89D)	200	0
Civil Affairs Officer	225	0
Civil Affairs Enlisted	532	0
Military Information Support Operations (MISO)	280	0
160 th Special Operations Aviation Regiment (SOAR)	385	0
Non-Rated Crew Members (NRCM)	200	0
Aviation Back Shop Maintenance	50	0
Service Support	100	0
In-Service Warrant Officer (Tech)	764	0
In-Service Warrant Officer (Flight)	268	0
Chaplain	84	125
Chaplain Candidate Conversions	0	75
Band	90*	0

* OCS, 18X, 09L and Band already Counted in the RA 58K & AR 16,320K Enlisted Count

NOTE: Adjusted USAR mission as of 16 Dec 2011



These talking points are a product of the USAREC Public Affairs Office. For more information or to be added to the distribution list, please call 502-626-0164 or email kathleen.welker@usarec.army.mil

Purpose of these Talking Points

The following talking points and links to informational web sites are provided to assist Recruiting Command personnel at all levels to respond to questions from the general public and the news media. This information can also be helpful when preparing for speaking engagements, community and school presentations and other recruiting activities in your communities.

USAREC Vision

Strength Starts Here

A carefully selected team of dedicated professionals sustaining an All-Volunteer Army...with Soldiers and Civilians who truly embrace the Army's values and Warrior Ethos, and who understand the strategic importance of our mission. Enabled by leading edge technologies and premier recruiting practices... we establish and maintain enduring relationships with Centers of Influence, Future Soldiers, Families and the American Public.

Potential Audiences and Relevant Messages by Audience

- **Congressional leaders:** Compensation and benefits commensurate with the demanding rigors of Army service will ensure that US Army Recruiting Command will continue to meet its goals.
- **General Officers, CASAs, Reserve Ambassadors, and Command Sergeants Major:** Your continued support with community engagement is critical to US Army Recruiting Command providing the strength of the Army and Army Reserve.
- **Educators:** Access to high schools and colleges benefit everyone: educators, students, and the Army. The public education crisis in the US needs assistance that March 2 Success and the ASVAB provides. Recruiters offer programs, opportunities, and abilities to educators and students in all education settings.
- **Business leaders:** The PaYS and Reserve EPO programs offers companies productive employees – who have already been professionally trained and experienced in their specific job skill – without the employers having to spend precious training and human resource recruitment dollars.
- **Other influencers (parents, relatives, coaches, employers):** Parents and other influencers should support a prospect's interest in – or decision to join – the Army because there are literally hundreds of opportunities for young adults to become highly educated, confident leaders of tomorrow. Service in the armed forces is one of the noblest endeavors anyone can undertake.
- **Soldiers and other internal audiences:** Tell your Army story. Refer potential applicants to Army recruiters so young men and women can enjoy the same opportunity.

USAREC Fiscal Year 2012 Focus Areas

1. Recruiting the Profession of Arms.
 - We will recruit only those who embrace the Warrior Ethos.
 - Recruiting personnel will hold themselves to Profession of Arms standards.
2. Exhibit the highest standards of professionalism both on and off duty.
 - It is an honor and responsibility to be the Army's ambassadors across the nation.
 - Acting unprofessionally brings discredit to all who wear the uniform.
3. Focus and excel in small unit recruiting.
 - All Recruiting personnel will work as a team at every level.
 - Our operations will be the same as the rest of the Army.
4. Selecting only those with the highest qualifications and genuine desire to serve
 - Current recruiting environment means we will select the best prospects.
 - As the Army gets smaller, we must have a higher quality force.
5. Expanded presence in high schools and colleges.
 - Army will be the military service committed to relationships with educators.
 - We will influence youth to complete their education and be healthy and fit.
6. Effective, responsive Future Soldier programs.
 - Future Soldiers and their families will be adequately prepared for the Profession of Arms.
 - Easing tension of their transition to Soldier assures minimal Future Soldier losses.
7. Positive leadership environments.
 - Our Soldiers are the tip of the spear and deserve an environment that promotes success.
 - Successful organizations have leaders that promote team success and the Army Values.
8. Taking care of our people and families.
 - If we take care of our people and our families, the mission takes care of itself.
 - Every USAREC leader must truly care about and support those they lead.
9. Updating the perceptions of influencers.
 - Make COIs understand the Army is a first choice that young people must aspire to join.
 - The Army provides high caliber young people great opportunities, not a last chance.
10. Expanding our partnership with America.
 - As Army ambassadors, we will give back in our partnership with America.
 - We assist communities in education shortfalls, obesity problems, and other critical issues.

Talking points for the CG's FY 12 Focus Area #8 follows on the next page.

FY 12 Focus Area Talking Point #8:**8. Taking care of our people and families.**

- If we take care of our people and our families, the mission takes care of itself.
- Every USAREC leader must truly care about and support those they lead.

“Mission first, people always.”

- Caring for Soldiers and Civilian employees is a critical responsibility because without these valuable members we could not accomplish our mission.
- It is imperative that we care for and develop our Soldiers and Civilian employees, our most valuable resource, and provide them tools and training to perform their mission.
- By showing genuine concern for our most valuable resource, their welfare and career development, they will perform at their best and represent the Army with pride.
- Leaders who have the well-being of their subordinates in mind create greater trust. Leaders who respect the people they work with will likely be shown respect in return.
- Taking care of people means providing the guidance, resources, and sometimes the top cover to allow them to accomplish the mission. It means to mentor Soldiers when they make mistakes, reward them when they excel, celebrate accomplishments in public and address improvements in private.
- Taking care of people means to treat people with respect and dignity while keeping the bar high, and to support your Soldiers as they accomplish something they never thought was within their reach.
- Taking care of people means, in the end, to ensure your Soldiers are better when they leave the unit than when they came in.
- A Soldier cannot be at the top of his/her game when concerned about family issues. Good leaders ensure that Families’ needs are addressed, too, and that means getting know all members of the team well enough to know what’s happening with their Families.

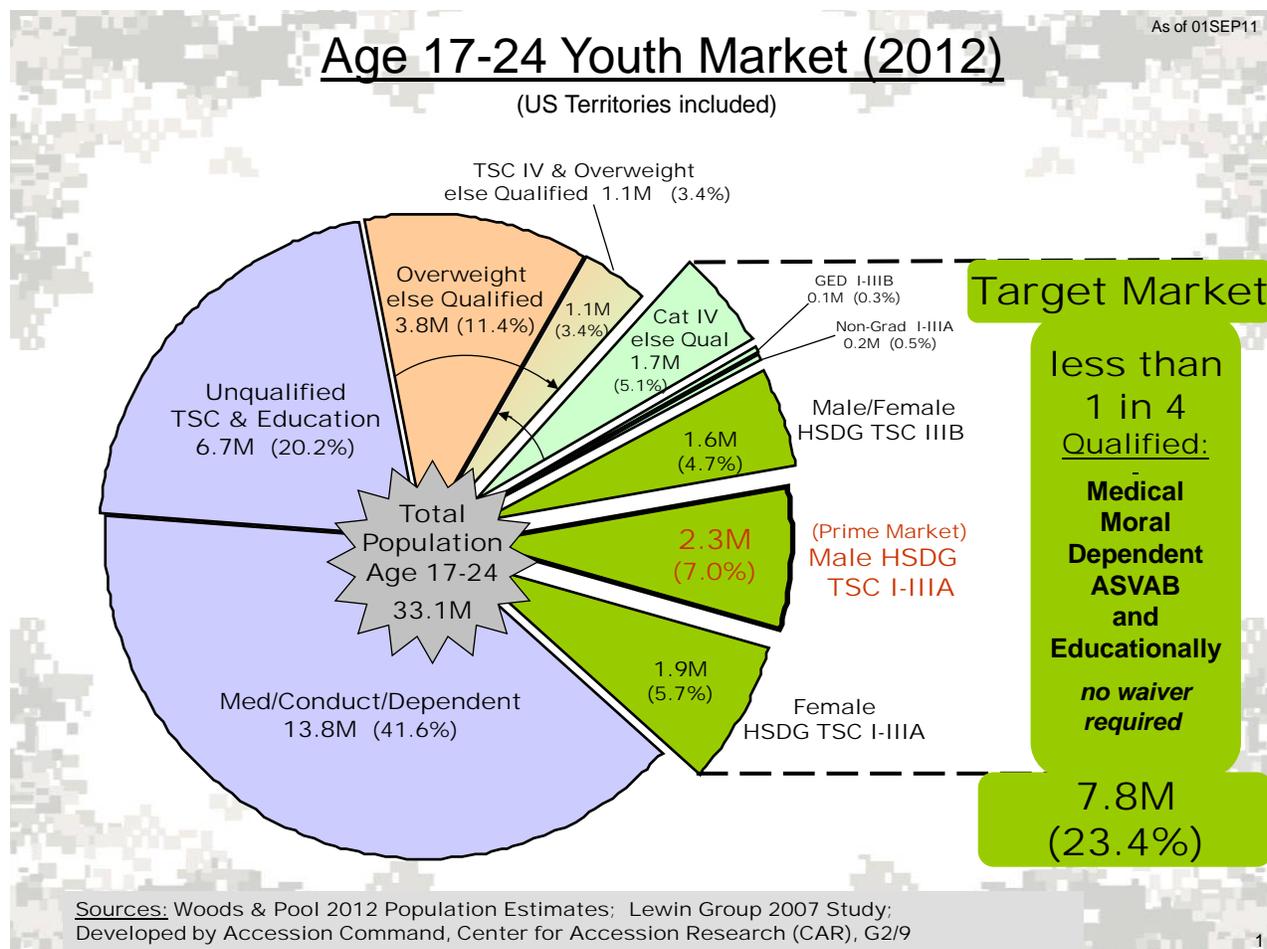
- **THE PROFESSION OF ARMS.** The Army is an American Profession of Arms, a vocation comprised of experts certified in the ethical application of land combat power, serving under civilian authority, entrusted to defend the Constitution and the rights and interests of the American people.
- **THE PROFESSIONAL SOLDIER.** An American Professional Soldier is an expert, a volunteer certified in the Profession of Arms, bonded with comrades in a shared identity and culture of sacrifice and service to the nation and the Constitution, who adheres to the highest ethical standards and is a steward of the future of the Army profession.

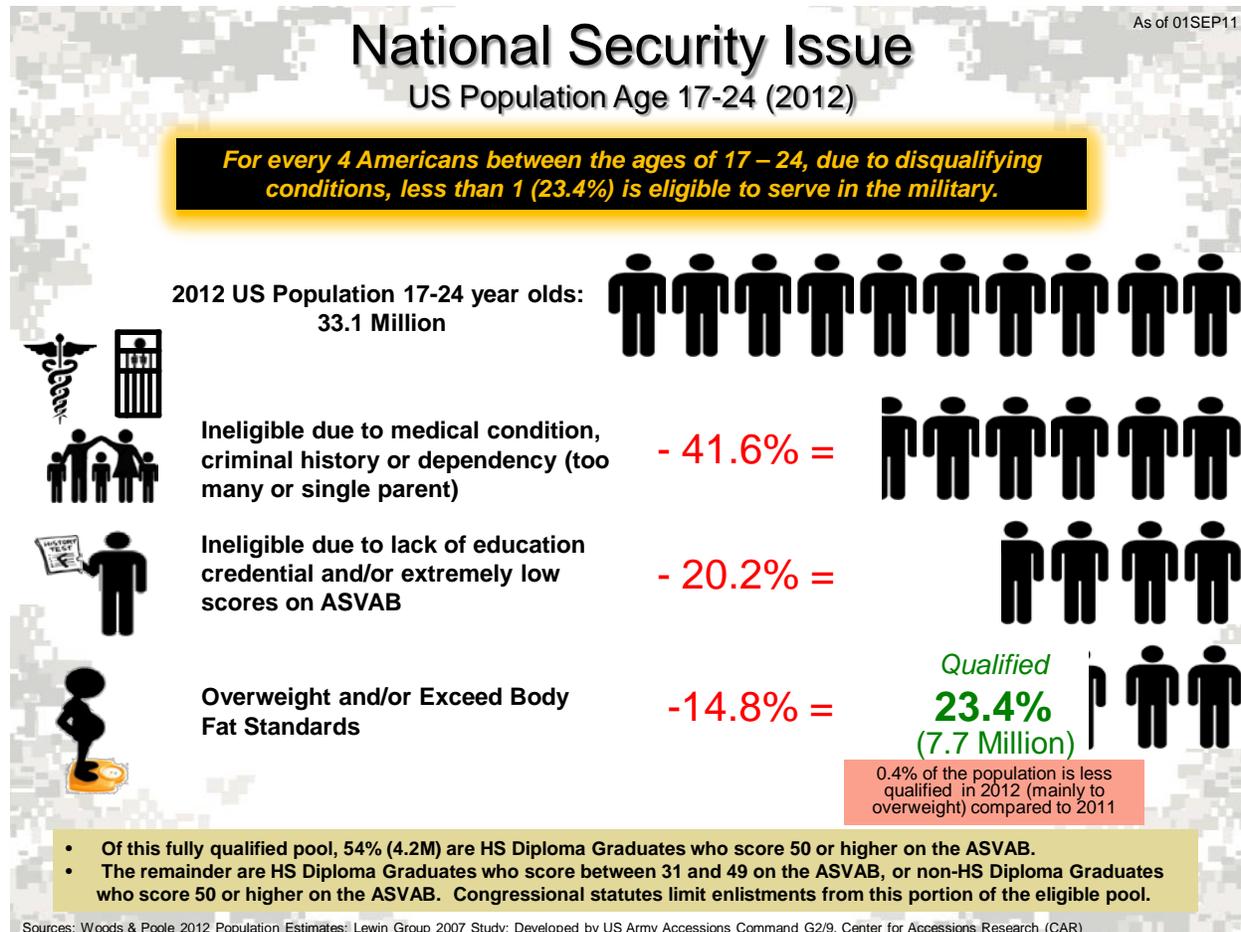
Current Top Talking Points

- “Why can’t Johnny join the Army?”
 - Temporary manpower increase of 22,000 Soldiers ends by 2013.
 - Regular Army mission of 58,000 for FY 12 is 9% less than FY 11’s mission.
 - It is harder to join today’s Army than it was in past years.
 - Accepting only the smartest, the most fit and moral young people in the Nation.

- Fewer than one in four 17-24 year olds are fully qualified to join the Army.*
 - The national high school dropout rate is 20 percent.
 - The obesity rate among our nation’s youth – one in five 12-19 year olds – is projected to grow to one in four by 2015.
 - Criminal and moral misconduct disqualifies many applicants.
 - These are not just Army challenges; they are challenges for the nation.

* Sources for these statistics are listed on the next page.





SOURCES:

1 in 4 not qualified -- Woods & Pool 2012 Population Estimates; Lewin Group 2007 Study; developed by US Army Accessions Command G2/9, Center for Accessions Research (502-613-0556)

1 in 5 do not graduate -- <http://nces.ed.gov/pubs2011/2011012.pdf> -- National Center for Education Statistics, US Department of Education: Trends in High School Dropout and Completion Rates in the United States: 1972–2008 Compendium Report, DECEMBER 2010 (see page 12 for regular high school diploma holders statistic of 79.5%). Department of Education statistics always take 2-3 years to develop.

1 in 5 overweight -- <http://www.childstats.gov/americaschildren/health7.asp>

SOURCE: National Center for Health Statistics, National Health and Nutrition Examination Survey.

- In 1976-1980, only 6 percent of children ages 6-17 were obese. This percentage rose to 11 percent in 1988-1994 and to 17 percent in 2005-2006. In 2007-2008, 19 percent of children ages 6-17 were obese, which was not statistically different from the percentage in 2005-2006.
- Combined data for the years 2005-2008 indicate that Mexican American and Black, non-Hispanic children were more likely to be obese than White, non-Hispanic children.
- In 2007-2008, 20 percent of children ages 6-11 were obese and 19 percent of adolescents ages 12-17 were obese. There was no statistical difference between the percentages of the younger and older age groups.
- In 2007-2008, there was no statistical difference between boys and girls in the percentage of children who were obese.

- **The Army's post-war posture and new Defense Strategy.**
 - The federal budget deficit solution will affect the Army.
 - Anticipate a smaller force with fewer resources.
 - Unknown how this will affect compensation and benefits.
 - We await action from the Congress and President.
 - “We developed a strategy that said [the military] is going to be leaner, it is going to be smaller, but it has to be agile, it has to be adaptable, it has to be flexible, quickly deployable, and it has to be technologically advanced. That’s the kind of force we need for the future.” ~ Defense Secretary Leon Panetta
 - We do not know yet how these changes will affect recruiting. Any decision made by Congress on the military end strength will require new guidance to be implemented by the Department of Defense through the Department of the Army before USAREC takes any action.

AR 340-21, The Army Privacy Program

3–3. Disclosure to third parties

Personal information that may be disclosed under the Freedom of Information Act is as follows:

a. Military personnel.

(1) Name, rank, date of rank, gross salary, present and past duty assignments, future assignments that are officially established, office or duty telephone number, source of commission, promotion sequence number, awards and decorations, military and civilian educational level, and duty status at any given time.

Army Strategic Messages

America's Force of Decisive Action

- The U.S. Army is the most decisive land force in the world. No matter the task, no matter the environment, no matter the difficulty– America's Army will always accomplish the mission.
- As America's decisive force, the Army provides our national security decision makers with greater flexibility in responding to national security challenges at home and abroad against both conventional and hybrid threats.
- Our Army is responsive, innovative, flexible, agile and lethal, providing versatility and depth to the Joint Force.
- As a member of the Joint Force and interagency team, the Army is responsive and effective for Combatant Commanders; provides training, equipment and logistical support to our sister services; and quickly integrates and synchronizes Army operations within larger joint, interagency and multinational efforts.
- To meet today's challenges and tomorrow's uncertain conflicts, we must field an Army that can rapidly dominate any operational environment and provide decisive results across a full range of missions to include: deterring and defeating aggression; providing humanitarian assistance; engaging with our allies while building partner capacity; facilitating strategic access to other armies; and supporting civil authorities at home and abroad.
- As we transition to a leaner, more agile Army we will shape a future force that has the capability and versatility to *Prevent* conflict; *Shape* the environment; and decisively *Win* our Nation's wars.
- America's Army is a globally recognized symbol of our national resolve and commitment. We are and will remain the best manned, best equipped, best trained, best led and most decisive land force in the world.

OCPA Statement on Investigation into the Recruiter Assistance Program (known as the \$2K Referral Program in USAREC):

“After internal Army investigations identified instances of fraud in Recruiting Assistance Programs, the Secretary of the Army immediately terminated those programs and their funding. He further directed a comprehensive investigation and review by the Army's Criminal Investigation Command (CID) and Army Audit Agency. That investigation of the program's use by the Army, Army National Guard and Army Reserve is ongoing. If additional allegations of criminal conduct are found, the Army will take appropriate action. Because of the sensitivity of the criminal investigation, providing any further details or comment would be inappropriate.”

George Wright, Army spokesman at the Pentagon (OCPA)

Recruiting Topics

Combat-Related Jobs Opening to Women

- The Army is committed to a diverse workforce, one that reflects the strength of the diverse American people. In short, we want the Army to look like America, to include diversity of gender, ethnicity, geography, and education.
- Women have served effectively and well in the U.S. Army since 1775 and have asked for more opportunities to serve in combat.
- Women currently make up almost 16 percent of the Army and serve in almost 78 percent of Army occupations. The new DoD policy opens up an additional 3 percent of Army jobs to women. About 30 percent of Army jobs will remain restricted to men.
- Opening positions to a wider pool of skilled personnel maximizes military capabilities by providing a greater pool of qualified members from which to draw, and reduces the operational tempo for those currently deploying.
- There are two parts to the effort to open up combat-related jobs to women:
 1. The Army will place women in 37 battalions in nine of its 45 active-duty BCTs. These Soldiers will be placed in MOSs that already are open to women. However, women didn't previously serve in these units because regardless of the MOS, they were barred from being assigned to combat units below the brigade level.
 2. Additionally, six military occupational specialties (MOSs) were opened to women effective May 14, 2012.
 - Multiple Launch Rocket System crewmember, 13M
 - MLRS operations fire detection specialist, 13P
 - Field artillery fire finder radar operator specialist, 13R
 - M1 Abrams tank system maintainer, 91A
 - Bradley Fighting Vehicle system maintainer, 91M
 - Artillery mechanic, 91P
- The Army plans to recruit new soldiers who want to enter these specialties, but also is seeking soldiers who want to reclassify and retrain into these jobs.
- The Army will assign Soldiers to these positions in accordance with existing assignment processes; women will be treated the same as their male counterparts.
- Infantry, Armor, Combat Engineer, Special Forces and some Field Artillery Military Occupational Specialties remain closed to women Soldiers at this time.
- The Army has gender-neutral physical standards for each MOS. Gender-neutral physical standards are standards required for a specific job that are no different for women than men. In other words, the physical standards required are what have been deemed the minimum physical standards necessary to successfully perform a given job, and are therefore no different for women Soldiers than for male Soldiers.

Enlistment criteria

- The Army continues to attract highly qualified and motivated individuals who aspire to serve.
- Department of Defense and Department of the Army enlistment criteria call for at least 90 percent of non-prior service accessions to be high school diploma graduates, no less than 60 percent to score in Test Score Categories I-III, and allow no more than 4 percent to score in Test Score Category IV.
- U.S. Army Recruiting Command will manage Fiscal Year 2012 accessions in order to ensure compliance with the annual criteria.
- Army recruits have a much higher aptitude than the general youth population. Department of Defense uses an aptitude test, the Armed Services Vocational Aptitude Battery (ASVAB), for screening. This test is “normed” to a nationally representative sample of youth. In FY 11, 62.8 percent of active Army recruits scored above the 50th percentile; by definition, only 50 percent of American youth did.

Recruiting with Integrity

- There are more than 8,000 Soldiers recruiting throughout the United States. These Soldiers continue to recruit with integrity and uphold the Army Values.
- Everyone in recruiting is disappointed when a recruiter fails to uphold the Army Values. The U.S. Army Recruiting Command takes allegations of recruiting impropriety very seriously. We investigate every allegation of recruiting impropriety that is brought to our attention, and we take appropriate actions as necessary upon completion of the investigation.

The No Child Left Behind Act and recruiters in high schools

- The No Child Left Behind Act, enacted by the U.S. Congress, requires high schools to release student directory information to the military services. Parents must notify their child’s school if they don’t want their child’s information released (called “opt out”).
- The continued success of the all-volunteer military depends on our recruiters’ ability to speak with students and educators. Our recruiters need the same access to students as employers and institutions of higher education, so that students and educators are informed that military service is a viable career option.

For **Election Year and Political Activities guidance**, see the May 2012 USAREC Talking Points or go to the Public Affairs Portal on AKO, as follows:

[AKO Home](#) > [DoD Organizations](#) > [Army](#) > [Headquarters, Department of the Army \(HQDA\)](#) > [Secretary of the Army \(SA\)](#) > [Public Affairs \(OCPA\)](#) > Public Affairs Portal

Look under Public Affairs Guidance and Talking Points, Hot Topics/RTQ.

U.S. Military Tops Gallup Poll on Confidence in Institutions

Gallup's 2011 Confidence in Institutions poll found the military continues its long-standing run as the highest-rated U.S. institution. The military has been No. 1 in Gallup's annual Confidence in Institutions list continuously since 1998 and has ranked No.1 or No. 2 almost every year since its initial 1973 measure.

<http://www.gallup.com/poll/148163/Americans-Confident-Military-Least-Congress.aspx>

Soldier Stories

The following Web sites offer stories about Soldiers serving today.

- Army Stories of Valor <http://www.army.mil/valor/>
- DoD Heroes <http://www.defenselink.mil/heroes/>
- America's Army Real Heroes <http://www.americasarmy.com/realheroes/>
- Army Strong Stories <http://www.armystrongstories.com/>
- 1st Cavalry Division Moments of Valor
<http://pao.hood.army.mil/1stcavdiv/heroes/valor/valor.htm>

Army.mil Smartphone Application Available – Army Public Affairs has an application for Smartphone users offering news, photos and videos from major commands around the Army. There are also several items Future Soldiers may find useful, such as information on rank, uniforms, and current weapon systems. Visit www.army.mil/mobile.

REMINDER: If you are posting photos of recruiter/FS training, activities, events (as well as links to news articles on your people) to your Facebook page, be sure to send us an e-mail. We like to share your activities on our page, but can't if we don't know about them – and we don't have the staff to search all your pages every day to see what you're up to. Be sure to provide information as to what's going on in the photos, as well.

Email: maria.hernandez@usarec.army.mil brian.lepley@usarec.army.mil

Army Recruiting Online

- **Recruiting News** – Visit www.army.mil/usarec to see what's going on across the command. Army news can be found at <http://www.army.mil/news/>
- **U.S. Army Recruiting Command Facebook Page** – Keep up with news, resources, events, and information about all things USAREC at <http://facebook.com/USAREC>
- **Army Referral Programs** – For information on the various Army referral programs, go to www.supportrecruiting.army.mil
- **Pocket Recruiter Guide update** – The updated 2011-2012 Pocket Recruiter Guide is available online at <http://www.2k.army.mil/downloads/Pguide11-12.pdf>

DoD News Release

No. 520-12
June 21, 2012

11th Quadrennial Review of Military Compensation Released

The Department of Defense released today the report of the 11th Quadrennial Review of Military Compensation (QRMC), which assesses the effectiveness of military pay and benefits.

Every four years, the DoD is directed by the President to complete a review of compensation principles and concepts for members of the uniformed services.

The 11th QRMC began in 2010, and focused on the following four areas established by the President: special and incentive pays for critical career fields; combat compensation; wounded warriors, caregivers, and survivor compensation; and Reserve and National Guard compensation and benefits.

DoD will study the recommendations for potential implementation and, if needed, send selected proposals to Congress as proposed legislation.

The 11th QRMC began its study by analyzing the relative standing of military compensation with civilian wages as context for decisions about elements of the military compensation system. The QRMC found that regular military compensation (RMC) for enlisted personnel and officers compares favorably with civilian wages for those with comparable education and experience. Highlights of the QRMC recommendations for each of the study areas follow.

Special and incentive pays. Special and incentive pays are a cost-effective means of achieving manpower objectives. In conducting its assessment of several high-demand career fields, the QRMC found that a versatile career incentive pay authority could have great utility and recommends establishing such an authority.

Combat compensation. The QRMC concluded that the relationship between combat compensation and the degree of danger to which a member is exposed has eroded, with members most likely to be exposed to the hazards of combat receiving the smallest benefit. Thus, the QRMC recommends that combat compensation be restructured so that those who are exposed to the greatest danger receive higher compensation, regardless of grade by: establishing differentials in hazardous duty pay, and replacing the Combat Zone Tax Exclusion with a refundable Combat Tax Credit and a refundable Direct Support Tax Credit.

Wounded warriors, caregivers, and survivors. The QRMC researched the financial well-being of service members wounded in combat and survivors of fallen warriors. The QRMC also examined the financial implications for family members who take on the role of caregiver for a wounded service member.

Wounded warriors. The QRMC's research showed that income loss increases with severity of injury, but disability payments more than offset the loss, on average. However, the QRMC recommended that the department continue to examine wounded warriors' earnings and disability payments to fully understand the long-term financial impact of being injured.

Caregivers. The new DoD and VA benefits provide a source of compensation and help offset earnings losses some caregivers experience. However, the QRMC recommends that the two programs be more closely aligned.

Surviving spouses. Similar research of surviving spouses found that recurring survivor benefits replace a significant portion of income loss. However, the QRMC recommends partially eliminating the reduction in Survivor Benefit Plan payments when a spouse is also entitled to Dependency and Indemnity Compensation, and equalize Survivor Benefit Plan payments when a National Guard or Reserve member dies while performing inactive duty training.

Reserve Compensation, Benefits and Duty Structure. Today, the Reserve components serve two purposes -- to support operational missions on a regular basis and to provide strategic depth. Yet the QRMC found the reserve compensation system was designed to support a strategic reserve by optimizing compensation for training, and therefore, the system is misaligned with current utilization of the guard and reserve in an integrated total force. The QRMC recommended modernizing the Reserve compensation system by transitioning the Reserve components to a total force pay structure under which a member receives full pay and allowances for each day of duty regardless of the type or purpose of duty. Further, the QRMC recommended transitioning the reserve components to a retirement system that is more closely aligned with the active duty system with Guard and Reserve members receiving retired pay upon reaching their 30th anniversary of military service, having completed 20 qualifying years.

The QRMC also examined the breadth of benefits available to Guard and Reserve members and their families, and made recommendations involving health care, educational assistance, and disability.

The QRMC found that the Reserve duty structure is complicated, confusing and cumbersome. Thus the QRMC recommends reducing the number of authorities under which a Reserve component member can be called or ordered to duty from 30 to 6.

Full recommendations, in greater detail, can be viewed on the Web at <http://militarypay.defense.gov/REPORTS/QRMC> .

DoD News Release

No. 547-12
June 28, 2012

DOD Updates Enlistment Priority for Certain Education Credentials

The Department of Defense announced today that eligible students with diplomas from home schools, virtual/distance learning and adult/alternative schools, who score 50 or above on the Armed Forces Qualification Test (AFQT), will now receive Tier 1 enlistment priority.

The policy change implements the 2012 National Defense Authorization Act requirement. Previously, many of these graduates received Tier 2 enlistment priority.

The purpose of the DoD education credential policy is to predict adaptation to the military and successful completion of military service. The education credential tiers were initially developed more than 30 years ago, based on first-term attrition rates associated with various education credential types. Because Tier 1 graduates are more likely to complete their first term of enlistment, department benchmarks require that at least 90 percent of recruits enlisting possess a Tier 1 credential.

While numerous studies have shown education credential source or type as a predictor of first-term attrition, aptitude, as measured by the AFQT, also predicts attrition behavior. Those with diplomas from home schools, virtual/distance learning and adult/alternative schools who score above 50 on the AFQT have similar attrition to traditional high school graduates.

“It’s important for everyone interested in joining the military to understand that the current competitive recruiting environment, high retention, and force reductions, have impacted the number of positions available to interested applicants,” said Lernes Hebert, acting director of accession policy. “High demand has also affected the waiting time to enter the military. On average, a typical recruit is now entering the military eight or nine months after his or her initial visit with a recruiter.”

All applicants for military service, regardless of credential type, must also meet a variety of other enlistment standards - including aptitude, medical, and conduct standards.

Freedom of Information Act (FOIA) requests for information from any USAREC source should be submitted to the following POC at Human Resources Command:
Mr. Peter A. Robinson [peter.a.robinson10.civ@mail.mil]
Chief, Freedom of Information and Privacy Act
U.S. Army Human Resources Command, Fort Knox KY
Telephone: 502-613-4053/4063

NDA FY 12 – Changes to Tier 1 education credential coding

Effective 1 July 2012, graduates from adult/alternative diploma schools, virtual/distance schools or home schools may enlist as Tier 1 credential holders into the Active Army, Army Reserve, or Army National Guard, provided they:

- a. Receive a diploma from a secondary school that is legally operating and completes a program of secondary education in compliance with the education laws of the state in which the person resides.
- b. Have an Armed Forces Qualification Test score (AFQT) of at least 50* and are otherwise qualified.

* As an exception, graduates whose AFQT scores are below 50 may enlist, but must be counted against the component's 10 percent cap as provided by DoD for alternate high school credential holders Tier 2 Bravos.

Applicants enlisting as graduates from adult/alternative institutions and virtual/distance schools will be required to complete the program in which enrolled at the time of enlistment.

- a. Future Soldiers (FS) who fail to graduate or complete the program will not be allowed to ship as Tier 2.
- b. FS who fail to complete the program for which they are enrolled but earn a GED are considered as a fail to graduate.

The BN education services specialist (ESS) is the primary evaluating official for all tier evaluations (per USAREC Regulation 601-101).

Definitions:

Credential	Code	Definition
Adult/Alternative Diploma	B	A diploma issued to a graduate of a public or private non-traditional school using alternative methods of instruction to complete graduation credit requirements based on state law (i.e., all alternative, accelerated, or high school completion programs to include the GED Test Option). (11M)
Virtual/Distance School	7	A diploma awarded upon completion of an accredited Home Study, Diploma Distance Learning, Independent Study, Self-Study, Correspondence School, Cyber School or Virtual Learning Program. (11M)
Home School Diploma	H	A diploma issued to a graduate of a home school program in accordance with State requirements, administered by a parent, teacher/school district, or umbrella association. (11H)

DoD News Release

No. 552-12
June 29, 2012

DOD Announces Recruiting and Retention Numbers for Fiscal 2012, Through May

The Department of Defense announced today recruiting and retention statistics for the active and reserve components for fiscal 2012, through May.

Active Component.

- **Recruiting.** All four active services met or exceeded their numerical accession goals for fiscal 2012, through May.
 - Army -- 37,953 accessions, with a goal of 37,700; 101 percent
 - Navy -- 21,160 accessions, with a goal of 21,160; 100 percent
 - Marine Corps -- 14,457 accessions, with a goal of 14,418; 100 percent
 - Air Force -- 18,952 accessions, with a goal of 18,952; 100 percent
- **Retention.** The Army, Navy, Marine Corps, and Air Force all exhibited strong retention through the eighth month of fiscal 2012.

Reserve Component.

- **Recruiting.** Five of the six reserve components met or exceeded their numerical accession goals for fiscal 2012, through May.
 - Army National Guard -- 32,542 accessions, with a goal of 34,092; 95 percent
 - Army Reserve -- 18,237 accessions, with a goal of 17,595; 104 percent
 - Navy Reserve -- 5,056 accessions, with a goal of 5,056; 100 percent
 - Marine Corps Reserve -- 5,896 accessions, with a goal of 5,583; 106 percent
 - Air National Guard -- 5,669 accessions, with a goal of 5,655; 100 percent
 - Air Force Reserve -- 5,691 accessions, with a goal of 5,691; 100 percent
- **Attrition** -- All reserve components are on target to achieve their fiscal year attrition goals.

Please send suggestions, comments, or email address changes to:

U.S. Army Recruiting Command

ATTN: RCMEO-PA

1307 Third Avenue

Fort Knox, KY 40121

kathleen.welker@usarec.army.mil or kathleen.welker@us.army.mil