

“Who Will Fight -  
The All-Volunteer Force after 9/11”<sup>1</sup>

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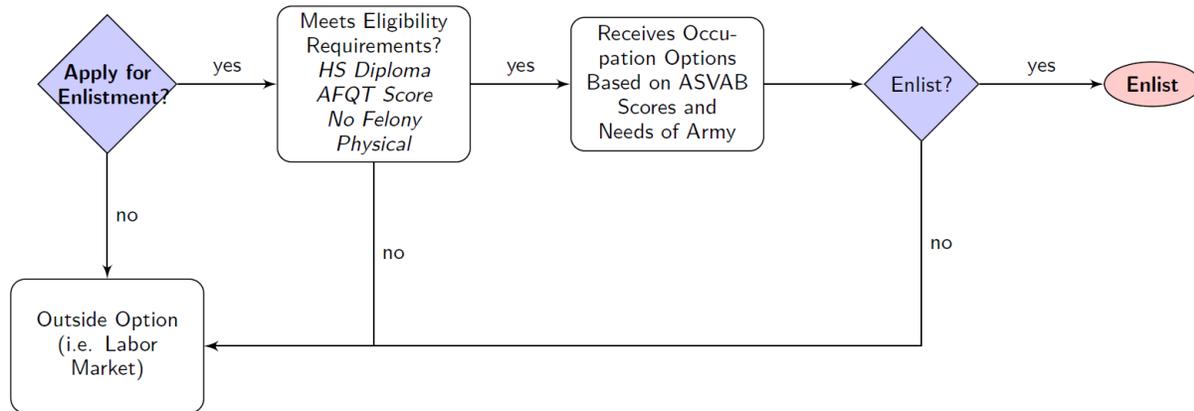
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**ONLINE APPENDIX**

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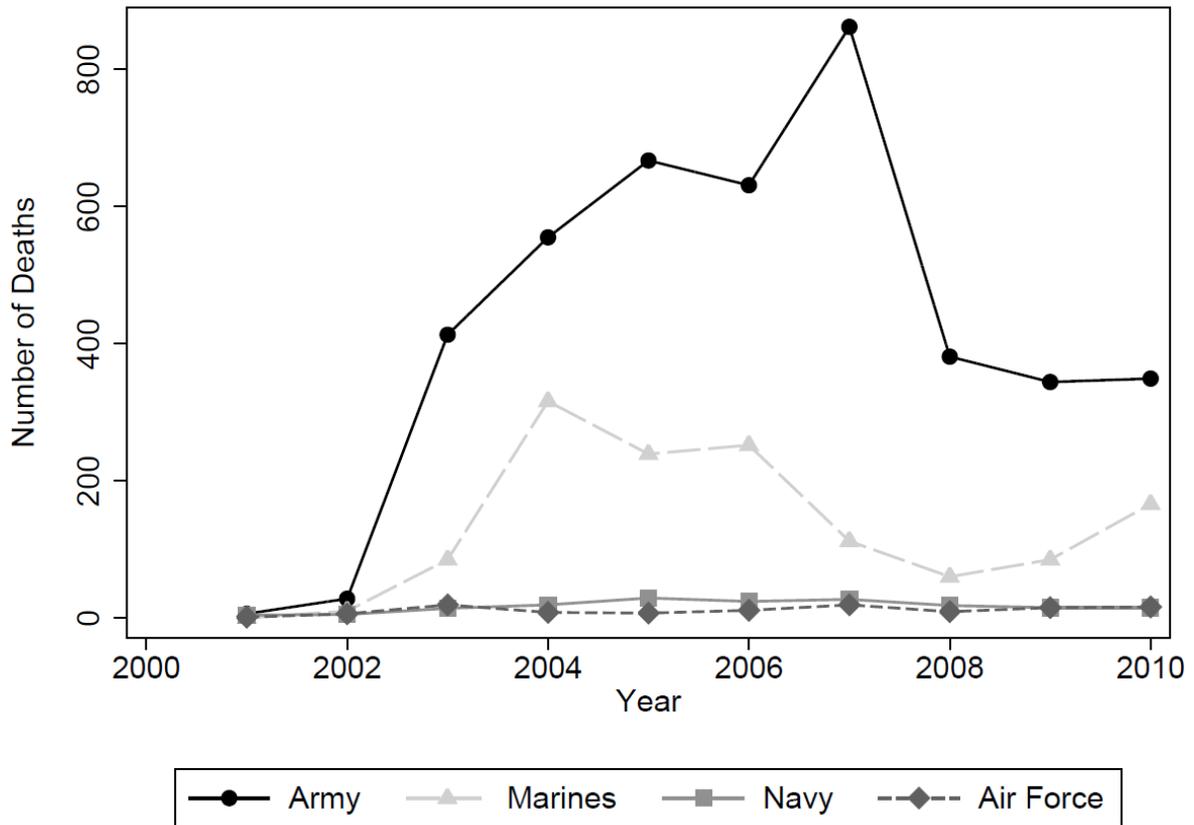
<sup>1</sup> The views expressed herein are those of the authors and do not represent the U.S. Military Academy, the Department of the Army, or the Department of Defense.

Appendix Figure 1: The Military Enlistment Process



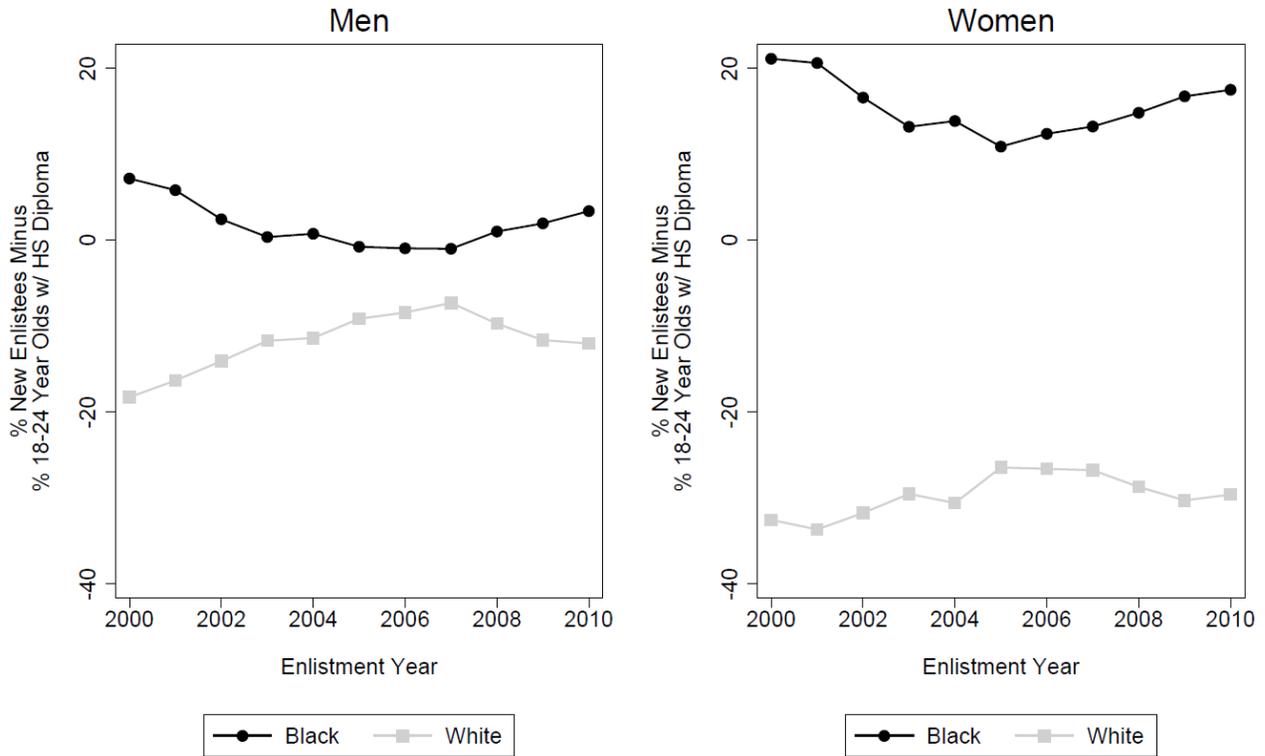
The enlistment process begins when an interested candidate meets with an Army Recruiter. At this initial meeting, a recruiter will discuss the general qualification needed for enlisting in the Army and conduct several basic screening tests and background checks. Based on these initial tests, the recruiter will discuss a candidate's overall eligibility and the types of occupations within the Army for which she may be eligible. If the candidate passes the initial basic screening and remains interested, the recruiter schedules an appointment for the candidate at the nearest Military Entrance Processing Station. Here a candidate takes the Armed Forces Qualification Test and undergoes a more thorough background check and medical examination, as well as applies for any necessary waivers. Once complete and deemed qualified, a candidate is presented with her set of occupational choices that are the result of both the candidate's eligibility for any specific job and the Army's current need for the specific occupation. A recruit at this point can choose to enlist in the military by selecting from the set of occupations offered and signing an enlistment contract or exit the enlistment process. (U.S. Army, 2016)

Appendix Figure 2: Hostile Deaths by Service (2001 – 2010)



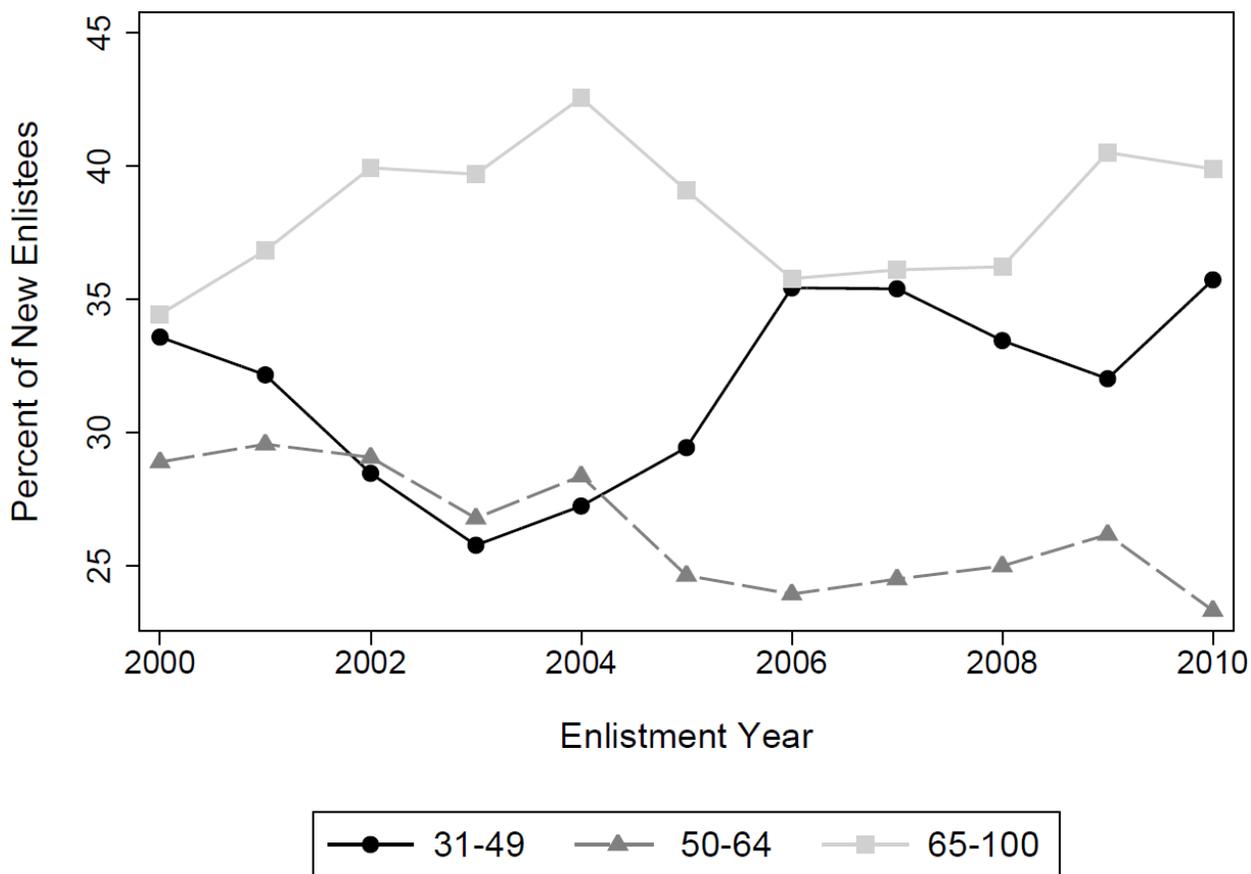
Source: Defense Manpower Data Center Casualty Analysis System (2016). Note: Hostile deaths include service members killed as a direct result of hostile action in support of either Operation Enduring Freedom (Afghanistan) or Operation Iraqi Freedom (Iraq). Hostile deaths do not include deaths due to accident, illness, or suicide.

Appendix Figure 3: Proportion of New Army Enlistees Relative to the Proportion of 18-24 Year Olds in the U.S. with at Least a High School Diploma



Source: Data for new Army enlistees comes from the U.S. Army’s Office of Economic and Manpower Analysis. Data for the U.S. population comes from the Annual Social and Economic Supplement of the Current Population Survey 2000-2010.

Appendix Figure 4: Share of New Enlistees by AFQT Category (2001 – 2010)



Source: Data for new Army enlistees comes from the U.S. Army’s Office of Economic and Manpower Analysis. The Army categorized AFQT scores as follows: Category I (93-99), Category II (62-92), Category IIIA (50-64), Category IIIB (31-49), Category IV (10-30), and Category V (0-9). We have combined Category I and II for this purposes of this graph. The minimum AFQT Category for enlistment is Category IIIB.

Faced with increasing the size of the force during a time of conflict, the Army began lowering its recruiting standards in October, 2004 to meet recruitment goals. This initial relaxation of standards was modest and allowed the Army to provide education and cognitive score test waivers for up to 2 percent, rather than the traditional 1.5 percent, of its recruits (Schmitt, 2004). In 2005, the cap was raised again to allow waivers for up to 4 percent of enlistees. In 2006, the Army also broadened and increased its use of “moral waivers,” allowing recruits with specific disqualifying criminal misdemeanors and felony charges to enter the Army after a review by a senior military officer (Bender, 2007).

Table 1: Explaining Variation in Deployment (Men Only)

	Occupation					
	Combat Branch	Deploy Risk	Deploy within 5 Years		Hostile Injury	
	(1)	(2)	(3)	(4)	(5)	(6)
<b>RACE:</b>						
Black	-0.257 (0.002)	-0.008 (0.001)	-0.039 (0.002)	-0.013 (0.002)	-0.019 (0.001)	-0.004 (0.001)
Hispanic	-0.081 (0.002)	-0.009 (0.001)	0.026 (0.002)	0.017 (0.002)	-0.003 (0.001)	0.001 (0.001)
Other (Non-White)	-0.09 (0.003)	-0.008 (0.001)	-0.004 (0.003)	-0.008 (0.003)	-0.005 (0.001)	-0.001 (0.001)
<b>NEIGHBORHOOD INCOME DECILE:</b>						
(Poorest) 1	-0.072 (0.004)	-0.003 (0.001)	-0.016 (0.003)	-0.018 (0.003)	-0.005 (0.001)	0.001 (0.001)
2	-0.053 (0.003)	0.004 (0.001)	-0.008 (0.003)	-0.010 (0.003)	-0.003 (0.001)	0.002 (0.001)
3	-0.047 (0.003)	0.005 (0.001)	-0.010 (0.003)	-0.013 (0.003)	-0.001 (0.001)	0.003 (0.001)
4	-0.042 (0.003)	0.004 (0.001)	-0.007 (0.003)	-0.010 (0.002)	-0.002 (0.001)	0.002 (0.001)
5	-0.039 (0.003)	0.003 (0.001)	-0.005 (0.003)	-0.009 (0.003)	-0.002 (0.001)	0.001 (0.001)
6	-0.038 (0.003)	0.002 (0.001)	-0.001 (0.003)	-0.006 (0.002)	-0.002 (0.001)	0.001 (0.001)
7	-0.028 (0.003)	0.002 (0.002)	-0.001 (0.003)	-0.005 (0.003)	-0.002 (0.001)	0.001 (0.001)
8	-0.022 (0.003)	0.001 (0.001)	-0.001 (0.003)	-0.003 (0.002)	0.000 (0.001)	0.002 (0.001)
9	-0.017 (0.003)	0.000 (0.001)	0.004 (0.003)	0.004 (0.002)	0.001 (0.001)	0.002 (0.001)
<i>Adjusted R<sup>2</sup></i>	<i>0.04</i>	<i>0.47</i>	<i>0.04</i>	<i>0.28</i>	<i>0.00</i>	<i>0.03</i>
<i>Obs</i>	<i>532,208</i>	<i>496,247</i>	<i>541,681</i>	<i>501,024</i>	<i>541,681</i>	<i>501,024</i>
<i>Mean</i>	<i>0.45</i>	<i>0.24</i>	<i>0.72</i>	<i>0.73</i>	<i>0.03</i>	<i>0.03</i>
Enlistment Yr FE	X	X	X	X	X	X
AFQT Category	X	X	X	X	X	X
ASVAB Combat Score x Enlistment Yr	X	X				
ASVAB Field Artillery Score x Enlist. Yr	X	X				
5 Year Tenure Measure				X		X
Occupation x Year FE				X		X

Note: Each column reflects a separate regression restricted to the sample of male new enlistees that remain in the Army at least one year. Neighborhood income decile is defined for the enlistee's home zip code using the population weighted distribution of zip code median family income from the 2000 Census. Combat branches include: Infantry, Armor, Army Aviation, Field Artillery, Engineers, Special Forces, and Air Defense Artillery. Occupation deployment risk is defined as the fraction of soldiers in a given occupation that deployed in the previous year. Deployment in 5 years is an indicator equal to one if a soldier receives combat hazard pay within 5 years of enlistment. Hostile injury include both deaths and serious injury resulting from enemy actions and do not include accidents, illnesses, or suicides.

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