

DMDC

Information and Technology for Better Decision Making

December 2007 Status of Forces Survey of Active Duty Members

**Topics: Retention, Reasons for Joining Active Duty,
Likelihood To Recommend Service, Off-Duty Education
for Service Members, and Chaplains**



BRIEFING OVERVIEW

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INTRODUCTION

- Web-based, active duty survey fielded November 19, 2007 – January 10, 2008
- 63K Service members surveyed, weighted response rate of 33%
- Briefing includes results from survey topics related to retention, reasons for joining active duty, likelihood to recommend service, off-duty education for Service members, and chaplains
- For each survey item, briefing includes the following:
 - Graphic displays of overall results
 - Tables showing results by reporting categories, e.g., Service and paygrade
 - Graphic displays of trends (when available)
 - Summary of key findings

INTRODUCTION

Briefing Includes

- Trend data by Service and paygrade groups for items included in the following surveys:

Survey	Administration Dates	Sample Size	Response Rate	Margin of Error ¹
December 2007	19 Nov 07 – 10 Jan 08	63,076	33%	±1.2%
August 2007	6 Aug – 23 Sept 07	37,652	32%	±1.6%
April 2007	26 Mar – 3 May 07	65,965	32%	±1.1%
December 2006	20 Nov 06 – 5 Jan 07	37,061	32%	±1.4%
August 2006	24 July – 31 Aug 06	39,389	28%	±1.5%
April 2006	27 Feb – 6 Apr 06	39,313	33%	±1.3%
December 2005	28 Nov 05 – 5 Jan 06	36,567	36%	±1.3%
August 2005	22 Aug – 27 Sep 05	35,461	35%	±1.4%
March 2005	25 Feb – 11 Apr 05	30,939	37%	±1.4%
December 2004	22 Nov 04 – 6 Jan 05	35,044	39%	±2.6%
August 2004	26 Jul – 2 Sep 04	38,112	40%	±1.4%
April 2004	5 Apr – 13 May 04	33,414	39%	±1.3%
November 2003	3 Nov – 11 Dec 03	33,607	38%	±1.4%
July 2003	21 Jul – 28 Aug 03	32,844	35%	±1.5%
March 2003	10 Mar – 17 Apr 03	34,929	35%	±1.4%
July 2002	8 Jul – 13 Aug 02	37,918	32%	±1.5%
<i>1999 Survey of Active Duty Personnel²</i>	17 Sep 99 – 4 Jan 00	66,040	51%	±0.8%

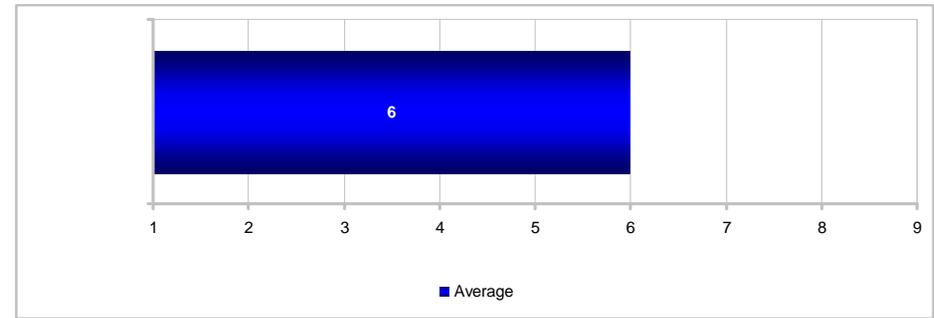
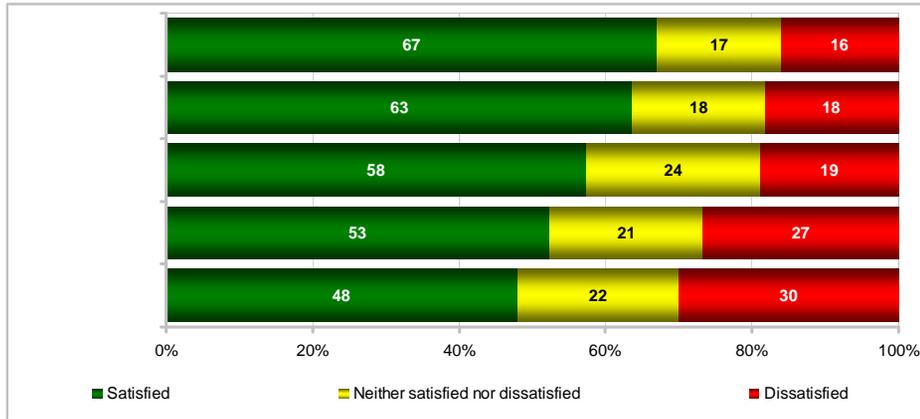
¹This is the full sample margin of error for estimates of 50% and represents the overall margin of error for the study.

²In order to maximize comparability between SOFS and the 1999 survey, Coast Guard members and Reserve component members in full-time active duty programs were excluded from the 1999 data before analyses were conducted.

INTRODUCTION

Briefing Includes

- Graphic displays of overall results



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Margins of error do not exceed $\pm 2\%$

Percentages and means are reported with margins of error based on 95% confidence intervals. The range of margin of error is presented for the question or group of questions/subitems.

INTRODUCTION

Briefing Includes

- Tables showing results by reporting categories (e.g., Service, paygrade)
 - Statistical tests used to compare each subgroup to its respective “all other” group (i.e., to all others not in the subgroup)
 - Results of statistical tests shown by color coding significant differences among reporting categories
 - Results are not presented if the question does not apply to the reporting category or if the estimate is unstable
 - “NR” indicates the estimate is Not Reportable because it was based on fewer than 30 respondents or the relative standard error was high
 - “NA” indicates the response option was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions

KEY:	Higher Response of Satisfied			Lower Response of Satisfied			Higher Response of Dissatisfied												
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Satisfied	61	55	61	57	70	46	62	47	67	68	82	52	66	59	75	54	83	67	79
Dissatisfied	20	26	20	19	13	30	20	27	17	15	8	28	16	21	11	21	6	14	10

KEY:	More Than Average			Less Than Average													
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Number of days	115	115	115	103	122	121	105	NA	NA	130	NR	113	145	90	129	118	97

INTRODUCTION

Briefing Includes

- Trends are shown as estimated percentages or means
 - In summary of findings (example next page), trends also shown as differences from the current survey (e.g., percentage point change)
- Statistical tests used to compare current results with all previous survey administrations
 - Purple cells indicate December 2007 result is HIGHER
 - Yellow cells indicate December 2007 result is LOWER

	Most recent HIGHER than Most recent LOWER than	Mon-YY	Current Survey							
* Total	50	58	61	58	56	58	57	56	55	
● Army	48	58	59	55	51	53	53	52	49	
▲ Navy	50	60	63	60	60	61	59	60	58	
■ Marine Corps	42	46	53	49	46	51	45	48	48	
◆ Air Force	56	63	65	63	64	64	67	61	63	

Indicates most recent survey result is significantly higher than past survey result

Indicates most recent survey result is significantly lower than past survey result

INTRODUCTION

Briefing Includes

- Summary of findings
 - Overall results followed by a listing of reporting categories that are statistically different from their respective "all other" group — for example, Army's "all other" comparison group consists of Navy, Marine Corps, and Air Force members
 - Trends are shown in table as differences over time (e.g., percentage point change) by Service and paygrade
 - Statistically significant changes of more than one percentage point for proportions and five percent for means are highlighted
 - Statistical tests used to compare most recent results with previous results are based on unrounded estimates

	Mon-YY	Current Survey								
* Total	5	3	X	3		3				55
● Army		9	X	3						53
▲ Navy	8		X							43
■ Marine Corps	6		X							63
◆ Air Force	7		X							

Indicates most recent survey result is significantly higher by 5 percentage points

Indicates most recent survey result is significantly lower by 3 percentage points

Indicates the item was not asked on the survey the column represents

INTRODUCTION

Reporting Categories

Service
Army
Navy
Marine Corps
Air Force

Enlisted Years of Service
Enlisted 3 - 5 YOS
Enlisted 6 - 9 YOS

Rank
Enlisted
Officer

Paygrade
E1 – E4
E5 – E9
O1 – O3
O4 – O6

Service by Paygrade*
Army Enlisted
Army Officers
Navy Enlisted
Navy Officers
Marine Corps Enlisted
Marine Corps Officers
Air Force Enlisted
Air Force Officers

Residence
On Base
Off Base

Location
US (Incl. Territories)
Overseas

Deployment Status
Deployed
Not Deployed

Race/Ethnicity
Non-Hispanic White
Total Minority

Gender by Paygrade*
Male Enlisted
Male Officers
Female Enlisted
Female Officers

Gender
Male
Female

Marital Status
Single
Married

Family Status
Single w/ Child(ren)
Single w/o Child(ren)
Married w/ Child(ren)
Married w/o Child(ren)

*Reporting categories (e.g., Service) are broken into groups (e.g., Army). Subgroups may not be listed separately in summaries of findings if all subgroups (e.g., Army enlisted, Army officer) are subsumed in the overall group (e.g., Army).

BRIEFING OVERVIEW

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RETENTION

Commitment Measures

Definitions

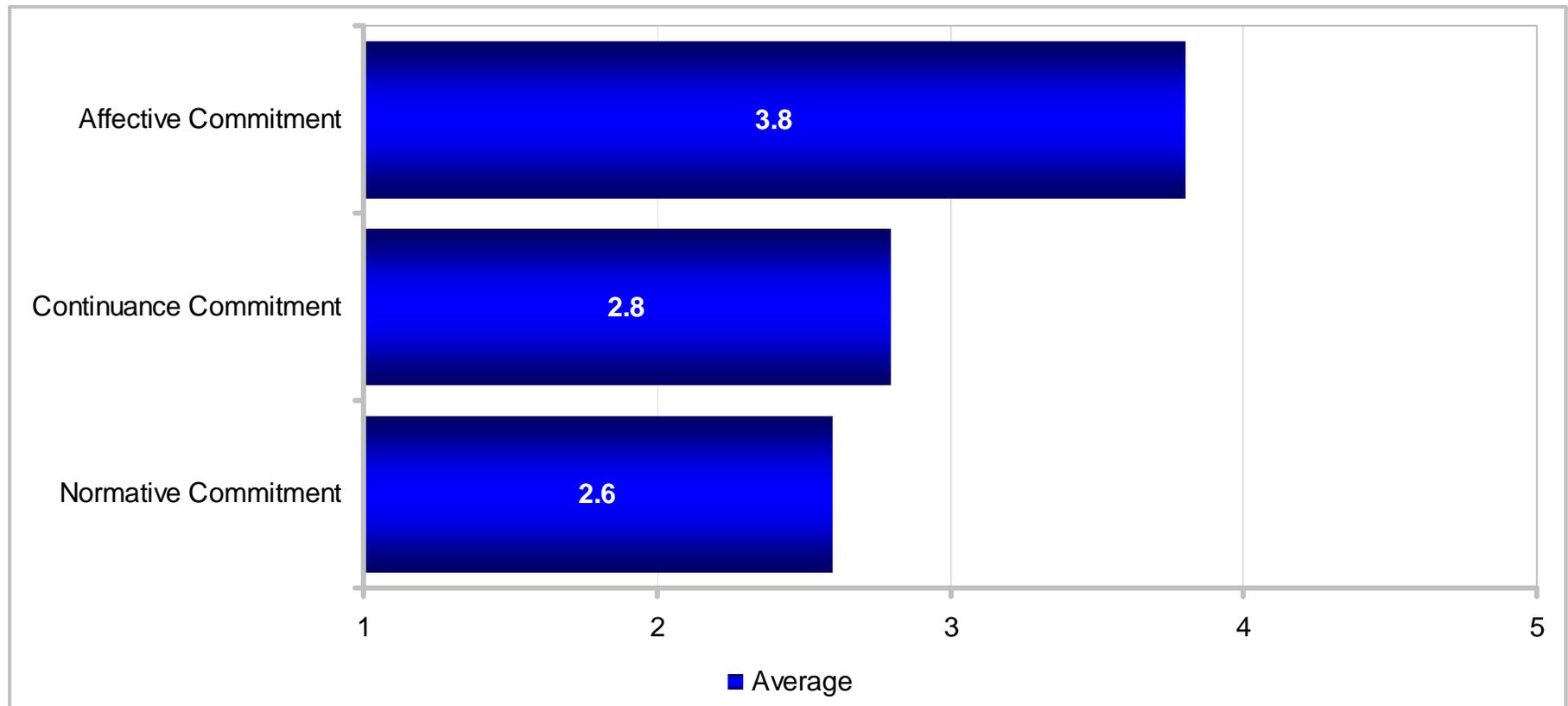
- *Affective Commitment* can be defined as an emotional attachment to, an identification with, and an involvement in, an organization
- *Continuance Commitment* can be defined as an attachment based on the perceived costs of leaving an organization
- *Normative Commitment* can be defined as a sense of obligation to remain in an organization

Note: Scores range from 1 to 5 for each measure. Lower scores indicate less organizational commitment, whereas higher scores represent more commitment.

RETENTION

Commitment Measures

Average of All Active Duty Members



RETENTION

Commitment Measures

Average of All Active Duty Members

KEY: More Than Average Less Than Average																			
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Affective Commitment	3.8	3.8	3.7	3.8	3.9	3.5	3.8	3.6	3.9	4.0	4.1	3.8	4.0	3.7	4.0	3.7	4.2	3.8	4.1
Continuance Commitment	2.8	2.7	2.8	2.7	2.9	2.7	2.9	2.7	2.9	2.4	2.4	2.8	2.4	2.8	2.4	2.7	2.5	2.9	2.5
Normative Commitment	2.6	2.6	2.5	2.5	2.6	2.3	2.5	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.8	2.6	2.6

KEY: More Than Average Less Than Average															
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Affective Commitment	3.8	3.8	3.7	3.7	3.9	3.8	3.8	3.8	4.1	3.8	4.1	3.7	3.9	3.8	3.7
Continuance Commitment	2.8	2.8	2.7	2.7	2.8	2.7	2.8	2.8	2.4	2.8	2.4	2.9	2.4	2.7	2.8
Normative Commitment	2.6	2.6	2.5	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.6	2.6	2.5

RETENTION

Commitment Measures

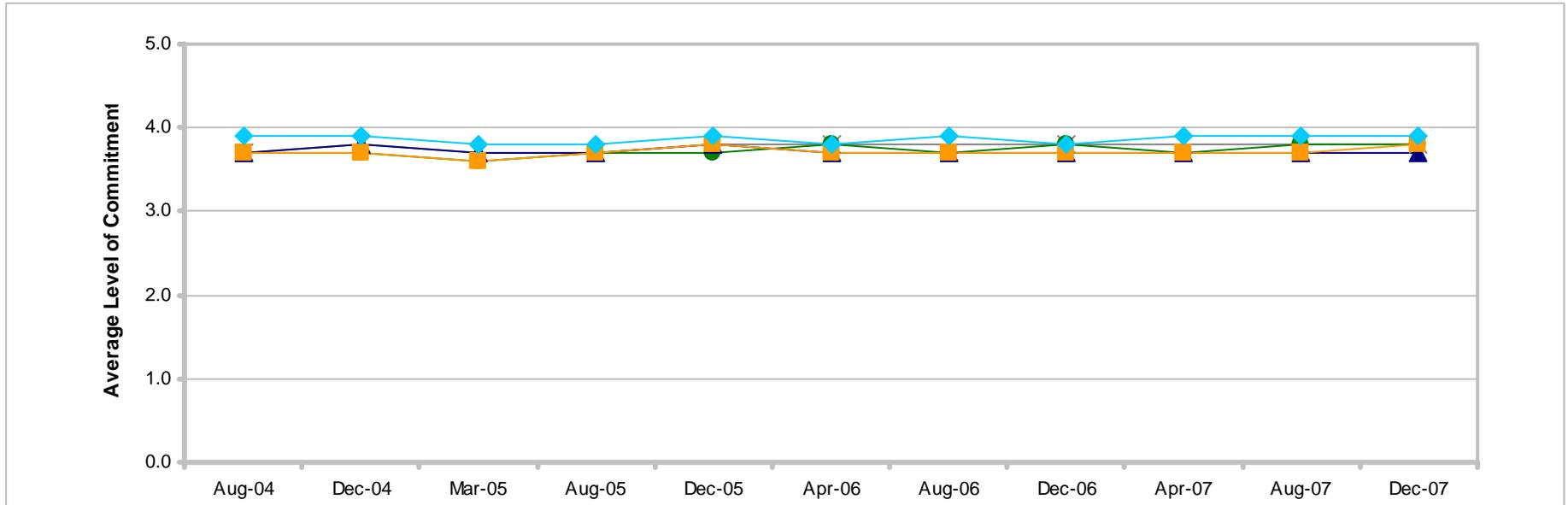
Average of All Active Duty Members

KEY:	More Than Average		Less Than Average						
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Affective Commitment	3.8	3.7	3.9	3.7	3.9	3.8	3.6	3.9	3.8
Continuance Commitment	2.8	2.7	2.8	2.7	2.8	2.8	2.6	2.8	2.8
Normative Commitment	2.6	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.5

RETENTION

Affective Commitment

Average of All Active Duty Members, by Service

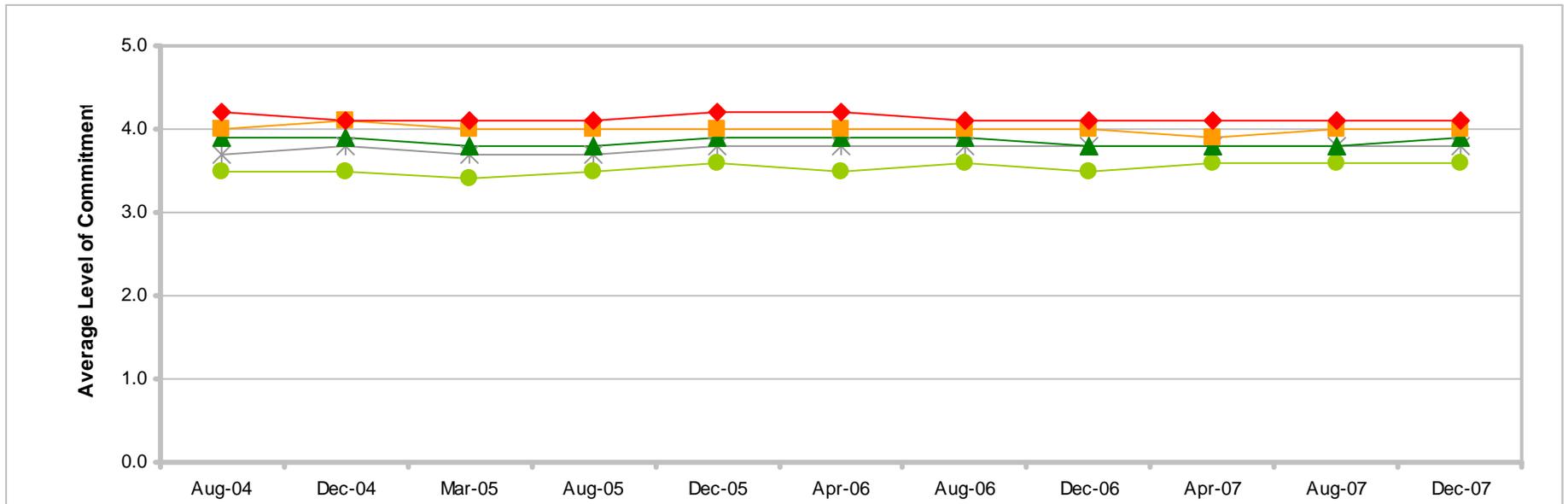


	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	3.7	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.8
● Army	3.7	3.7	3.6	3.7	3.7	3.8	3.7	3.8	3.7	3.8	3.8
▲ Navy	3.7	3.8	3.7	3.7	3.8	3.7	3.7	3.7	3.7	3.7	3.7
■ Marine Corps	3.7	3.7	3.6	3.7	3.8	3.7	3.7	3.7	3.7	3.7	3.8
◆ Air Force	3.9	3.9	3.8	3.8	3.9	3.8	3.9	3.8	3.9	3.9	3.9

RETENTION

Affective Commitment

Average of All Active Duty Members, by Paygrade

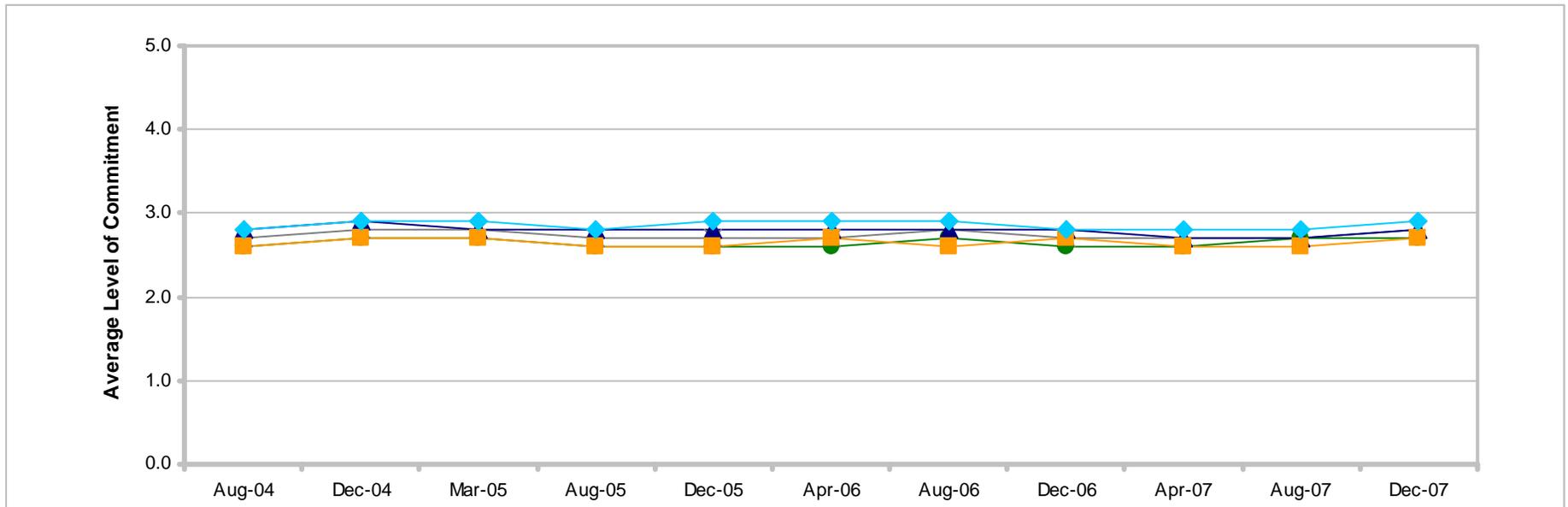


	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	3.7	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.8
● E1-E4	3.5	3.5	3.4	3.5	3.6	3.5	3.6	3.5	3.6	3.6	3.6
▲ E5-E9	3.9	3.9	3.8	3.8	3.9	3.9	3.9	3.8	3.8	3.8	3.9
■ O1-O3	4.0	4.1	4.0	4.0	4.0	4.0	4.0	4.0	3.9	4.0	4.0
◆ O4-O6	4.2	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1	4.1	4.1

RETENTION

Continuance Commitment

Average of All Active Duty Members, by Service

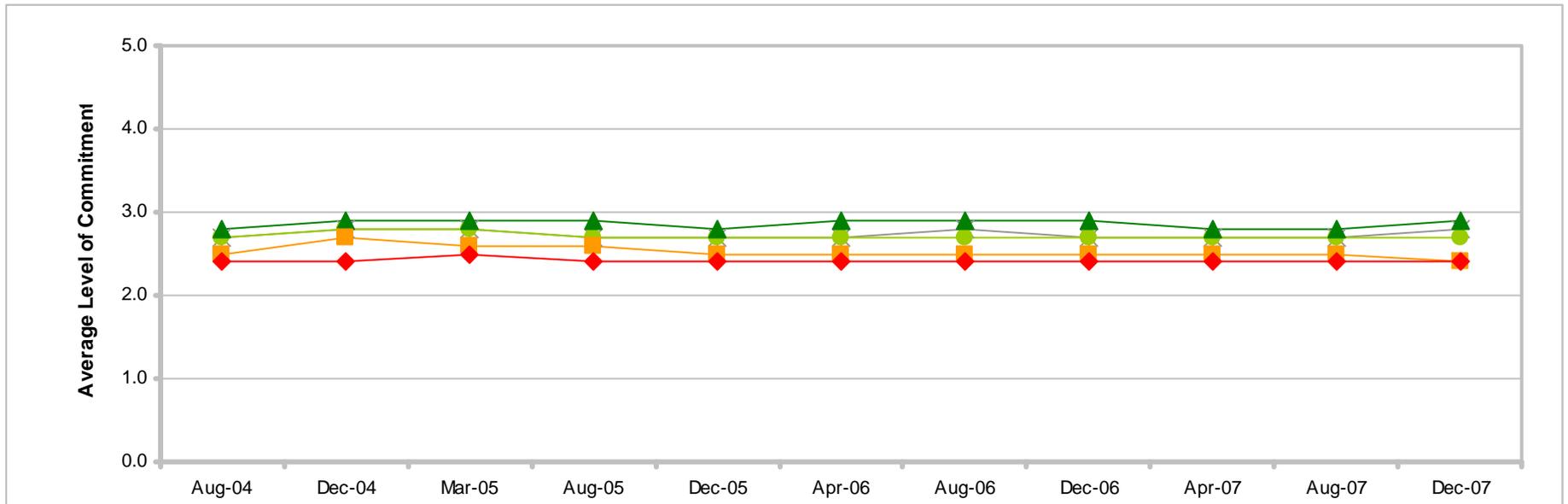


	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	2.7	2.8	2.8	2.7	2.7	2.7	2.8	2.7	2.7	2.7	2.8
● Army	2.6	2.7	2.7	2.6	2.6	2.6	2.7	2.6	2.6	2.7	2.7
▲ Navy	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.7	2.8
■ Marine Corps	2.6	2.7	2.7	2.6	2.6	2.7	2.6	2.7	2.6	2.6	2.7
◆ Air Force	2.8	2.9	2.9	2.8	2.9	2.9	2.9	2.8	2.8	2.8	2.9

RETENTION

Continuance Commitment

Average of All Active Duty Members, by Paygrade

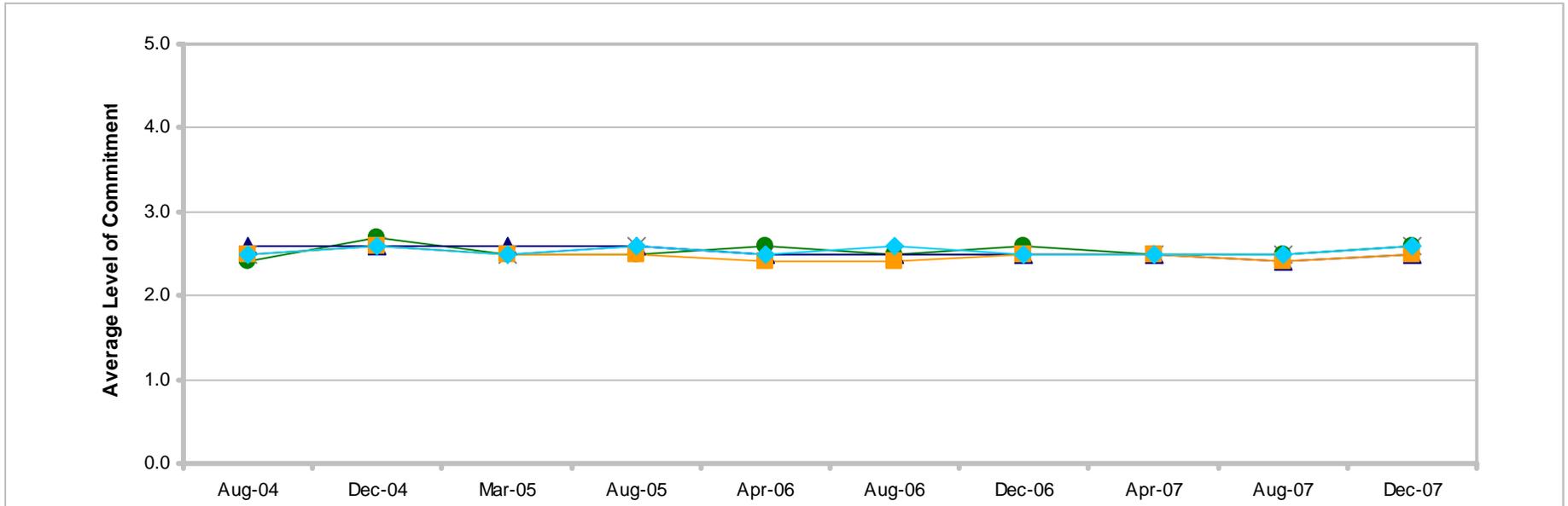


Most recent HIGHER than Most recent LOWER than	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	2.7	2.8	2.8	2.7	2.7	2.7	2.8	2.7	2.7	2.7	2.8
● E1-E4	2.7	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
▲ E5-E9	2.8	2.9	2.9	2.9	2.8	2.9	2.9	2.9	2.8	2.8	2.9
■ O1-O3	2.5	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.4
◆ O4-O6	2.4	2.4	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4

RETENTION

Normative Commitment

Average of All Active Duty Members, by Service



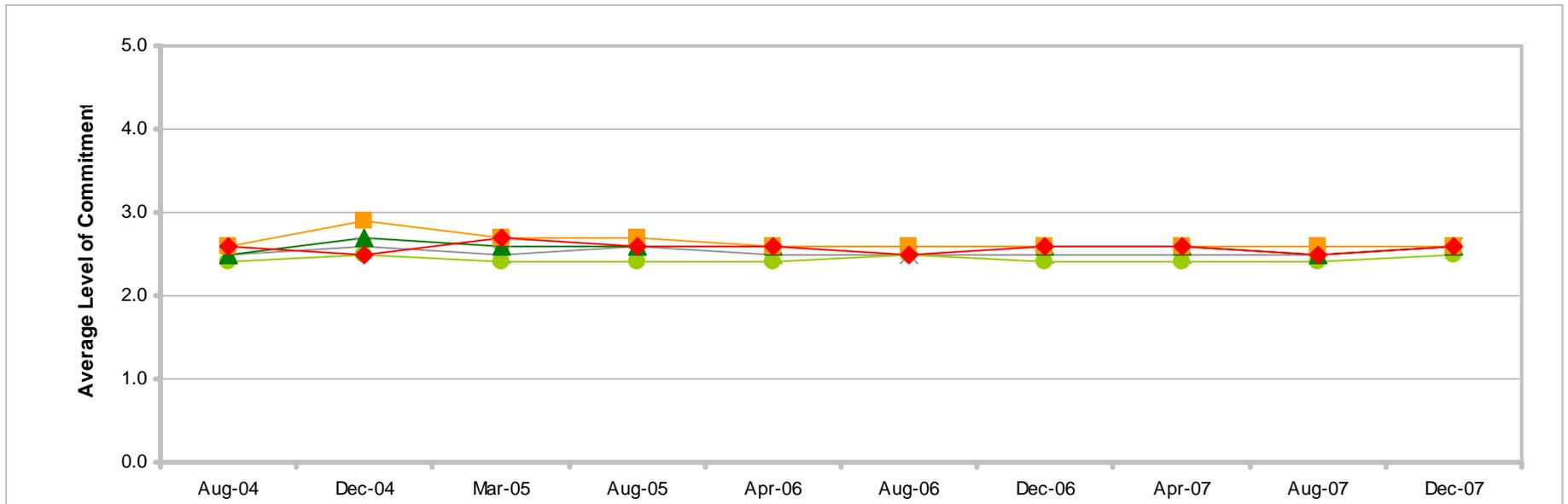
	Aug-04	Dec-04	Mar-05	Aug-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	2.5	2.6	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.6
● Army	2.4	2.7	2.5	2.5	2.6	2.5	2.6	2.5	2.5	2.6
▲ Navy	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.4	2.5
■ Marine Corps	2.5	2.6	2.5	2.5	2.4	2.4	2.5	2.5	2.4	2.5
◆ Air Force	2.5	2.6	2.5	2.6	2.5	2.6	2.5	2.5	2.5	2.6

Margins of error range do not exceed ±0.1, except December 2004 which range from ±0.1 to ±0.2

RETENTION

Normative Commitment

Average of All Active Duty Members, by Paygrade

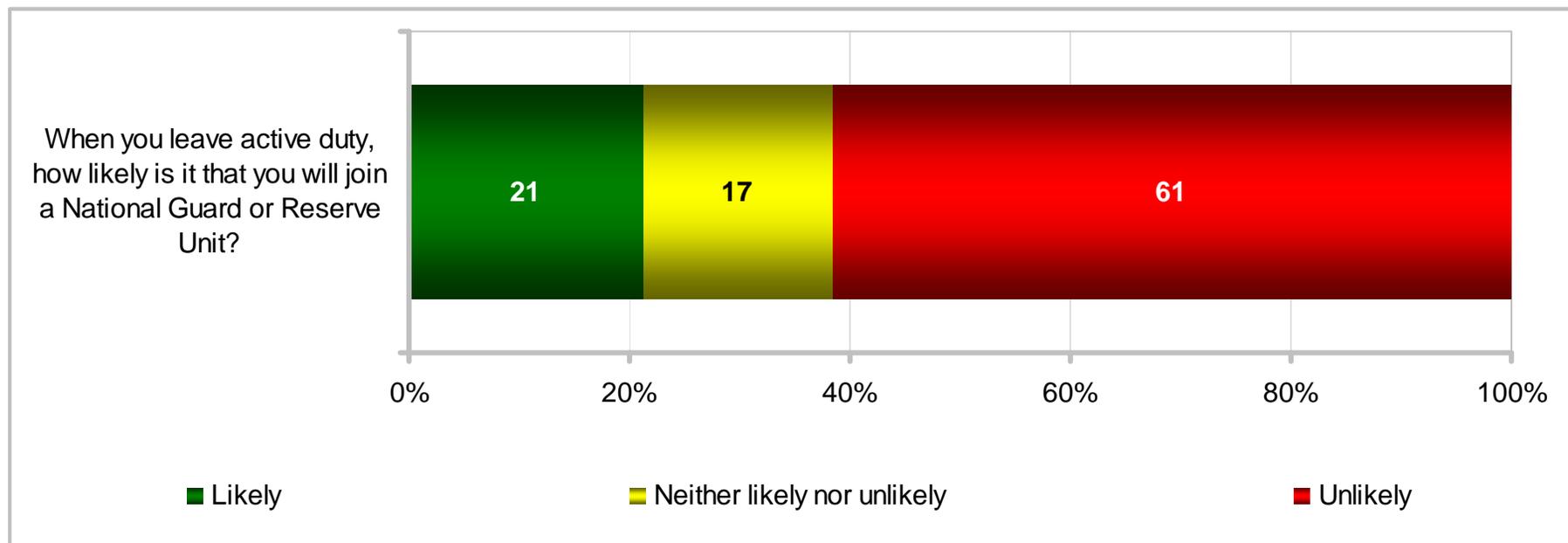


	Aug-04	Dec-04	Mar-05	Aug-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	2.5	2.6	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.6
● E1-E4	2.4	2.5	2.4	2.4	2.4	2.5	2.4	2.4	2.4	2.5
▲ E5-E9	2.5	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6
■ O1-O3	2.6	2.9	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
◆ O4-O6	2.6	2.5	2.7	2.6	2.6	2.5	2.6	2.6	2.5	2.6

Margins of error range do not exceed ± 0.1 , except December 2004 which range from ± 0.1 to ± 0.3

RETENTION

Likelihood To Join National Guard/Reserve After Active Duty Percent of All Active Duty Members Who Were Not Retiring or Ineligible



RETENTION

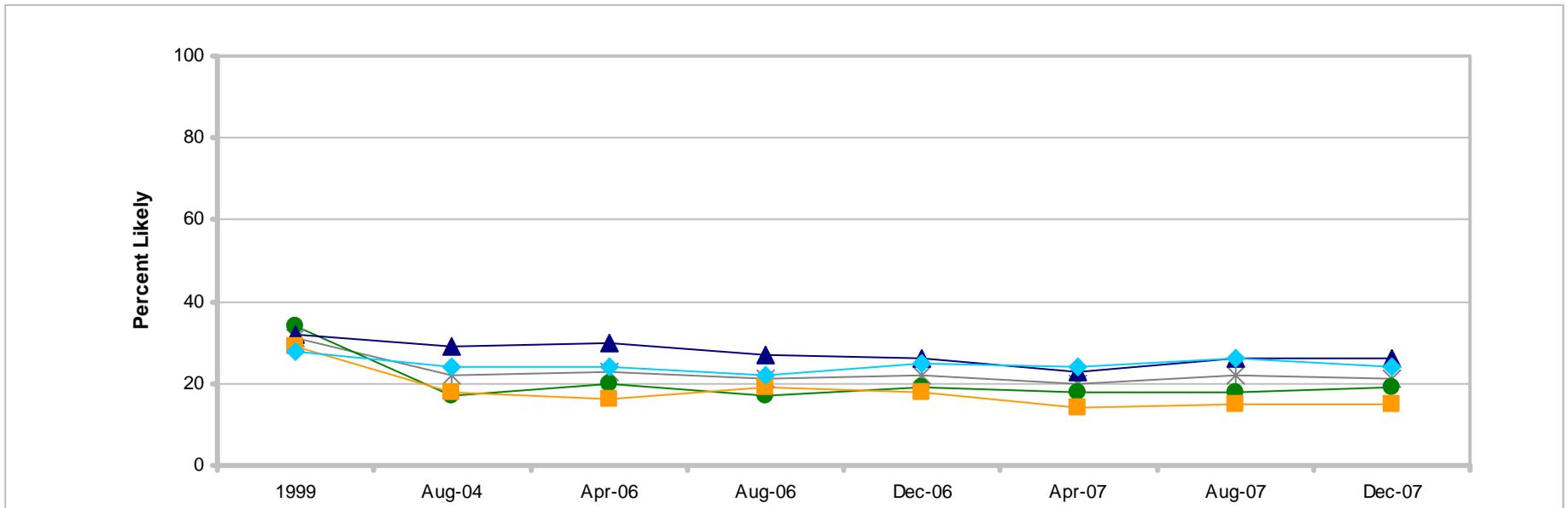
Likelihood To Join National Guard/Reserve After Active Duty

Percent of All Active Duty Members Who Were Not Retiring or Ineligible

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
When you leave active duty, how likely is it that you will join a National Guard or Reserve Unit?	Likely	21	20	23	27	18	21	27	16	22
	Unlikely	61	64	58	52	67	60	51	70	61

RETENTION

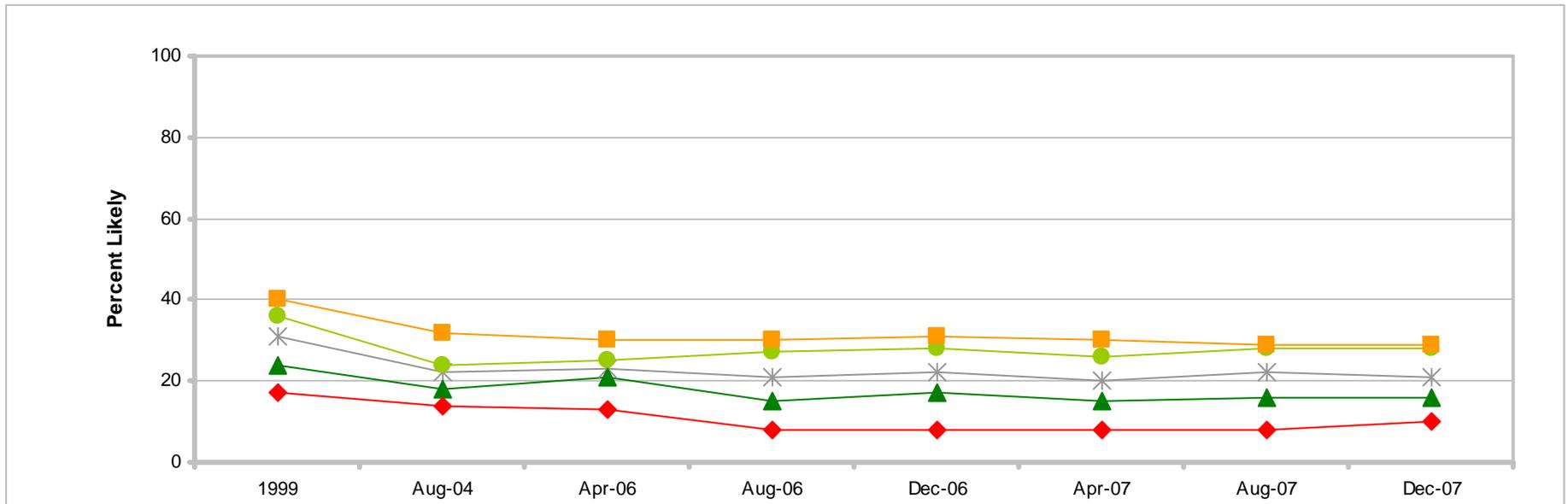
Likelihood To Join National Guard/Reserve After Active Duty Percent of All Active Duty Members Who Were Not Retiring or Ineligible, by Service



	Most recent HIGHER than Most recent LOWER than	1999	Aug-04	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total		31	22	23	21	22	20	22	21
● Army		34	17	20	17	19	18	18	19
▲ Navy		32	29	30	27	26	23	26	26
■ Marine Corps		29	18	16	19	18	14	15	15
◆ Air Force		28	24	24	22	25	24	26	24

RETENTION

Likelihood To Join National Guard/Reserve After Active Duty Percent of All Active Duty Members Who Were Not Retiring or Ineligible, by Paygrade



	1999	Aug-04	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	31	22	23	21	22	20	22	21
● E1-E4	36	24	25	27	28	26	28	28
▲ E5-E9	24	18	21	15	17	15	16	16
■ O1-O3	40	32	30	30	31	30	29	29
◆ O4-O6	17	14	13	8	8	8	8	10

RETENTION

Summary of Findings

December 2007

- On a scale from 1 (lowest) to 5 (highest), Affective Commitment was rated at 3.8
 - More than average led by officer, married with child(ren), Air Force, married, not deployed, E5-E9, living off base, living in the US, male, and enlisted with 6 to 9 years of service
 - No average differences over time for total
 - Average differences over time for Service and paygrade are:

Most recent HIGHER by Most recent LOWER by	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total											3.8
● Army			0.2								3.8
▲ Navy											3.7
■ Marine Corps											3.8
◆ Air Force											3.9

Most recent HIGHER by Most recent LOWER by	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● E1-E4			0.2								3.6
▲ E5-E9											3.9
■ O1-O3											4.0
◆ O4-O6											4.1

RETENTION

Summary of Findings

December 2007

- On a scale from 1 (lowest) to 5 (highest), Continuance Commitment was rated at 2.8
 - More than average led by Air Force enlisted, enlisted with 6 to 9 years of service, female enlisted, E5-E9, Air Force, Navy enlisted, married with child(ren), total minority, enlisted, married, male enlisted, and not deployed
 - No average differences over time for total or Service
 - Average differences over time for paygrade are:

Most recent HIGHER by  Most recent LOWER by 	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total											2.8
● E1-E4											2.7
▲ E5-E9											2.9
■ O1-O3		0.3	0.2	0.2							2.4
◆ O4-O6											2.4

RETENTION

Summary of Findings

December 2007

- On a scale from 1 (lowest) to 5 (highest), Normative Commitment was rated at 2.6
 - More than average led by Marine Corps officer, Army officer, married with child(ren), male officer, married, not deployed, officer, E5-E9, and enlisted with 6 to 9 years of service
 - No average differences over time for total or paygrade
 - Average differences over time for Service are:

	Most recent HIGHER by 	Aug-04	Dec-04	Mar-05	Aug-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
	Most recent LOWER by 										
* Total											2.6
 Army		0.2									2.6
 Navy											2.5
 Marine Corps											2.5
 Air Force											2.6

RETENTION

Summary of Findings

December 2007

- 21% likely to join National Guard or Reserve after active duty; 61% unlikely
 - Likely led by O1-O3, female enlisted, E1-E4, single without child(ren), Navy enlisted, female, single, Navy, Air Force officer, total minority, Air Force, living on base, and not deployed
 - Unlikely led by O4-O6, Army officer, married with child(ren), Marine Corps enlisted, E5-E9, Marine Corps, married, male officer, Army, deployed, officer, living off base, Non-Hispanic White, and male
 - Percentage point differences over time for likely for total, Service, and paygrade are:

	Most recent HIGHER by 	1999	Aug-04	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
	Most recent LOWER by 								
* Total		10							21
● Army		15							19
▲ Navy		6							26
■ Marine Corps		14							15
◆ Air Force		4							24

	Most recent HIGHER by 	1999	Aug-04	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
	Most recent LOWER by 								
● E1-E4		8							28
▲ E5-E9		8		5					16
■ O1-O3		11							29
◆ O4-O6		7							10

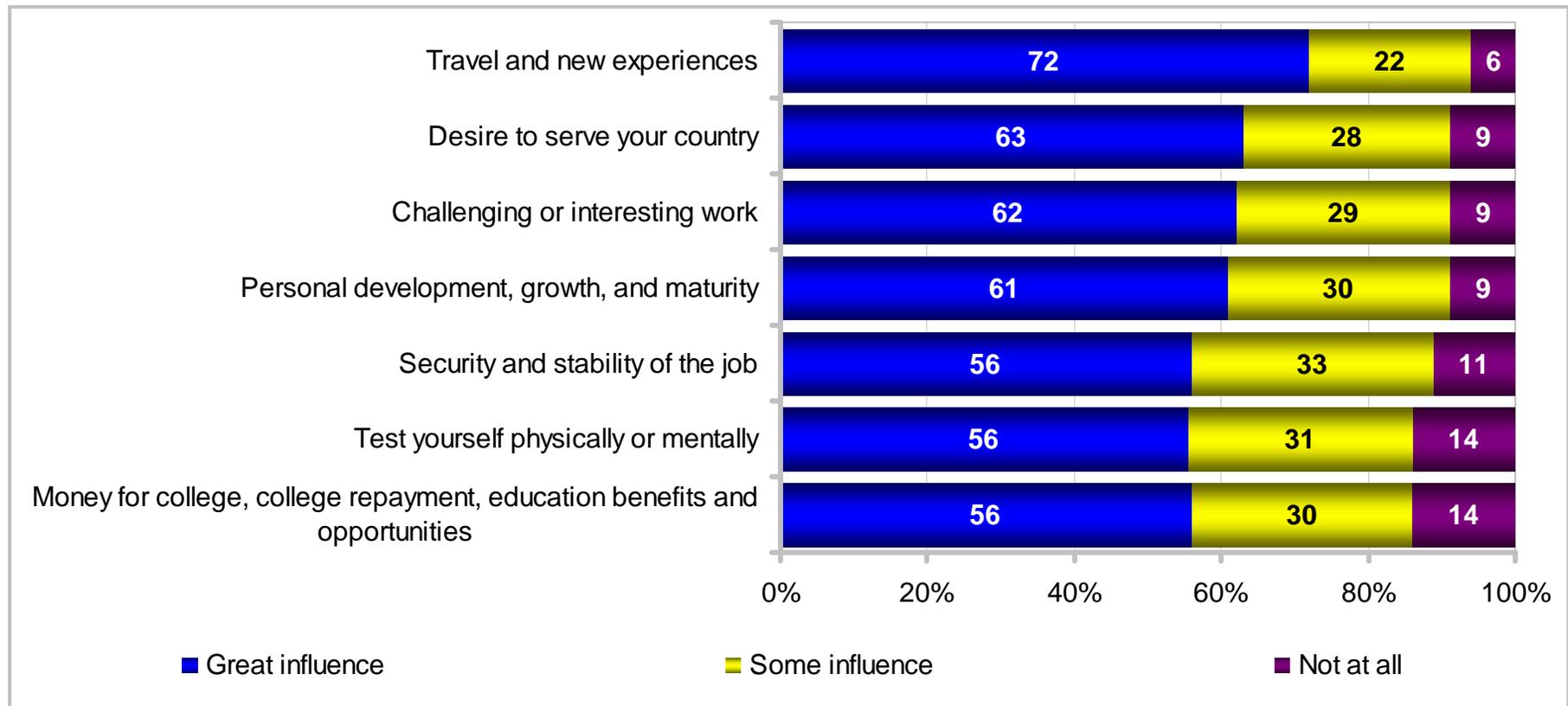
BRIEFING OVERVIEW

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REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

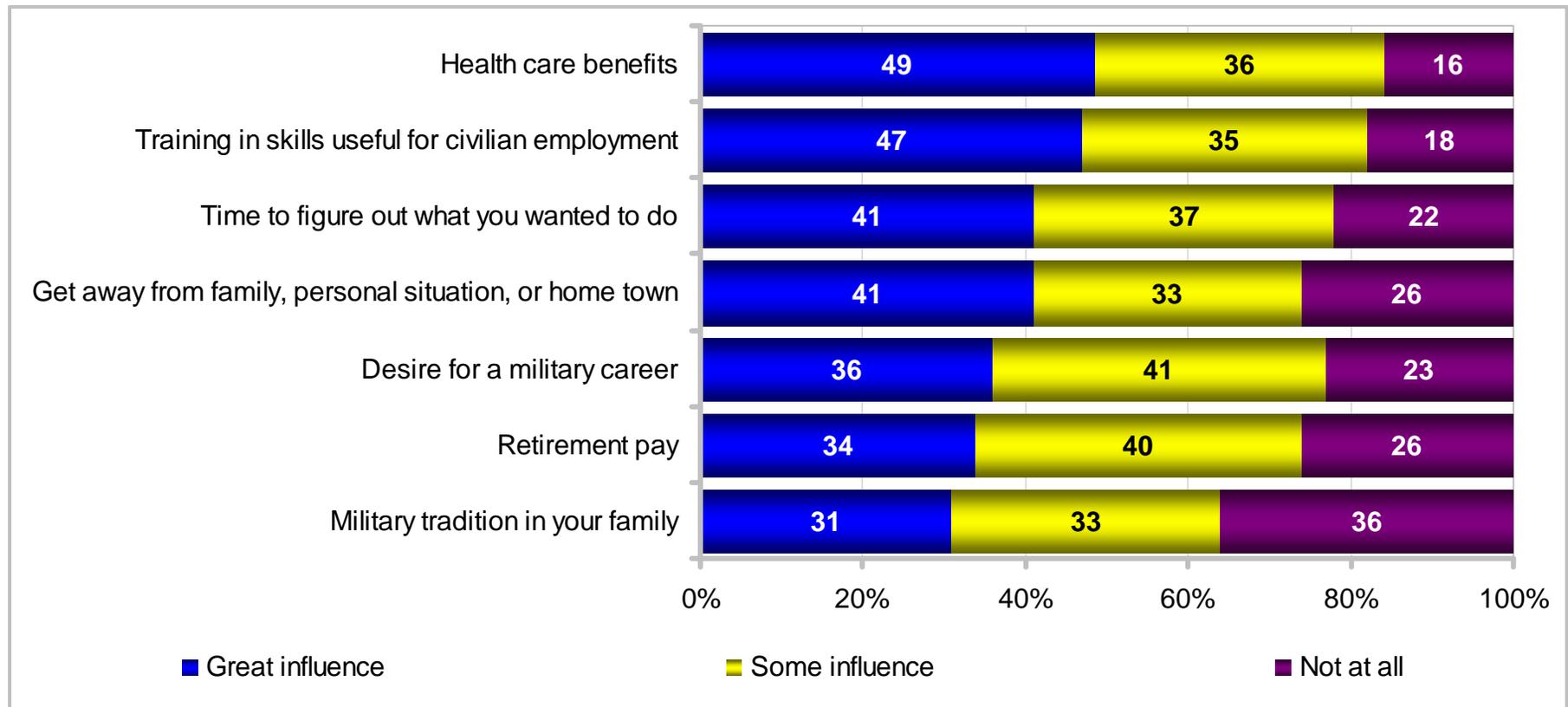
Percent of All Active Duty Members



REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members



REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Travel and new experiences	Great influence	72	70	73	71	73	67	71	70	73	75	72	71	70	72	78	70	77	73	73
	Not at all	6	7	6	5	6	8	7	7	7	4	4	8	5	7	4	6	3	6	4
Desire to serve your country	Great influence	63	65	59	67	62	57	56	62	60	75	74	64	72	56	72	66	82	59	74
	Not at all	9	9	11	8	7	11	12	10	10	4	3	10	5	12	4	9	3	8	3
Challenging or interesting work	Great influence	62	62	61	68	60	56	58	61	58	74	77	60	71	58	77	67	83	56	75
	Not at all	9	9	10	6	9	11	11	9	11	4	3	10	5	11	4	7	3	11	4
Personal development, growth, and maturity	Great influence	61	61	59	63	61	54	59	62	59	66	62	61	63	58	64	62	70	60	64
	Not at all	9	11	9	9	8	13	11	10	10	7	6	11	8	10	6	9	6	9	7
Security and stability of the job	Great influence	56	55	54	50	62	51	56	57	57	54	47	56	49	55	51	52	36	64	57
	Not at all	11	12	11	13	7	13	12	11	11	10	11	12	14	12	11	12	16	7	7

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:																				
Higher Response of Great Influence																				
Lower Response of Great Influence																				
Higher Response of Not at All																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Test yourself physically or mentally	Great influence	56	59	50	72	48	55	53	60	52	59	50	59	56	50	52	71	79	47	48
	Not at all	14	13	16	7	17	15	16	12	16	11	13	13	11	16	13	8	4	17	15
Money for college, college repayment, education benefits and opportunities	Great influence	56	56	59	43	61	55	58	61	52	58	51	55	58	60	55	45	30	62	57
	Not at all	14	15	13	17	11	13	12	10	15	15	22	15	17	13	18	15	33	9	15
Health care benefits	Great influence	49	48	47	39	55	45	49	52	49	40	37	50	38	49	38	42	24	58	46
	Not at all	16	17	17	20	11	18	17	14	16	18	17	16	20	17	18	19	27	10	13
Training in skills useful for civilian employment	Great influence	47	45	49	45	48	43	48	50	46	44	36	46	41	50	46	47	30	50	42
	Not at all	18	20	17	18	16	18	21	16	19	18	22	20	21	18	16	17	27	16	18
Time to figure out what you wanted to do	Great influence	41	40	43	35	43	41	43	45	44	26	23	43	29	46	27	37	19	49	22
	Not at all	22	22	21	24	20	20	20	17	19	36	39	20	31	18	36	21	44	14	42

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY: Higher Response of Great Influence Lower Response of Great Influence Higher Response of Not at All		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Get away from family, personal situation, or home town	Great influence	41	39	41	43	40	41	45	43	46	22	18	43	23	44	25	45	21	46	19
	Not at all	26	28	27	24	25	23	24	22	23	42	48	25	43	24	42	21	43	20	45
Desire for a military career	Great influence	36	38	33	35	38	28	36	34	37	38	42	38	40	33	35	34	39	37	43
	Not at all	23	24	25	24	19	31	24	26	23	18	15	24	22	27	18	25	16	21	14
Retirement pay	Great influence	34	35	34	22	40	26	36	30	38	33	35	35	31	34	33	22	20	40	41
	Not at all	26	27	26	33	19	34	25	28	24	25	20	27	26	27	23	33	33	19	18
Military tradition in your family	Great influence	31	32	30	25	32	24	31	31	29	30	30	33	31	30	26	25	27	32	31
	Not at all	36	38	37	38	33	41	37	36	36	37	34	38	37	37	36	38	37	32	35

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Travel and new experiences	Great influence	72	71	74	71	72	71	72	71	73	71	73	74	76	71	74
	Not at all	6	6	6	6	7	6	7	7	4	7	4	6	4	6	6
Desire to serve your country	Great influence	63	64	58	62	64	68	56	61	73	62	75	53	63	64	55
	Not at all	9	9	11	9	9	6	13	10	4	9	3	13	7	8	12
Challenging or interesting work	Great influence	62	62	61	62	62	64	60	60	75	60	75	55	73	63	59
	Not at all	9	9	11	9	9	8	11	10	4	10	4	13	6	9	12
Personal development, growth, and maturity	Great influence	61	61	58	61	61	60	63	60	64	60	64	62	64	61	63
	Not at all	9	9	10	10	9	9	11	10	7	10	7	10	6	10	9
Security and stability of the job	Great influence	56	57	54	55	57	54	59	57	51	56	50	65	59	55	63
	Not at all	11	11	10	11	11	11	10	11	11	11	12	9	8	11	9

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:																
Higher Response of Great Influence																
Lower Response of Great Influence																
Higher Response of Not at All																
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Test yourself physically or mentally	Great influence	56	56	55	59	54	55	56	56	55	57	55	50	52	56	51
	Not at all	14	14	15	11	15	13	15	14	12	14	12	17	14	13	16
Money for college, college repayment, education benefits and opportunities	Great influence	56	56	58	58	55	53	62	57	55	55	54	66	60	55	65
	Not at all	14	14	14	12	15	15	12	13	18	13	18	11	19	14	12
Health care benefits	Great influence	49	48	50	50	48	46	53	51	39	50	39	56	43	48	54
	Not at all	16	15	18	15	16	16	16	15	18	15	18	14	18	16	15
Training in skills useful for civilian employment	Great influence	47	47	46	49	46	45	51	48	41	49	40	45	48	47	46
	Not at all	18	18	18	16	19	18	18	18	19	17	19	22	20	18	22
Time to figure out what you wanted to do	Great influence	41	41	44	43	40	38	46	44	26	44	25	50	29	40	46
	Not at all	22	22	19	19	23	23	19	18	37	18	37	19	37	21	22

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

		KEY:															
		Higher Response of Great Influence	Lower Response of Great Influence	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male
Get away from family, personal situation, or home town	Great influence	41	40	44	43	39	37	46	44	22	43	21	51	26	40	46	
	Not at all	26	27	24	24	28	28	24	23	44	23	44	21	41	27	25	
Desire for a military career	Great influence	36	37	33	35	37	35	38	36	39	36	40	35	35	37	35	
	Not at all	23	23	26	23	23	22	25	24	18	24	17	27	25	22	27	
Retirement pay	Great influence	34	34	35	33	35	32	38	34	34	34	34	35	33	34	35	
	Not at all	26	25	27	28	24	25	27	26	23	26	23	28	27	25	28	
Military tradition in your family	Great influence	31	31	31	32	30	31	30	31	29	31	30	28	28	31	28	
	Not at all	36	36	36	36	36	34	40	36	36	35	35	42	40	35	41	

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:										
Higher Response of Great Influence										
Lower Response of Great Influence										
Higher Response of Not at All										
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Travel and new experiences	Great influence	72	70	73	73	71	69	73	71	72
	Not at all	6	7	6	6	7	9	6	7	6
Desire to serve your country	Great influence	63	62	64	61	65	52	62	65	64
	Not at all	9	9	8	10	8	13	9	8	8
Challenging or interesting work	Great influence	62	59	65	62	62	55	63	61	65
	Not at all	9	10	8	9	9	12	9	9	8
Personal development, growth, and maturity	Great influence	61	57	64	61	61	57	62	60	63
	Not at all	9	11	8	10	9	11	9	10	9
Security and stability of the job	Great influence	56	52	60	54	58	58	53	58	57
	Not at all	11	13	9	11	10	11	11	11	10

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Test yourself physically or mentally	Great influence	56	55	56	59	54	50	60	52	57
	Not at all	14	14	13	12	15	18	11	16	12
Money for college, college repayment, education benefits and opportunities	Great influence	56	53	59	59	54	56	60	52	59
	Not at all	14	15	13	12	15	14	12	16	12
Health care benefits	Great influence	49	44	52	46	50	49	45	51	48
	Not at all	16	18	14	16	15	16	17	15	15
Training in skills useful for civilian employment	Great influence	47	42	51	49	46	52	48	45	47
	Not at all	18	20	16	17	19	19	17	19	17
Time to figure out what you wanted to do	Great influence	41	40	42	43	40	43	43	39	40
	Not at all	22	22	21	19	23	22	19	24	21

REASONS FOR JOINING ACTIVE DUTY

Contributing Factors To Join Active Duty

Percent of All Active Duty Members

		KEY:								
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Get away from family, personal situation, or home town	Great influence	41	40	41	43	39	43	43	39	40
	Not at all	26	26	27	23	28	25	23	29	26
Desire for a military career	Great influence	36	34	39	32	39	33	32	40	37
	Not at all	23	25	21	26	21	27	26	21	22
Retirement pay	Great influence	34	32	37	29	38	34	28	39	34
	Not at all	26	28	23	29	23	30	29	23	24
Military tradition in your family	Great influence	31	29	32	29	32	26	29	33	30
	Not at all	36	38	35	38	35	40	37	36	35

REASONS FOR JOINING ACTIVE DUTY

Summary of Findings

December 2007

- More than three fifths of members indicated *travel and new experiences* (72%), *desire to serve their country* (63%), *challenging or interesting work* (62%), and *personal development, growth, and maturity* (61%) influenced their decision to join active duty
 - *Travel and new experiences* led by Navy officer, Marine Corps officer, O1-O3, and not deployed
 - *Desire to serve their country* led by officer, Non-Hispanic White, Marine Corps, married, male, and living in the US
 - *Challenging or interesting work* led by officer, Marine Corps, not deployed, and Non-Hispanic White
 - *Personal development, growth, and maturity* led by Marine Corps officer, O1-O3, not deployed, officer, male officer, and total minority

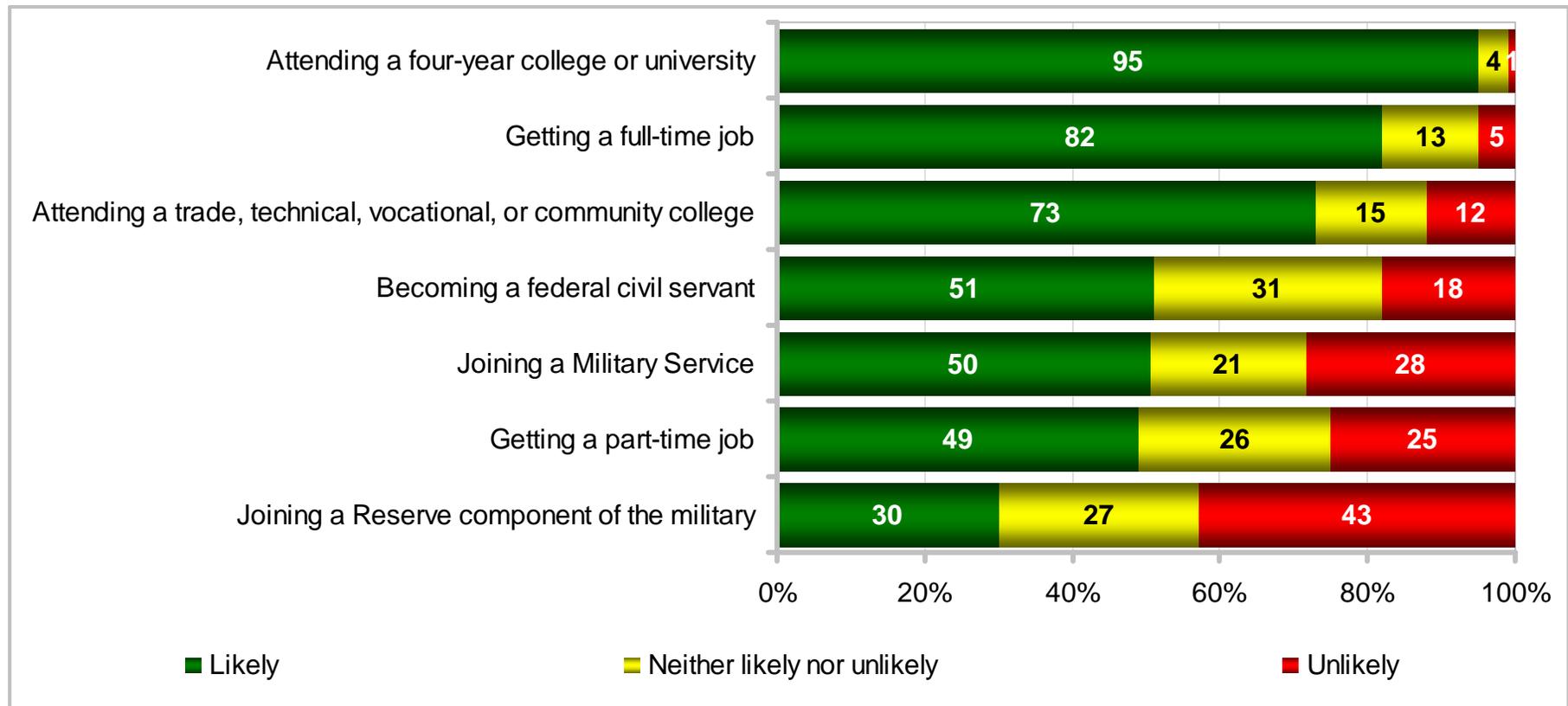
BRIEFING OVERVIEW

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• Retention	11
• Reasons for joining active duty	31
✓ Likelihood to recommend service	44
• Off-duty education for Service members	57
• Chaplains.....	115

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to Their Children

Percent of Active Duty Members With Children or Other Legal Dependents Between Ages of 6-22



LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to Their Children

Percent of Active Duty Members With Children or Other Legal Dependents Between Ages of 6-22

KEY: Higher Response of Likely Lower Response of Likely Higher Response of Unlikely		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Attending a four-year college or university	Likely	95	95	92	94	96	89	95	89	94	98	99	94	98	91	98	93	97	95	99
	Unlikely	1	1	1	1	1	2	1	2	1	0	0	1	0	2	0	1	0	2	0
Getting a full-time job	Likely	82	82	81	81	83	74	82	78	82	81	85	82	83	79	87	81	80	82	86
	Unlikely	5	4	5	5	5	3	4	4	5	6	4	5	4	5	3	4	6	5	6
Attending a trade, technical, vocational, or community college	Likely	73	76	70	73	73	74	82	76	79	63	48	81	58	74	57	77	56	79	52
	Unlikely	12	10	12	12	14	5	7	6	8	17	31	6	22	8	23	10	20	10	29
Becoming a federal civil servant	Likely	51	53	49	46	52	49	48	54	51	48	47	53	51	49	48	48	37	53	49
	Unlikely	18	17	19	25	15	14	21	12	18	19	20	17	17	19	21	24	28	14	18
Joining a Military Service	Likely	50	49	50	49	53	45	50	49	49	52	58	49	50	47	59	47	58	51	60
	Unlikely	28	30	27	29	26	21	34	19	31	28	22	30	29	29	21	31	22	27	21
Getting a part-time job	Likely	49	49	48	49	50	44	51	48	49	52	45	49	48	48	48	50	44	50	48
	Unlikely	25	25	26	25	26	18	27	24	25	23	31	25	24	25	27	23	31	24	31
Joining a Reserve component of the military	Likely	30	30	27	31	33	29	27	31	30	31	33	30	30	27	28	31	32	31	39
	Unlikely	43	43	45	45	40	28	50	31	46	44	41	43	45	46	44	45	44	42	35

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to Their Children

Percent of Active Duty Members With Children or Other Legal Dependents Between Ages of 6-22

		KEY:														
		Higher Response of Likely		Lower Response of Likely		Higher Response of Unlikely										
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Attending a four-year college or university	Likely	95	94	97	94	95	95	94	93	99	93	98	96	99	94	96
	Unlikely	1	1	1	1	1	1	1	1	0	1	0	1	1	1	1
Getting a full-time job	Likely	82	82	81	80	83	83	81	81	84	81	84	81	86	82	82
	Unlikely	5	5	5	5	5	4	6	5	4	5	4	5	7	5	5
Attending a trade, technical, vocational, or community college	Likely	73	73	78	73	73	71	77	79	56	78	56	79	60	73	76
	Unlikely	12	12	8	10	12	14	9	8	24	8	24	8	26	12	12
Becoming a federal civil servant	Likely	51	51	53	51	51	48	55	52	49	52	49	50	54	51	51
	Unlikely	18	18	18	18	18	19	16	17	19	17	20	16	13	18	15
Joining a Military Service	Likely	50	50	50	51	50	54	45	49	56	50	56	42	55	51	45
	Unlikely	28	28	32	26	29	26	32	29	24	29	24	35	24	28	33
Getting a part-time job	Likely	49	49	46	47	49	49	48	49	48	48	47	57	54	48	56
	Unlikely	25	25	27	27	24	25	25	24	27	25	27	19	27	26	21
Joining a Reserve component of the military	Likely	30	31	28	32	30	30	31	30	32	30	32	29	34	30	30
	Unlikely	43	43	45	41	44	44	42	43	42	43	42	46	39	43	45

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to Their Children

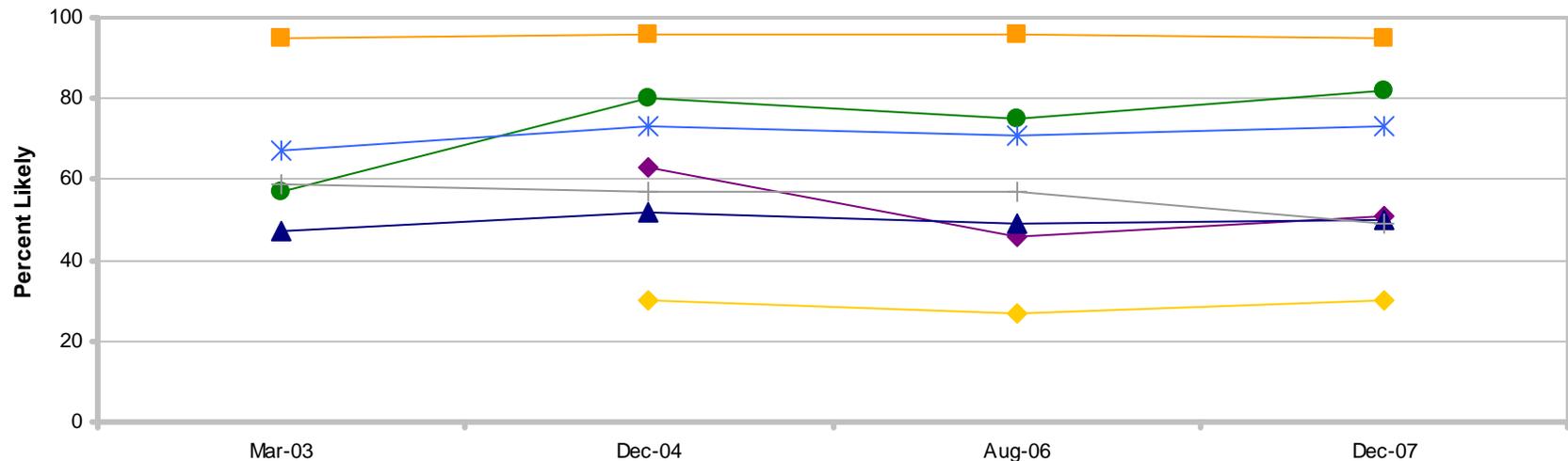
Percent of Active Duty Members With Children or Other Legal Dependents Between Ages of 6-22

		KEY:								
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Attending a four-year college or university	Likely	95	94	95	93	95	93	NA	95	NA
	Unlikely	1	1	1	1	1	1	NA	1	NA
Getting a full-time job	Likely	82	82	82	80	82	80	NA	82	NA
	Unlikely	5	5	4	5	5	5	NA	5	NA
Attending a trade, technical, vocational, or community college	Likely	73	75	72	76	73	76	NA	73	NA
	Unlikely	12	11	13	7	12	7	NA	12	NA
Becoming a federal civil servant	Likely	51	47	55	49	51	49	NA	51	NA
	Unlikely	18	21	14	18	17	18	NA	17	NA
Joining a Military Service	Likely	50	47	54	42	51	42	NA	51	NA
	Unlikely	28	31	25	35	27	35	NA	27	NA
Getting a part-time job	Likely	49	48	49	49	49	49	NA	49	NA
	Unlikely	25	25	26	26	25	26	NA	25	NA
Joining a Reserve component of the military	Likely	30	27	34	30	30	30	NA	30	NA
	Unlikely	43	45	41	42	43	42	NA	43	NA

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to Their Children

Percent of Active Duty Members With Children or Other Legal Dependents Between Ages of 6-22

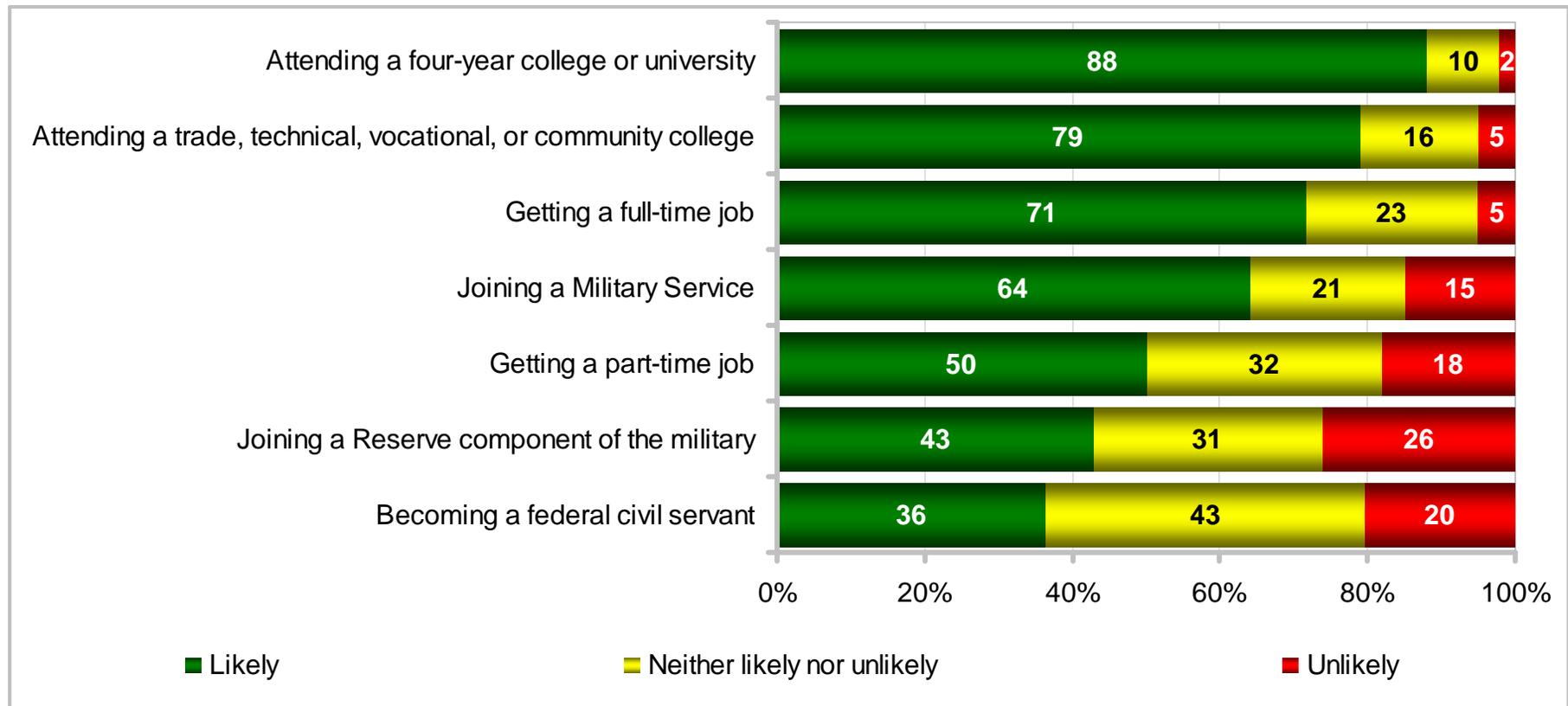


	Mar-03	Dec-04	Aug-06	Dec-07
<div style="display: flex; justify-content: space-between; align-items: center;"> Most recent HIGHER than ■ </div> <div style="display: flex; justify-content: space-between; align-items: center;"> Most recent LOWER than ■ </div>				
■ Attending a four-year college or university	95	96	96	95
● Getting a full-time job	57	80	75	82
* Attending a trade, technical, vocational, or community college	67	73	71	73
◆ Becoming a federal civil servant	X	63	46	51
▲ Joining a Military Service	47	52	49	50
+ Getting a part-time job	59	57	57	49
◆ Joining a Reserve component of the military	X	30	27	30

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to a Youth

Percent of Active Duty Members Without Children or Other Legal Dependents Between Ages of 6-22



LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to a Youth

Percent of Active Duty Members Without Children or Other Legal Dependents Between Ages of 6-22

		KEY:																		
		Higher Response of Likely						Lower Response of Likely						Higher Response of Unlikely						
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Attending a four-year college or university	Likely	88	89	88	84	90	86	86	87	86	97	96	88	96	87	97	83	96	88	97
	Unlikely	2	2	2	3	1	2	2	2	2	0	1	3	1	2	1	3	0	1	0
Attending a trade, technical, vocational, or community college	Likely	79	82	76	76	79	80	79	80	80	68	70	83	73	78	65	77	68	81	69
	Unlikely	5	5	6	5	5	3	3	4	4	12	9	4	9	5	13	5	9	3	12
Getting a full-time job	Likely	71	75	70	70	70	72	67	71	70	77	78	74	77	69	77	69	77	68	79
	Unlikely	5	5	6	5	5	5	5	5	6	5	4	5	6	6	5	5	4	6	3
Joining a Military Service	Likely	64	62	64	62	71	56	68	60	67	74	79	60	70	61	77	59	85	69	77
	Unlikely	15	18	16	14	10	20	11	18	13	8	8	19	10	17	7	15	4	10	8
Getting a part-time job	Likely	50	53	50	48	48	51	46	52	48	49	49	54	48	51	48	48	47	48	50
	Unlikely	18	17	17	23	17	17	17	17	18	22	19	16	24	16	20	23	22	16	20
Joining a Reserve component of the military	Likely	43	41	43	34	51	36	44	40	43	51	53	40	46	42	48	32	54	49	59
	Unlikely	26	31	25	32	17	32	24	28	26	20	21	32	27	25	21	33	19	18	14
Becoming a federal civil servant	Likely	36	39	34	28	39	31	43	33	39	41	41	39	41	33	40	28	37	38	42
	Unlikely	20	20	20	27	17	25	14	23	17	18	21	20	19	20	18	27	22	17	17

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to a Youth

Percent of Active Duty Members Without Children or Other Legal Dependents Between Ages of 6-22

		KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female	
		Higher Response of Likely	Higher Response of Unlikely																
		Higher Response of Likely	Higher Response of Unlikely																
Attending a four-year college or university	Likely	88	88	89	88	88	88	89	87	97	87	96	89	97	88	90			
	Unlikely	2	2	1	2	1	2	2	2	2	2	1	2	1	1	0	2	1	
Attending a trade, technical, vocational, or community college	Likely	79	78	82	80	77	78	80	80	69	80	69	80	67	81	77	78	81	
	Unlikely	5	5	4	5	6	5	5	5	5	4	11	4	12	2	7	5	3	
Getting a full-time job	Likely	71	71	71	71	72	73	69	70	77	71	77	68	77	72	70			
	Unlikely	5	5	6	6	5	5	6	5	5	5	4	6	5	5	6			
Joining a Military Service	Likely	64	65	63	60	68	66	61	63	75	63	76	62	72	64	64			
	Unlikely	15	15	15	17	13	15	15	16	8	16	7	13	10	15	13			
Getting a part-time job	Likely	50	50	50	52	49	50	51	50	49	50	48	52	54	50	52			
	Unlikely	18	17	20	18	18	18	18	17	22	18	22	14	20	18	15			
Joining a Reserve component of the military	Likely	43	43	42	39	45	42	45	41	52	40	51	48	53	42	49			
	Unlikely	26	26	27	28	24	28	23	27	20	28	21	20	20	27	20			
Becoming a federal civil servant	Likely	36	36	36	32	39	33	43	35	41	35	40	38	47	36	40			
	Unlikely	20	20	24	24	17	21	18	21	19	21	19	17	17	21	17			

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to a Youth

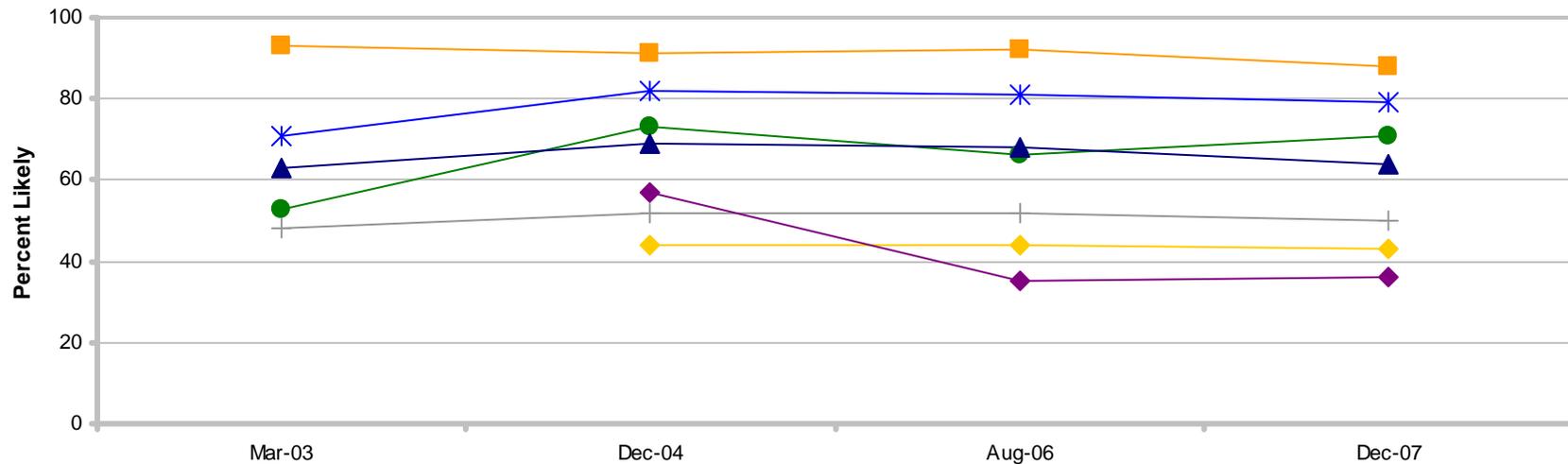
Percent of Active Duty Members Without Children or Other Legal Dependents Between Ages of 6-22

		KEY:									
		Higher Response of Likely		Lower Response of Likely		Higher Response of Unlikely					
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
Attending a four-year college or university	Likely	88	88	89	88	88	87	88	88	88	
	Unlikely	2	2	2	2	2	NR	2	1	2	
Attending a trade, technical, vocational, or community college	Likely	79	78	79	78	79	83	78	78	80	
	Unlikely	5	6	5	6	5	NR	6	5	5	
Getting a full-time job	Likely	71	71	71	70	74	83	70	69	75	
	Unlikely	5	5	5	5	5	2	6	6	5	
Joining a Military Service	Likely	64	59	69	61	69	60	62	67	69	
	Unlikely	15	17	13	16	13	20	16	14	12	
Getting a part-time job	Likely	50	49	51	50	51	50	50	48	52	
	Unlikely	18	19	17	18	18	31	18	18	18	
Joining a Reserve component of the military	Likely	43	39	46	41	45	44	41	42	46	
	Unlikely	26	29	23	27	25	25	27	25	25	
Becoming a federal civil servant	Likely	36	35	38	34	40	50	33	36	41	
	Unlikely	20	21	19	22	18	12	22	19	18	

LIKELIHOOD TO RECOMMEND SERVICE

Likelihood of Recommending Career Options to a Youth

Percent of Active Duty Members Without Children or Other Legal Dependents Between Ages of 6-22



	Most recent HIGHER than Most recent LOWER than	Mar-03	Dec-04	Aug-06	Dec-07
■	Attending a four-year college or university	93	91	92	88
*	Attending a trade, technical, vocational, or community college	71	82	81	79
●	Getting a full-time job	53	73	66	71
▲	Joining a Military Service	63	69	68	64
+	Getting a part-time job	48	52	52	50
◆	Joining a Reserve component of the military		44	44	43
◆	Becoming a federal civil servant		57	35	36

LIKELIHOOD TO RECOMMEND SERVICE

Summary of Findings

December 2007

- At least four-fifths of members with children were likely to recommend *attending a four-year college or university* (95%) or *getting a full-time job* (82%)
 - Fewer were likely to recommend *joining a Military Service* (50%) or *joining a Reserve component* (30%)
 - Likely to recommend *joining a Military Service* led by Air Force officer, Navy officer, Marine Corps officer, O4-O6, male officer, officer, Non-Hispanic White, not deployed, married, and married with child(ren)
 - Likely to recommend *joining a Reserve component* led by Air Force officer and not deployed
 - Percentage point differences over time for total are:

	Mar-03	Dec-04	Aug-06	Dec-07
Most recent HIGHER by  Most recent LOWER by 				
 Attending a four-year college or university				95
 Getting a full-time job	25		7	82
 Attending a trade, technical, vocational, or community college	6			73
 Becoming a federal civil servant	 	12	5	51
 Joining a Military Service				50
 Getting a part-time job	10		8	49
 Joining a Reserve component of the military	 			30

LIKELIHOOD TO RECOMMEND SERVICE

Summary of Findings

December 2007

- At least four-fifths of members without children were likely to recommend *attending a four-year college or university* (88%) or *attending a trade, technical, vocational, or community college* (79%) to a youth
 - Fewer were likely to recommend *joining a Military Service* (64%) or *joining a Reserve component* (43%)
 - Likely to recommend *joining a Military Service* led by Marine Corps officer, O4-O6, Navy officer, Air Force officer, male officer, officer, O1-O3, female officer, Air Force, Air Force enlisted, married without child(ren), not deployed, married, enlisted with 6 to 9 years of service, living off base, and Non-Hispanic White
 - Likely to recommend *joining a Reserve component* led by Air Force officer, Marine Corps officer, female officer, O4-O6, officer, O1-O3, male officer, Air Force, Air Force enlisted, female, married without child(ren), not deployed, living off base, and enlisted with 6 to 9 years of service
 - Percentage point differences over time for total are:

	Mar-03	Dec-04	Aug-06	Dec-07
Most recent HIGHER by ■ Most recent LOWER by ■				
■ Attending a four-year college or university	5		4	88
* Attending a trade, technical, vocational, or community college	8			79
● Getting a full-time job	18		5	71
▲ Joining a Military Service				64
+ Getting a part-time job				50
◆ Joining a Reserve component of the military	X			43
◆ Becoming a federal civil servant	X	21		36

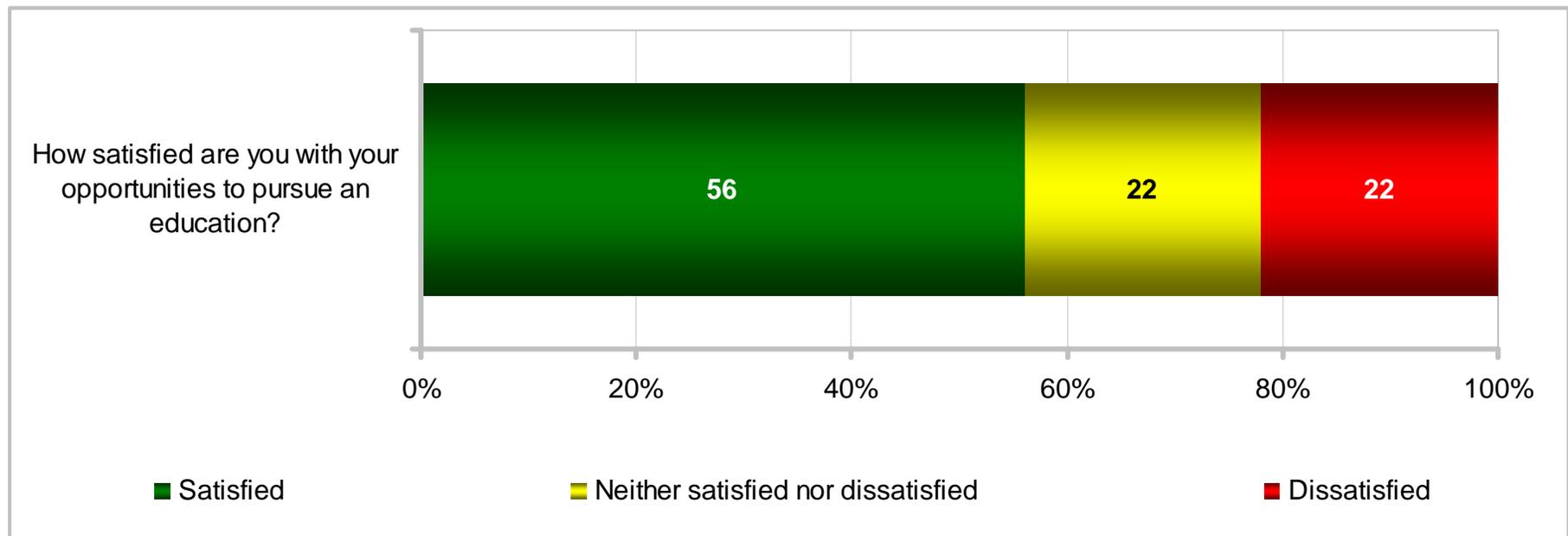
BRIEFING OVERVIEW

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OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunities To Pursue Education

Percent of All Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunities To Pursue Education

Percent of All Active Duty Members

KEY: Higher Response of Satisfied Lower Response of Satisfied Higher Response of Dissatisfied			Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
			How satisfied are you with your opportunities to pursue an education?	Satisfied	56	49	53	54	70	47	55	52	58	58	64	49	52	52	60	54	56
	Dissatisfied	22	27	23	21	13	29	23	25	21	18	14	29	21	24	17	21	15	13	13	

KEY: Higher Response of Satisfied Lower Response of Satisfied Higher Response of Dissatisfied			Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
			How satisfied are you with your opportunities to pursue an education?	Satisfied	56	56	59	55	57	54	60	56	60	54	60	67	61
	Dissatisfied	22	22	21	24	21	24	18	23	17	24	18	17	14	23	16	

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunities To Pursue Education

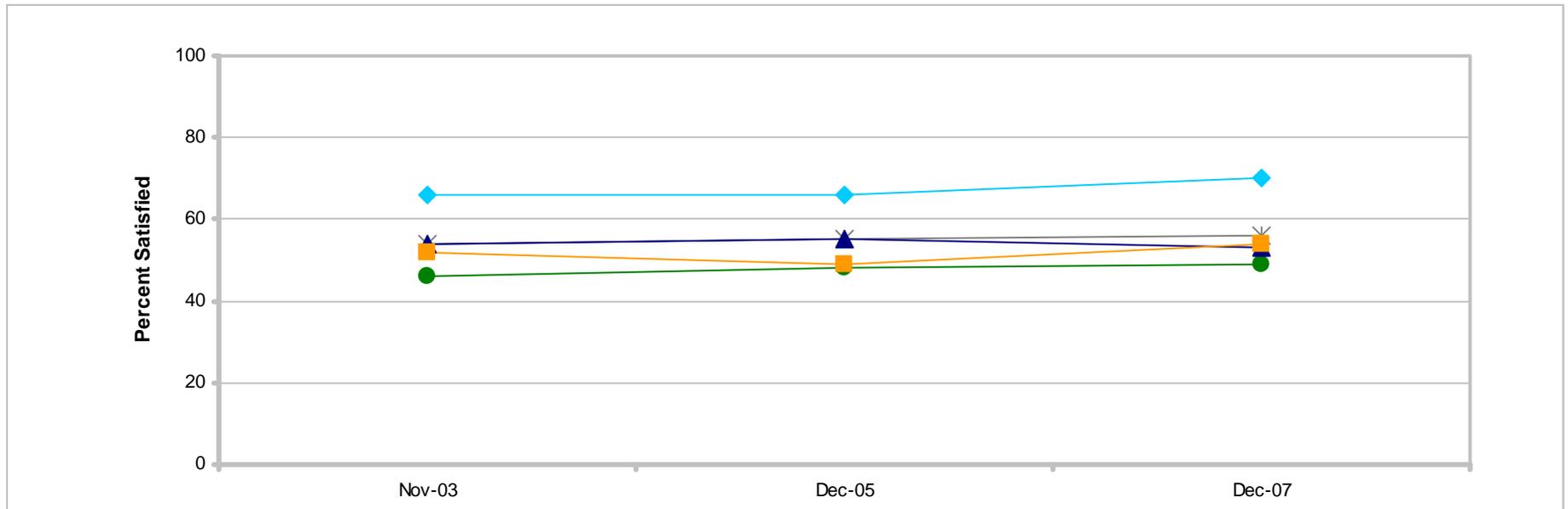
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How satisfied are you with your opportunities to pursue an education?	Satisfied	56	48	64	54	58	60	53	59	55
	Dissatisfied	22	27	17	23	21	17	25	20	23

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunities To Pursue Education

Percent of All Active Duty Members, by Service

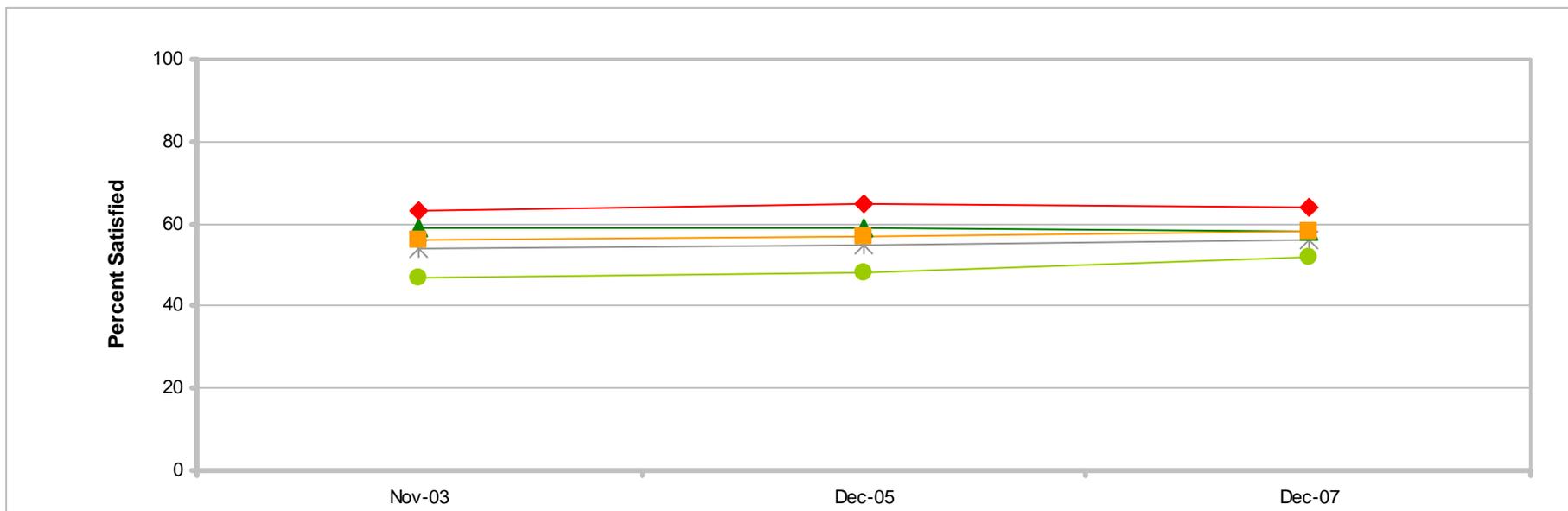


	Most recent HIGHER than Most recent LOWER than	Nov-03	Dec-05	Dec-07
* Total		54	55	56
● Army		46	48	49
▲ Navy		54	55	53
■ Marine Corps		52	49	54
◆ Air Force		66	66	70

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunities To Pursue Education

Percent of All Active Duty Members, by Paygrade

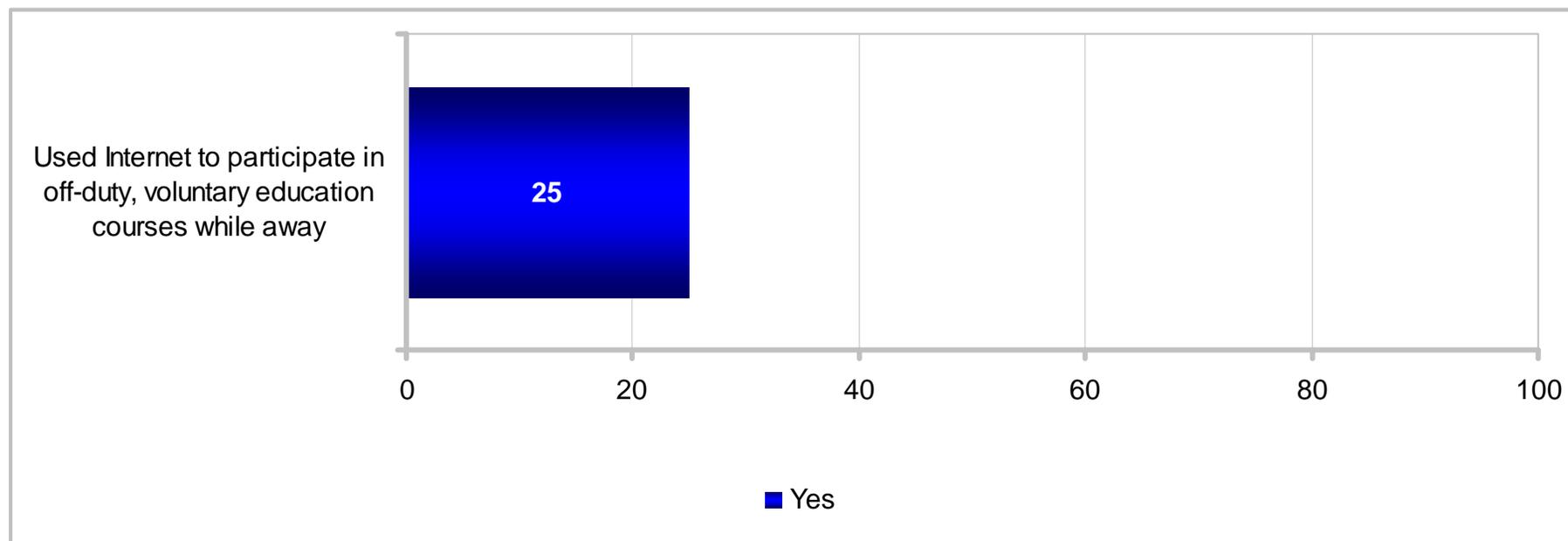


	Nov-03	Dec-05	Dec-07
* Total	54	55	56
● E1-E4	47	48	52
▲ E5-E9	59	59	58
■ O1-O3	56	57	58
◆ O4-O6	63	65	64

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Use of Internet To Pursue Education While Away

Percent of Active Duty Members Away From PDS at Least One Day in Past 12 Months



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Use of Internet To Pursue Education While Away

Percent of Active Duty Members Away From PDS at Least One Day in Past 12 Months

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Used Internet to participate in off-duty, voluntary education courses while away	25	31	23	16	24	25	29	23	30	21	16	33	21	24	18	17	14	25

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Used Internet to participate in off-duty, voluntary education courses while away	25	24	33	25	26	23	30	27	20	25	20	41	21	24

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Use of Internet To Pursue Education While Away

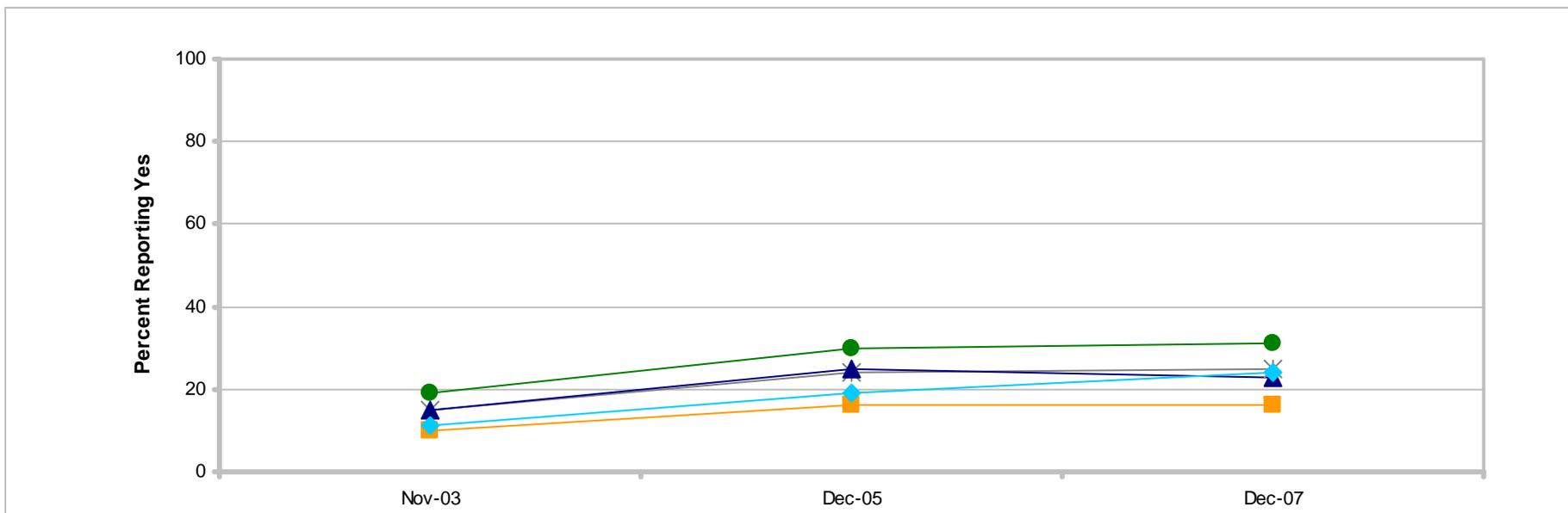
Percent of Active Duty Members Away From PDS at Least One Day in Past 12 Months

KEY: Higher Response of Yes Lower Response of Yes	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	Used Internet to participate in off-duty, voluntary education courses while away	25	25	26	23	27	30	22	28

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Use of Internet To Pursue Education While Away

Percent of Active Duty Members Away From PDS at Least One Day in Past 12 Months, by Service

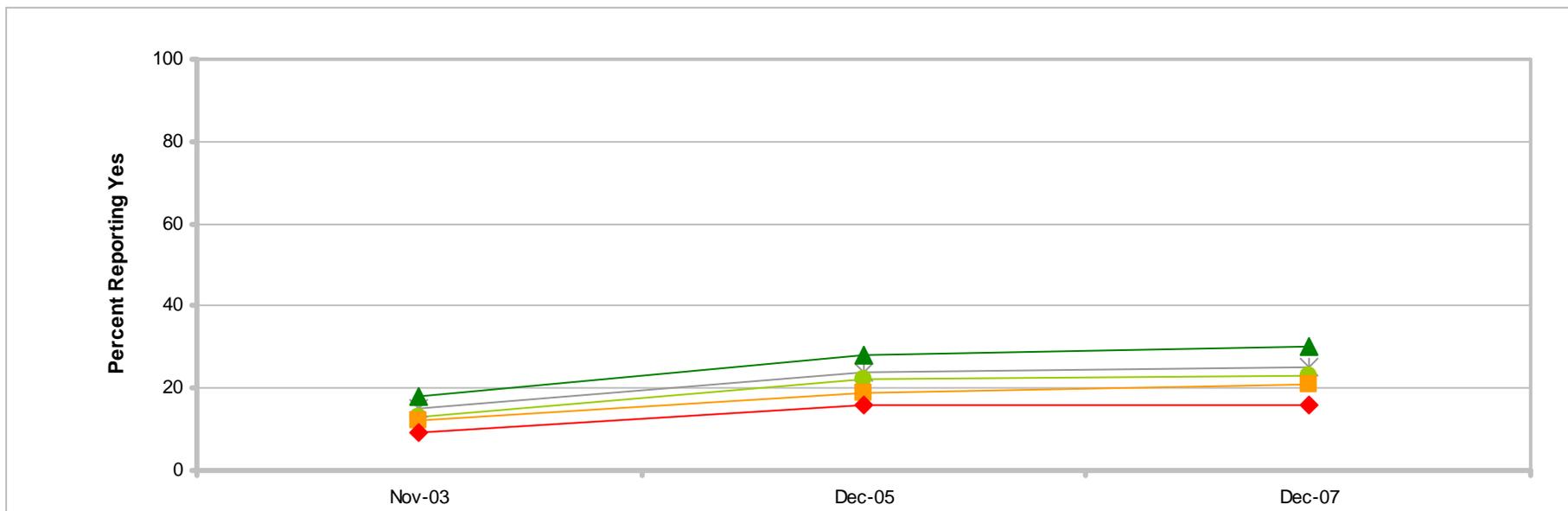


	Most recent HIGHER than Most recent LOWER than	Nov-03	Dec-05	Dec-07
* Total		15	24	25
● Army		19	30	31
▲ Navy		15	25	23
■ Marine Corps		10	16	16
◆ Air Force		11	19	24

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Use of Internet To Pursue Education While Away

Percent of Active Duty Members Away From PDS at Least One Day in Past 12 Months, by Paygrade

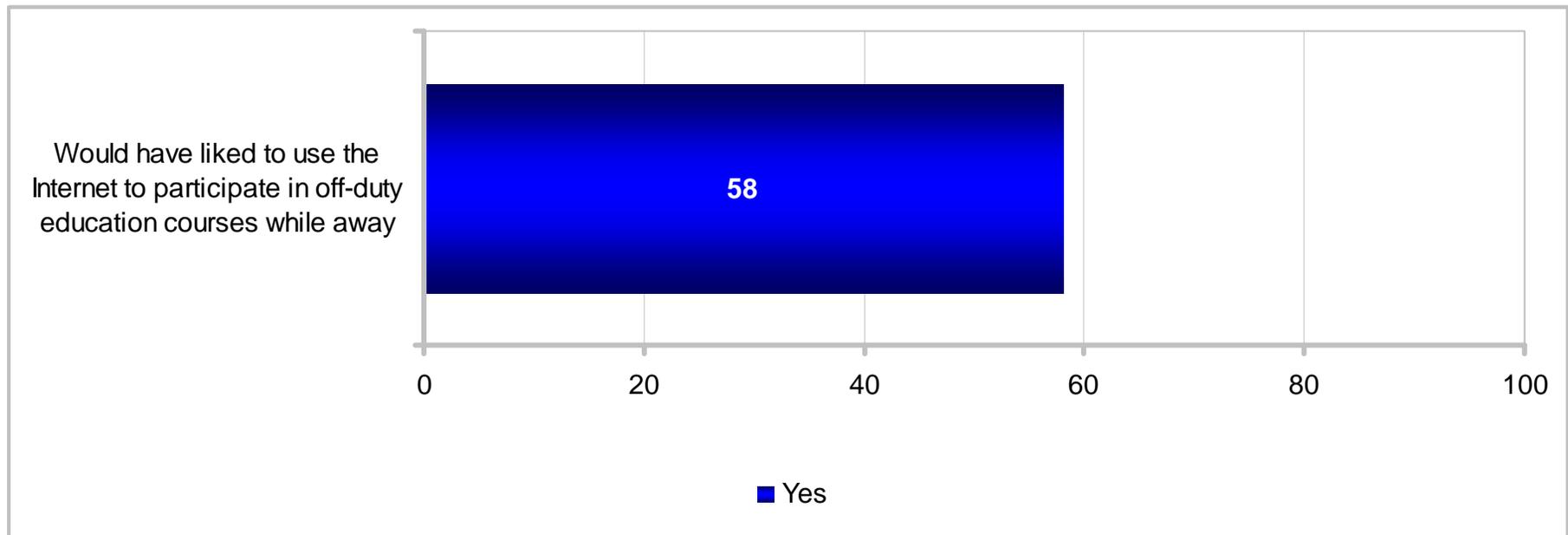


	Most recent HIGHER than Most recent LOWER than	Nov-03	Dec-05	Dec-07
* Total		15	24	25
● E1-E4		13	22	23
▲ E5-E9		18	28	30
■ O1-O3		12	19	21
◆ O4-O6		9	16	16

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Would Like To Use Internet To Pursue Education While Away

Percent of Members Who Did Not Participate in Off-Duty Education Via Internet While Away From PDS at Least One Day in Past 12 Months



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Would Like To Use Internet To Pursue Education While Away

Percent of Members Who Did Not Participate in Off-Duty Education Via Internet While Away From PDS at Least One Day in Past 12 Months

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Would have liked to use the Internet to participate in off-duty education courses while away	58	64	59	56	49	61	61	62	65	46	29	70	45	66	36	59	37	54

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Would have liked to use the Internet to participate in off-duty education courses while away	58	58	57	61	57	56	63	64	40	64	40	64	40	58

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Would Like To Use Internet To Pursue Education While Away

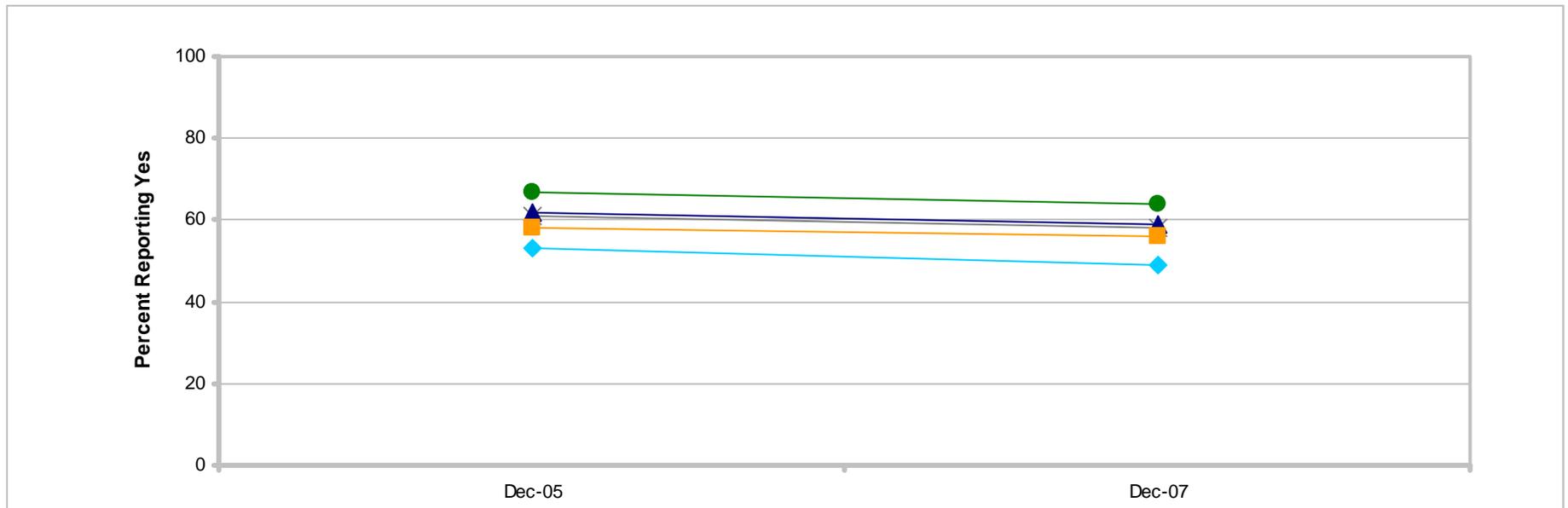
Percent of Members Who Did Not Participate in Off-Duty Education Via Internet While Away From PDS at Least One Day in Past 12 Months

KEY: Higher Response of Yes Lower Response of Yes	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	Would have liked to use the Internet to participate in off-duty education courses while away	58	61	53	59	58	58	59	57

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Would Like To Use Internet To Pursue Education While Away

Percent of Members Who Did Not Participate in Off-Duty Education Via Internet While Away From PDS at Least One Day in Past 12 Months, by Service

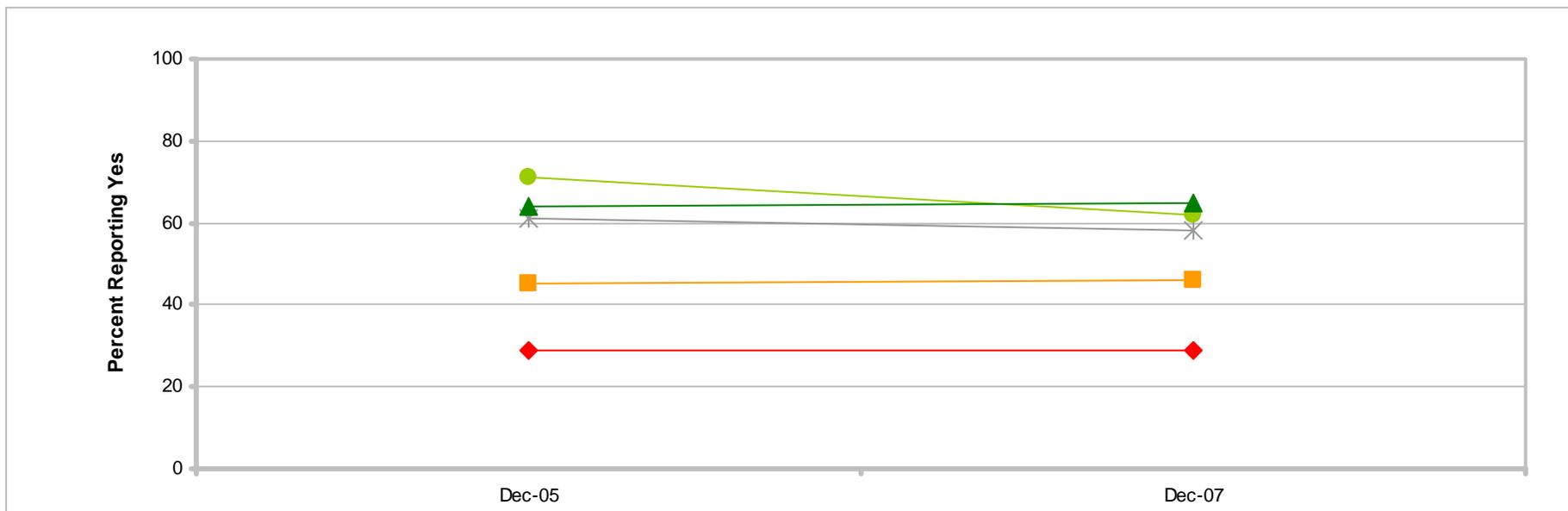


	Dec-05	Dec-07
* Total	61	58
● Army	67	64
▲ Navy	62	59
■ Marine Corps	58	56
◆ Air Force	53	49

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Would Like To Use Internet To Pursue Education While Away

Percent of Members Who Did Not Participate in Off-Duty Education Via Internet While Away From PDS at Least One Day in Past 12 Months, by Paygrade

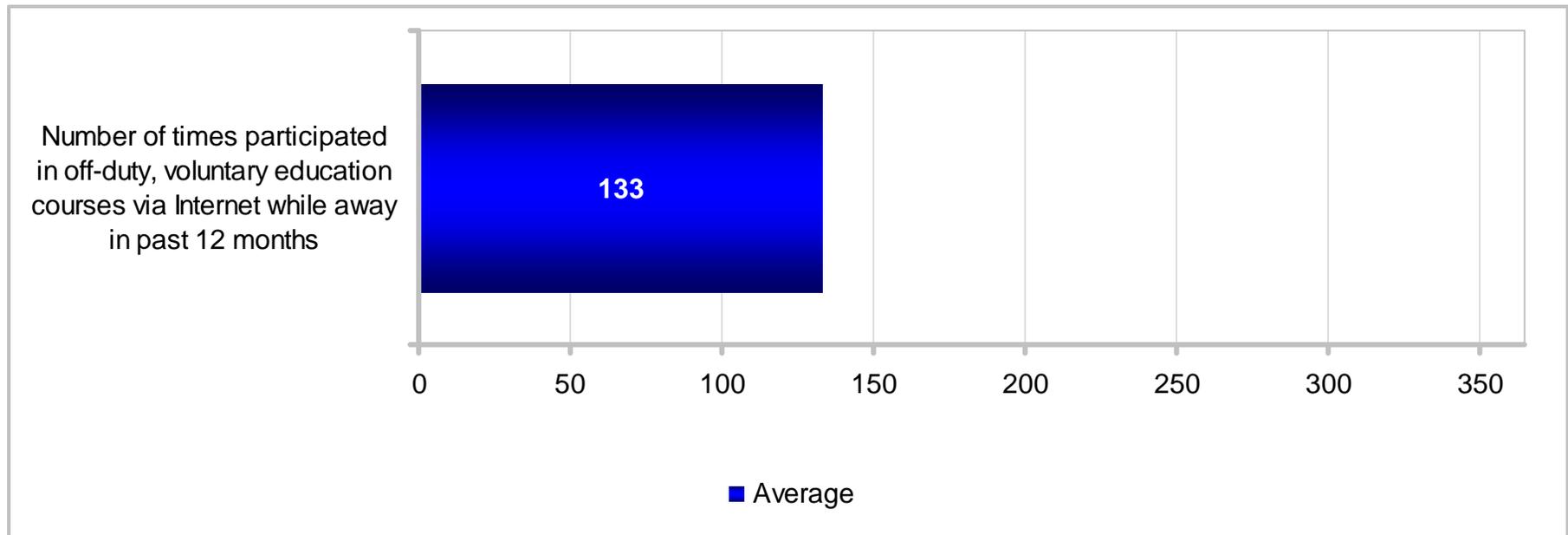


	Dec-05	Dec-07
* Total	61	58
● E1-E4	71	62
▲ E5-E9	64	65
■ O1-O3	45	46
◆ O4-O6	29	29

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Frequency of Participation in Off-Duty Education Via Internet

Average of Members Who Had Used Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Frequency of Participation in Off-Duty Education Via Internet

Average of Members Who Had Used Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months

KEY: More Than Average Less Than Average	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times participated in off-duty, voluntary education courses via Internet while away in past 12 months	133	121	129	137	162	122	140	107	145	151	112	121	121	130	128	136	143	160

KEY: More Than Average Less Than Average	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Number of times participated in off-duty, voluntary education courses via Internet while away in past 12 months	133	136	124	117	141	133	135	132	139	126	136	163	158	128

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Frequency of Participation in Off-Duty Education Via Internet

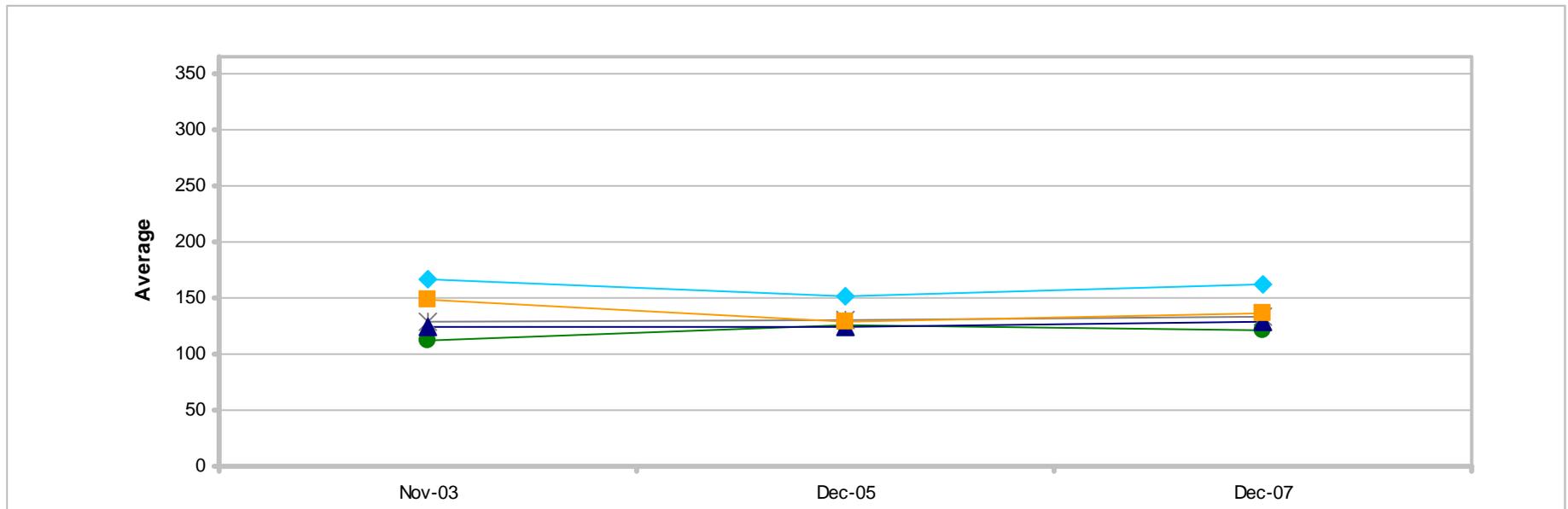
Average of Members Who Had Used Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months

KEY:									
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
More Than Average									
Less Than Average									
Number of times participated in off-duty, voluntary education courses via Internet while away in past 12 months	133	130	139	130	135	155	124	138	127

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Frequency of Participation in Off-Duty Education Via Internet

Average of Members Who Had Used Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months, by Service

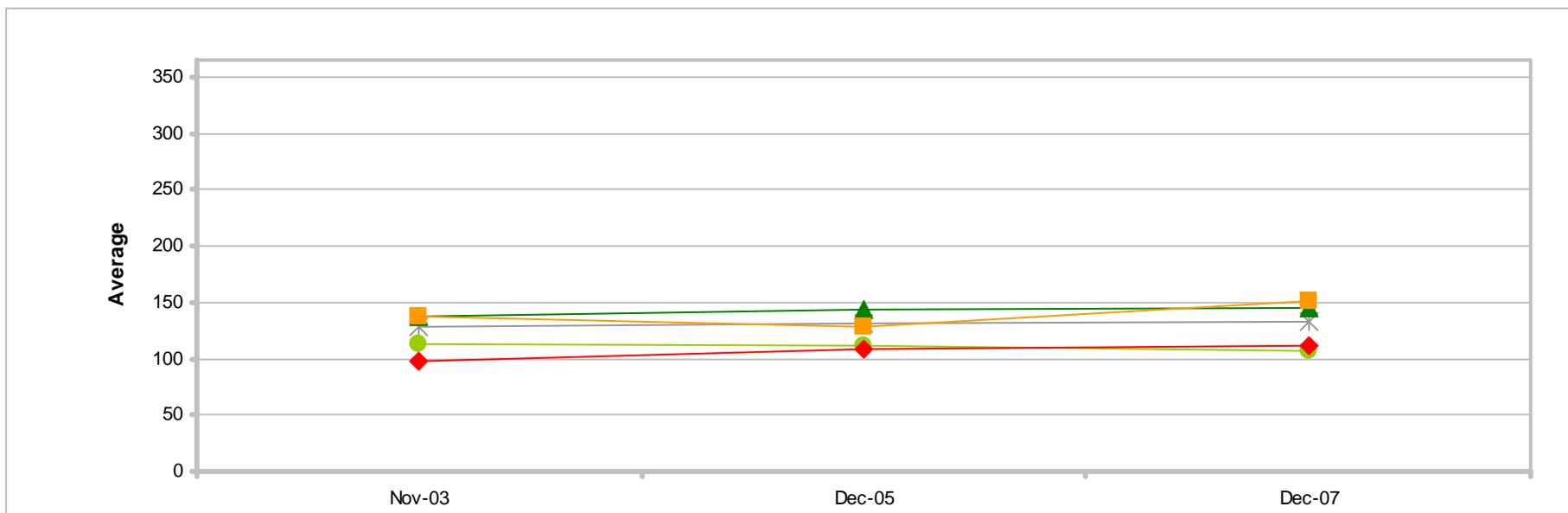


	Nov-03	Dec-05	Dec-07
* Total	128	131	133
● Army	112	126	121
▲ Navy	124	124	129
■ Marine Corps	149	128	137
◆ Air Force	166	152	162

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Frequency of Participation in Off-Duty Education Via Internet

Average of Members Who Had Used Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months, by Paygrade

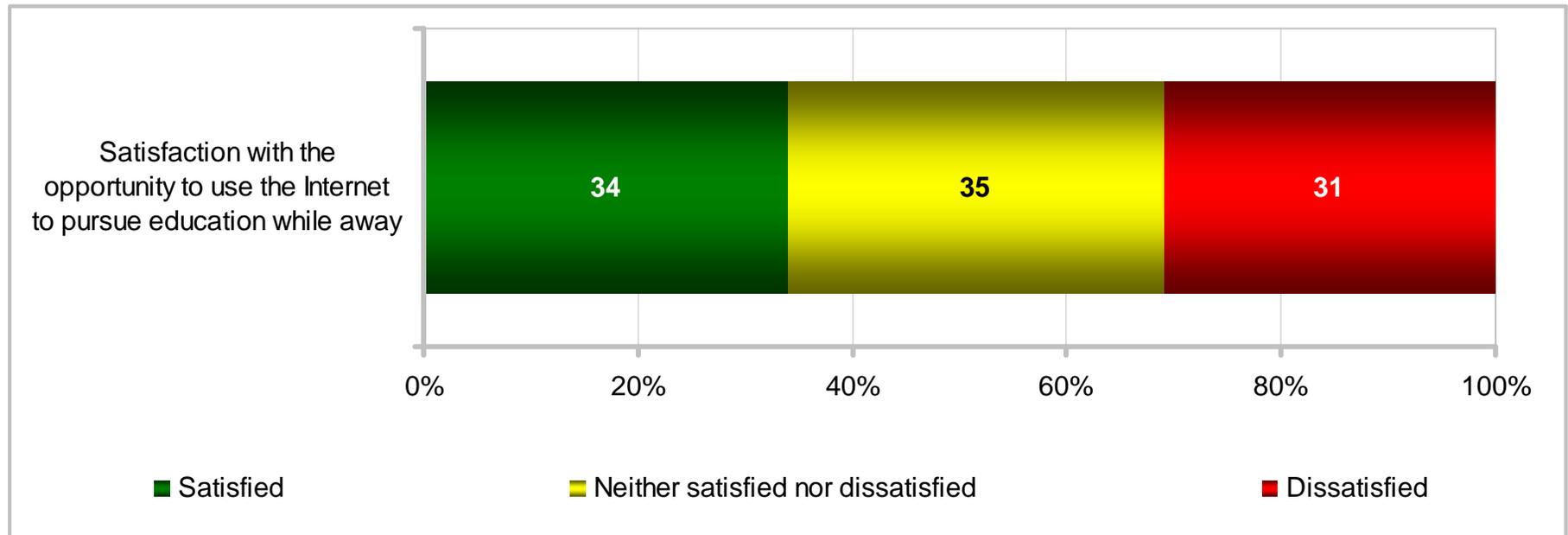


	Nov-03	Dec-05	Dec-07
* Total	128	131	133
● E1-E4	113	112	107
▲ E5-E9	138	143	145
■ O1-O3	138	129	151
◆ O4-O6	98	108	112

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunity To Pursue Education Via Internet While Away

Percent of Members Who Used or Wanted To Use the Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunity To Pursue Education Via Internet While Away

Percent of Members Who Used or Wanted To Use the Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months

KEY:																				
Higher Response of Satisfied																				
Lower Response of Satisfied																				
Higher Response of Dissatisfied																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Satisfaction with the opportunity to use the Internet to pursue education while away	Satisfied	34	34	30	31	43	26	37	26	40	33	36	34	32	29	32	31	32	44	40
	Dissatisfied	31	35	35	30	17	39	30	37	28	28	24	36	32	35	32	30	25	17	16

KEY:																
Higher Response of Satisfied																
Lower Response of Satisfied																
Higher Response of Dissatisfied																
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Satisfaction with the opportunity to use the Internet to pursue education while away	Satisfied	34	34	39	32	36	31	40	35	34	33	34	48	38	33	46
	Dissatisfied	31	31	28	34	29	34	24	31	27	33	27	21	24	32	22

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunity To Pursue Education Via Internet While Away

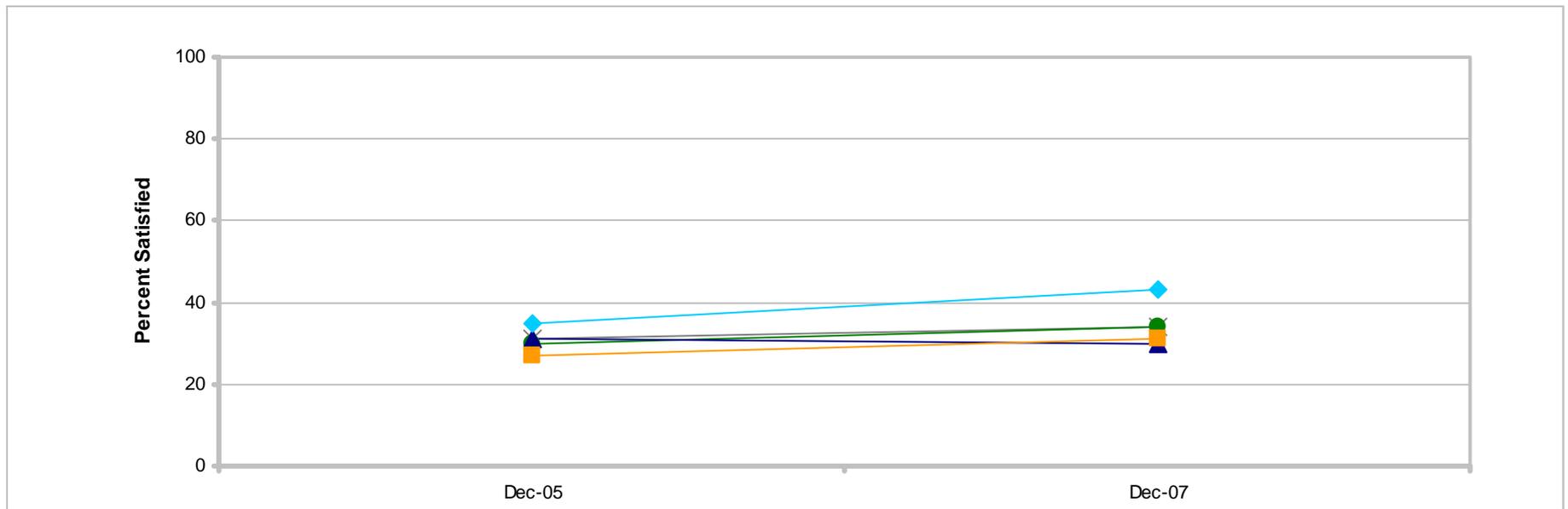
Percent of Members Who Used or Wanted To Use the Internet To Pursue Education While Away From PDS
at Least One Day in Past 12 Months

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Satisfaction with the opportunity to use the Internet to pursue education while away	Satisfied	34	30	42	32	36	41	30	38	31
	Dissatisfied	31	38	19	32	29	25	34	27	35

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunity To Pursue Education Via Internet While Away

Percent of Members Who Used or Wanted To Use the Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months, by Service

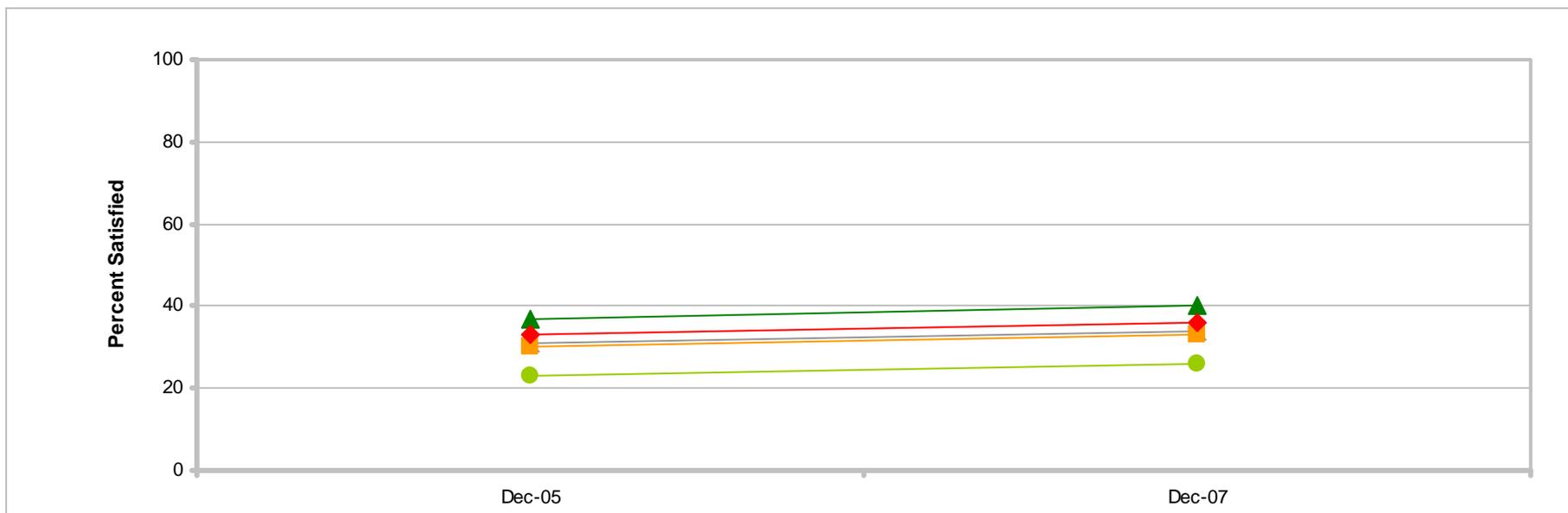


	Dec-05	Dec-07
* Total	31	34
● Army	30	34
▲ Navy	31	30
■ Marine Corps	27	31
◆ Air Force	35	43

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Opportunity To Pursue Education Via Internet While Away

Percent of Members Who Used or Wanted To Use the Internet To Pursue Education While Away From PDS at Least One Day in Past 12 Months, by Paygrade

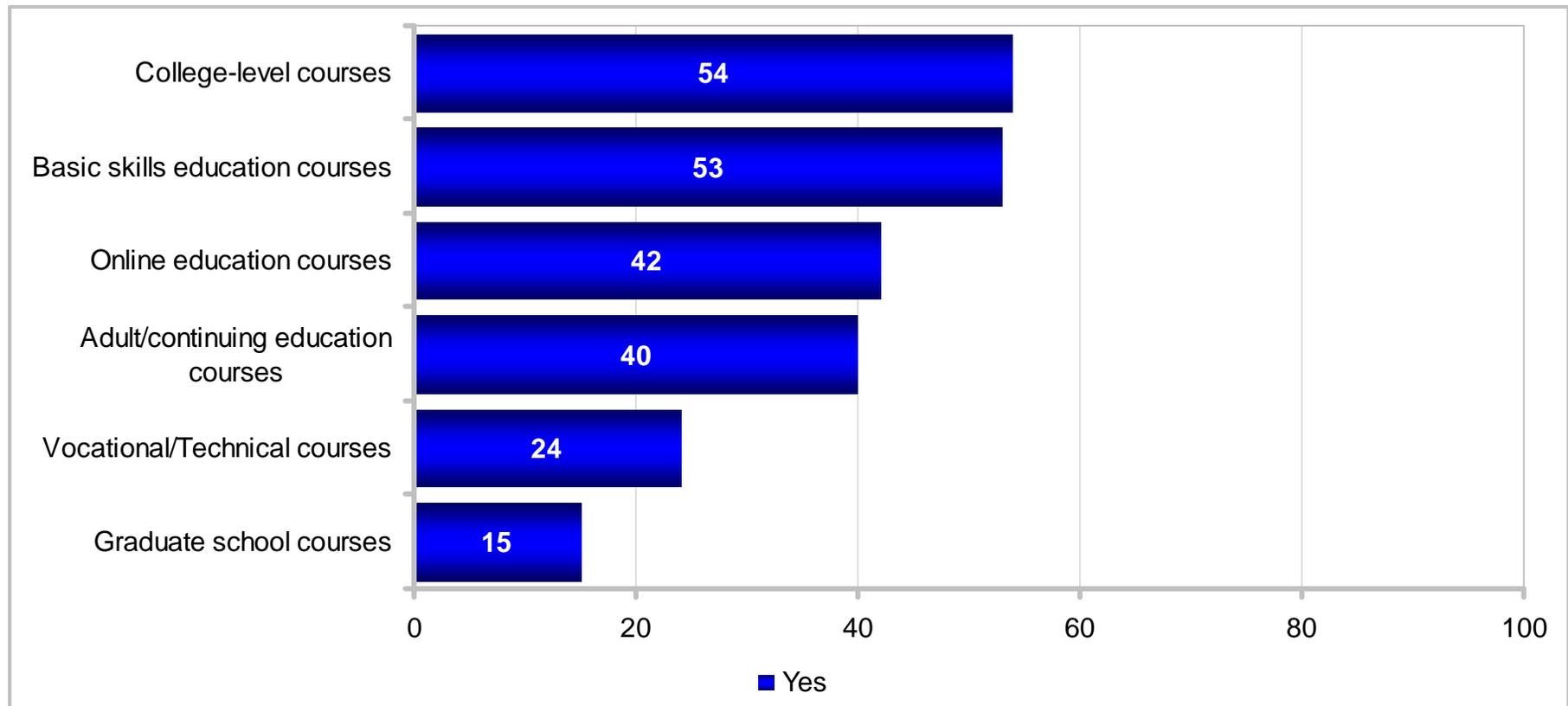


	Dec-05	Dec-07
* Total	31	34
● E1-E4	23	26
▲ E5-E9	37	40
■ O1-O3	30	33
◆ O4-O6	33	36

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Education While in the Military

Percent of All Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Education While in the Military

Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS		E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
						Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS												
College-level courses	54	52	55	40	61	47	65	34	73	40	49	53	47	56	51	40	42	65	45
Basic skills education courses	53	56	49	55	54	52	61	47	63	40	44	58	44	51	38	55	54	56	46
Online education courses	42	49	42	28	40	36	50	28	53	39	46	50	44	42	41	27	36	38	47
Adult/continuing education courses	40	42	38	29	46	33	45	25	53	32	50	42	41	37	40	28	38	47	45
Vocational/Technical courses	24	26	22	22	23	19	29	18	31	15	16	27	20	24	15	22	19	25	15
Graduate school courses	15	14	15	7	21	5	8	4	10	39	75	7	45	8	51	4	35	9	67

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Education While in the Military

Percent of All Active Duty Members

	KEY:															
	Higher Response of Yes	Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male
College-level courses	54	53	59	42	60	50	59	55	47	53	47	68	45	52	63	
Basic skills education courses	53	53	56	50	56	50	60	56	44	55	44	60	44	53	57	
Online education courses	42	41	48	34	47	41	45	42	44	40	43	53	47	41	52	
Adult/continuing education courses	40	40	46	32	45	38	44	40	42	39	41	46	47	40	46	
Vocational/Technical courses	24	24	24	21	25	22	27	25	17	25	18	25	15	24	23	
Graduate school courses	15	15	14	8	19	16	15	8	52	7	51	10	56	15	18	

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Education While in the Military

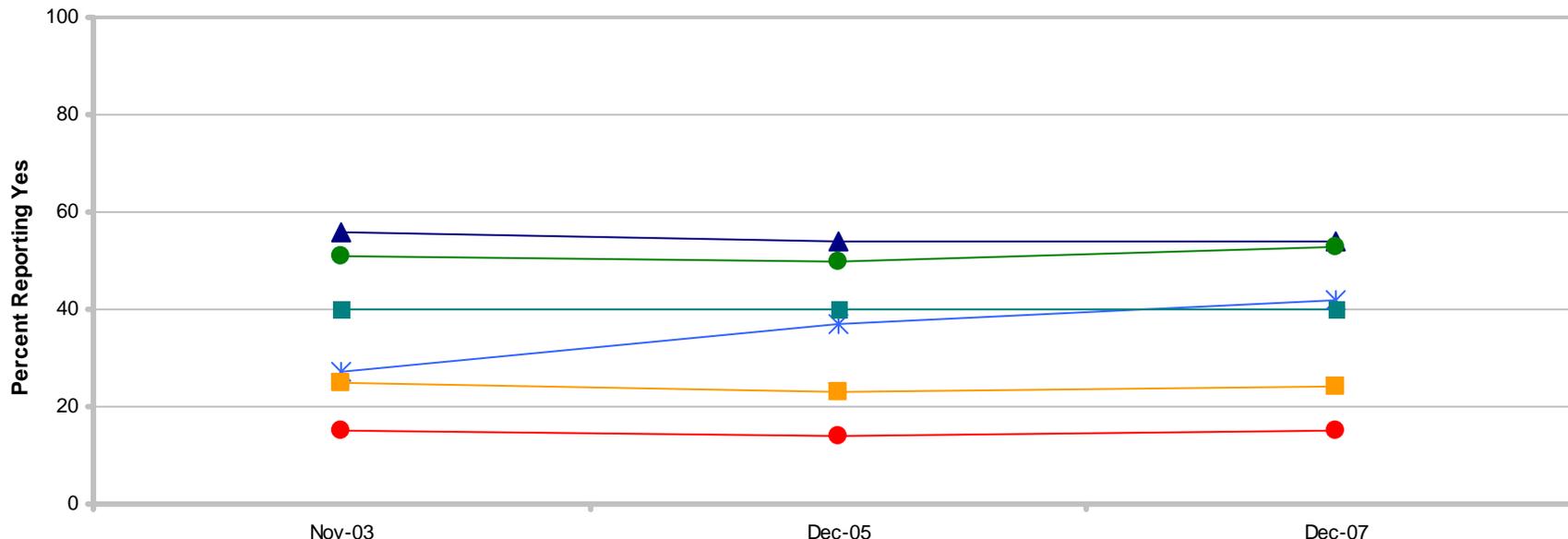
Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	College-level courses	54	55	52	44	60	66	40	65
Basic skills education courses	53	56	51	48	57	63	46	59	51
Online education courses	42	42	42	33	48	51	30	52	39
Adult/continuing education courses	40	41	40	31	46	49	28	50	37
Vocational/Technical courses	24	24	23	20	26	29	19	28	22
Graduate school courses	15	14	17	10	19	15	9	21	13

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Education While in the Military

Percent of All Active Duty Members

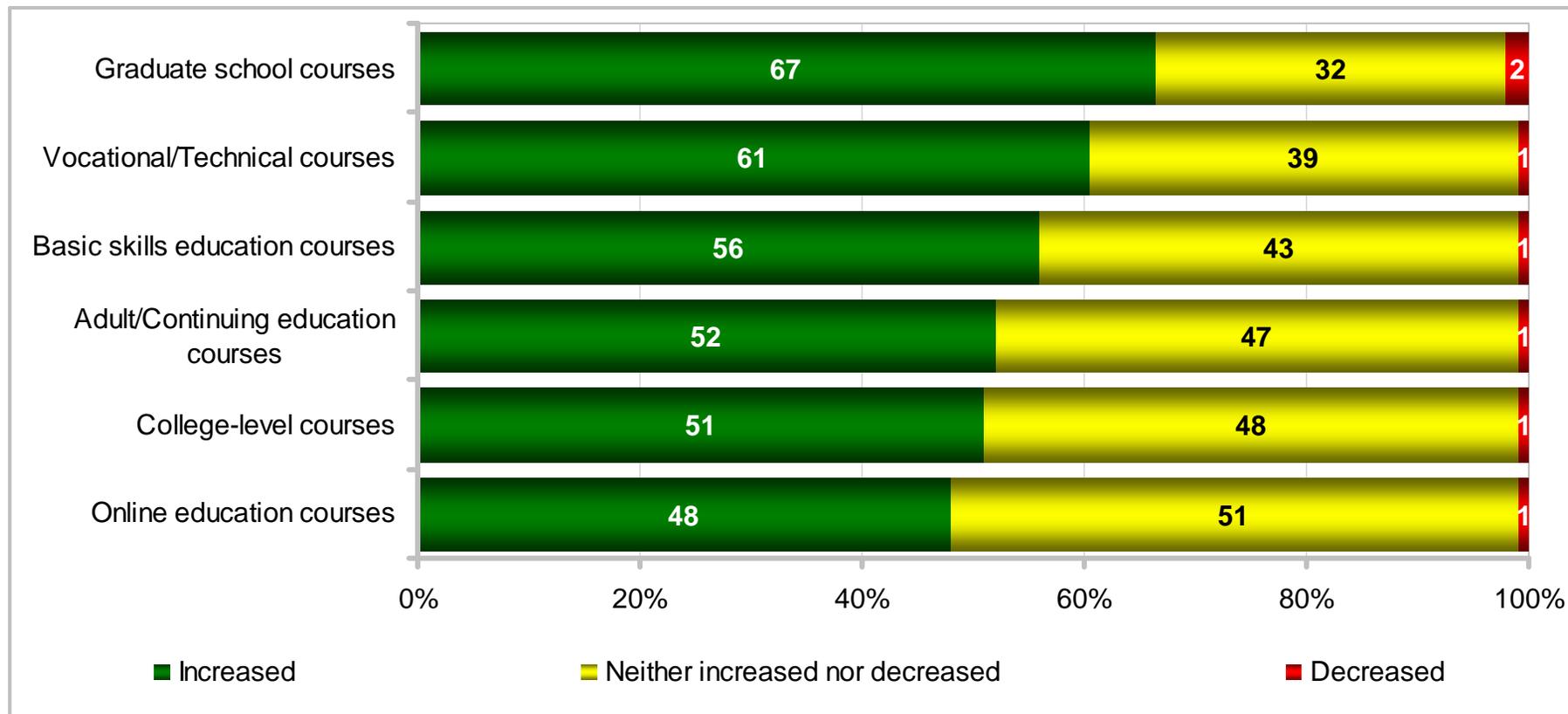


	Nov-03	Dec-05	Dec-07
▲ College-level courses	56	54	54
● Basic skills education courses	51	50	53
* Online education courses	27	37	42
■ Adult/Continuing education courses	40	40	40
■ Vocational/Technical courses	25	23	24
● Graduate school courses	15	14	15

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Military Job Performance

Percent of Applicable Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Military Job Performance

Percent of Applicable Active Duty Members

KEY: Higher Response of Increased Lower Response of Increased Higher Response of Decreased		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Graduate school courses	Increased	67	66	66	68	67	56	54	49	60	70	75	58	72	52	79	NR	77	61	70
	Decreased	2	1	2	2	2	NR	1	1	2	2	2	2	1	3	1	4	1	0	3
Vocational/Technical courses	Increased	61	60	60	55	66	59	58	54	63	69	68	60	66	59	70	53	68	65	72
	Decreased	1	1	1	0	0	1	0	1	0	0	0	1	0	1	1	0	0	0	0
Basic skills education courses	Increased	56	54	58	52	60	48	53	50	57	63	70	52	64	57	64	51	60	58	70
	Decreased	1	1	1	1	0	1	1	1	1	0	0	1	0	1	0	1	0	0	0
Adult/Continuing education courses	Increased	52	52	52	44	55	41	54	41	53	62	66	50	62	49	65	41	62	53	64
	Decreased	1	1	1	2	1	1	1	1	1	1	1	1	0	1	0	2	0	1	1
College-level courses	Increased	51	51	49	48	54	42	48	39	51	70	72	48	65	45	74	46	70	51	72
	Decreased	1	1	1	2	1	2	1	1	1	1	1	1	0	2	1	2	1	1	1
Online education courses	Increased	48	47	48	47	49	39	45	38	49	54	56	46	53	46	57	45	58	47	56
	Decreased	1	1	1	3	1	2	1	1	1	2	2	1	1	1	2	4	1	1	3

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Military Job Performance

Percent of Applicable Active Duty Members

		KEY:														
		<p>Higher Response of Increased</p> <p>Lower Response of Increased</p> <p>Higher Response of Decreased</p>														
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Graduate school courses	Increased	67	67	64	64	67	68	63	57	73	58	73	54	71	67	64
	Decreased	2	2	3	2	2	2	1	2	2	2	2	0	0	2	0
Vocational/Technical courses	Increased	61	61	61	58	62	62	60	60	69	61	70	54	57	62	54
	Decreased	1	0	1	1	0	0	1	1	0	1	0	0	0	1	0
Basic skills education courses	Increased	56	57	52	54	57	53	59	54	65	55	65	49	66	57	52
	Decreased	1	1	1	1	0	1	1	1	0	1	0	1	0	1	1
Adult/Continuing education courses	Increased	52	53	50	47	54	50	56	50	63	50	64	46	61	53	49
	Decreased	1	1	1	1	1	1	1	1	1	1	1	0	0	1	0
College-level courses	Increased	51	52	47	48	52	50	52	48	70	48	71	44	62	52	47
	Decreased	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Online education courses	Increased	48	48	47	45	49	46	49	46	55	47	55	41	52	48	43
	Decreased	1	1	1	1	1	1	1	1	2	1	2	2	1	1	1

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Military Job Performance

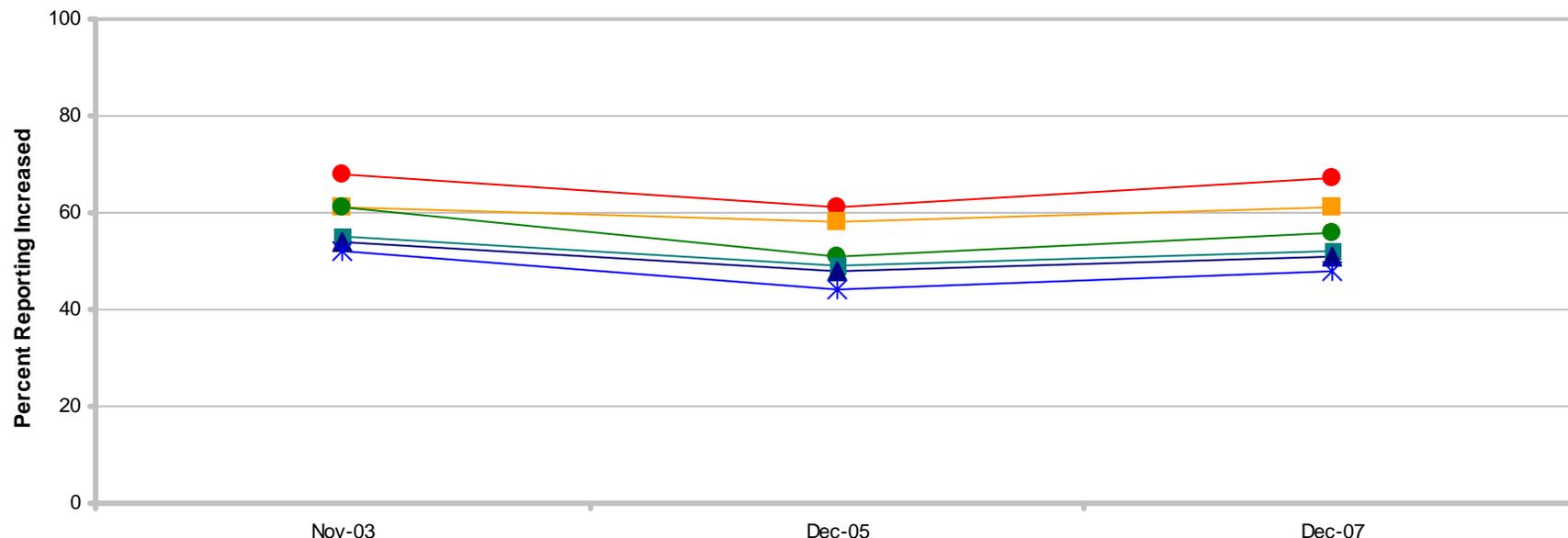
Percent of Applicable Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Graduate school courses	Increased	67	61	70	58	69	55	59	71	65
	Decreased	2	2	2	2	2	1	2	2	2
Vocational/Technical courses	Increased	61	61	61	56	64	62	54	64	62
	Decreased	1	1	0	1	0	0	1	0	0
Basic skills education courses	Increased	56	54	58	53	57	59	52	58	55
	Decreased	1	1	1	1	1	0	1	0	1
Adult/Continuing education courses	Increased	52	50	54	44	56	52	41	57	53
	Decreased	1	1	1	1	1	0	1	1	1
College-level courses	Increased	51	49	53	44	55	51	42	56	51
	Decreased	1	1	1	1	1	1	2	1	1
Online education courses	Increased	48	44	51	41	50	46	40	53	43
	Decreased	1	2	1	1	1	1	1	1	1

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Military Job Performance

Percent of Applicable Active Duty Members

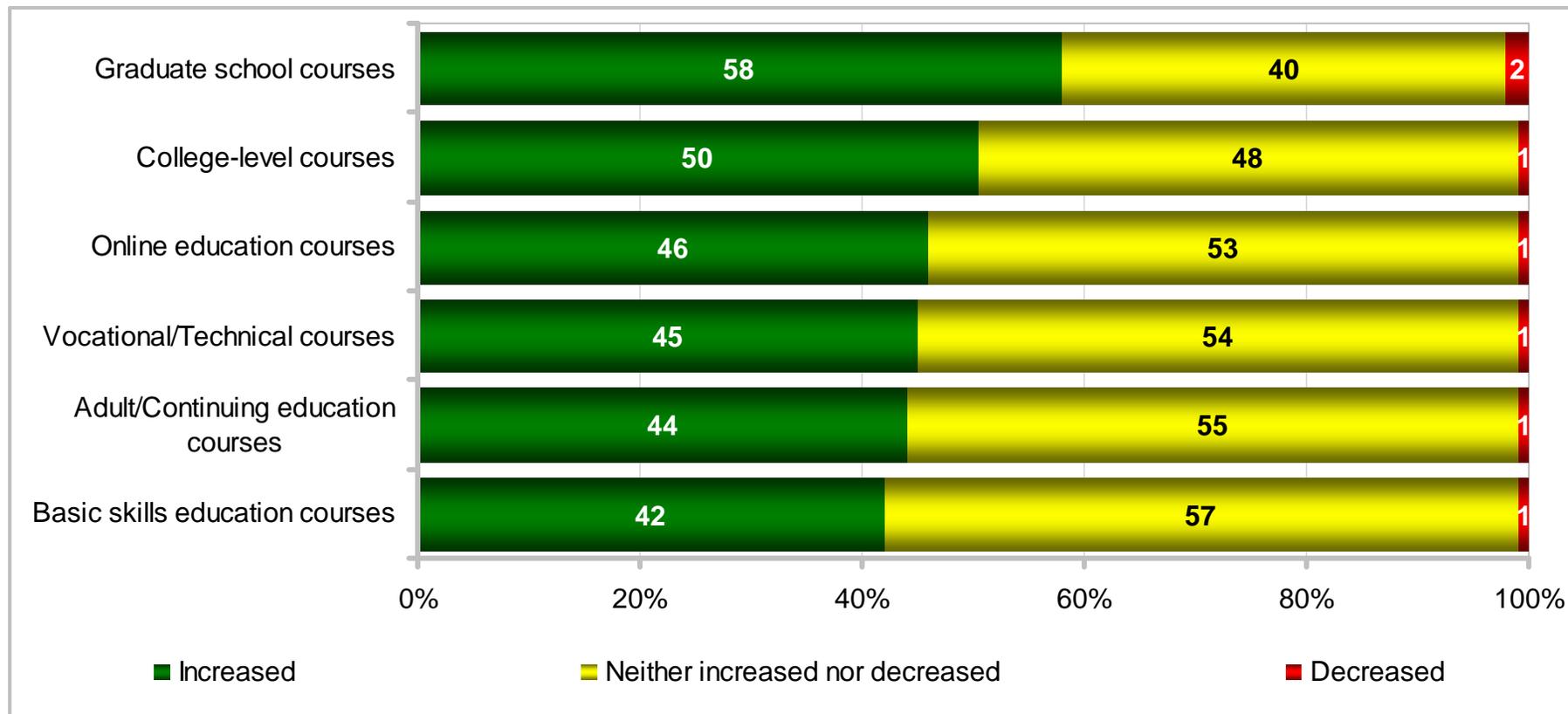


	Nov-03	Dec-05	Dec-07
<div style="display: flex; justify-content: space-between; align-items: center;"> Most recent HIGHER than </div> <div style="display: flex; justify-content: space-between; align-items: center;"> Most recent LOWER than </div>			
● Graduate school courses	68	61	67
■ Vocational/Technical courses	61	58	61
● Basic skills education courses	61	51	56
■ Adult/Continuing education courses	55	49	52
▲ College-level courses	54	48	51
* Online education courses	52	44	48

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Chances for Promotion

Percent of Applicable Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Chances for Promotion

Percent of Applicable Active Duty Members

KEY: Higher Response of Increased Lower Response of Increased Higher Response of Decreased			Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Graduate school courses	Increased	58	52	57	46	67	52	46	47	48	58	70	50	52	47	66	NR	42	45	78	
	Decreased	2	2	1	5	1	0	0	0	1	1	2	1	2	1	2	NR	9	1	1	
College-level courses	Increased	50	60	42	42	49	44	47	43	50	65	64	60	59	38	67	40	58	44	72	
	Decreased	1	2	2	1	1	2	1	2	1	0	1	2	1	2	1	1	1	1	0	
Online education courses	Increased	46	54	41	37	40	47	47	42	49	42	36	58	33	41	41	37	36	37	50	
	Decreased	1	1	1	1	1	2	1	2	1	0	1	1	0	1	1	1	2	2	0	
Vocational/Technical courses	Increased	45	50	44	38	42	46	46	43	46	42	40	51	43	44	44	38	42	42	44	
	Decreased	1	1	1	1	0	1	1	1	1	0	1	2	0	1	1	1	0	0	0	
Adult/Continuing education courses	Increased	44	50	38	36	44	39	45	39	46	47	43	52	41	36	48	35	41	42	52	
	Decreased	1	1	1	1	1	1	2	1	1	0	0	2	0	1	1	1	1	1	0	
Basic skills education courses	Increased	42	46	35	45	40	40	45	39	46	34	35	48	36	35	35	46	37	40	37	
	Decreased	1	1	2	1	0	2	1	2	1	0	0	1	0	2	1	1	0	0	0	

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Chances for Promotion

Percent of Applicable Active Duty Members

		KEY:														
		<p>Higher Response of Increased Lower Response of Increased Higher Response of Decreased</p>														
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Graduate school courses	Increased	58	58	58	54	59	61	52	48	65	50	65	38	65	59	54
	Decreased	2	2	1	1	2	2	1	1	2	1	2	1	0	2	0
College-level courses	Increased	50	51	48	49	51	50	51	48	65	48	66	48	59	51	49
	Decreased	1	1	1	1	1	1	1	1	1	2	1	1	0	1	1
Online education courses	Increased	46	46	47	48	45	45	47	47	41	48	41	45	36	46	44
	Decreased	1	1	2	1	1	1	1	1	0	2	0	1	0	1	1
Vocational/Technical courses	Increased	45	46	43	47	44	42	49	45	43	46	43	44	42	45	43
	Decreased	1	1	1	1	1	1	1	1	1	1	1	0	0	1	0
Adult/Continuing education courses	Increased	44	44	43	44	44	42	47	44	46	44	48	43	38	45	42
	Decreased	1	1	1	1	1	1	1	1	0	1	0	1	0	1	1
Basic skills education courses	Increased	42	42	40	42	42	39	46	43	36	43	36	40	35	42	40
	Decreased	1	1	1	1	1	1	1	1	0	1	0	0	0	1	0

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Chances for Promotion

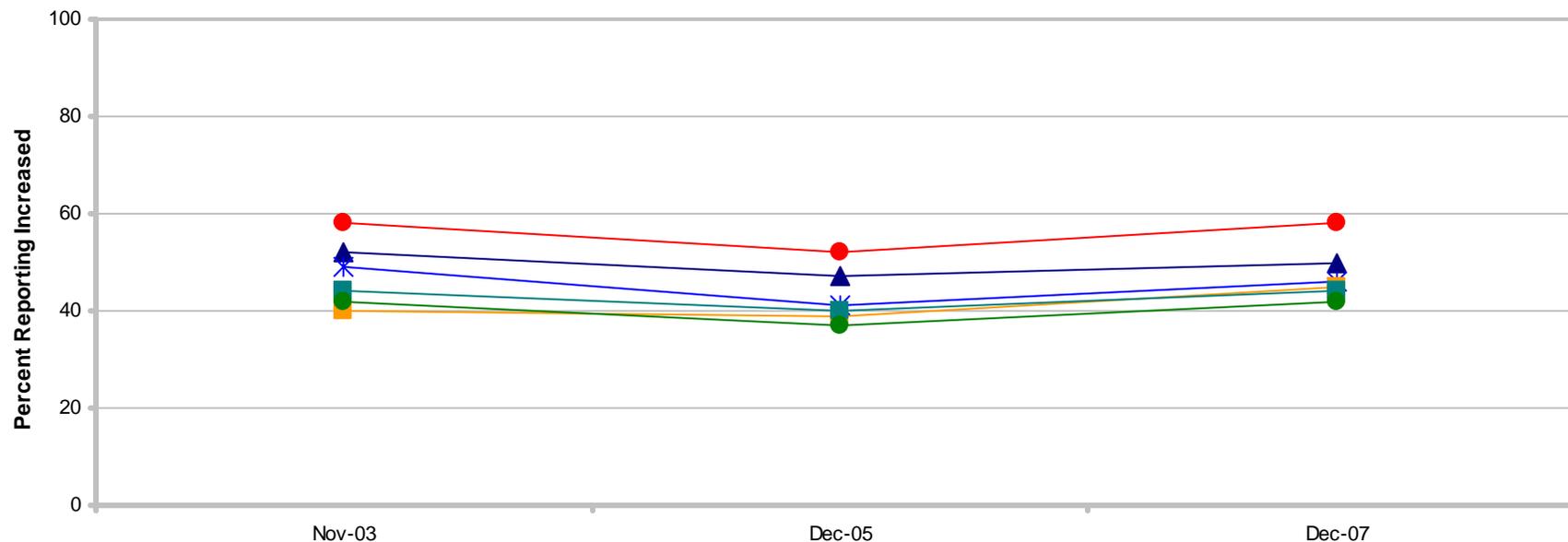
Percent of Applicable Active Duty Members

		KEY:								
		Higher Response of Increased			Lower Response of Increased			Higher Response of Decreased		
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Graduate school courses	Increased	58	54	61	49	61	41	52	60	63
	Decreased	2	1	2	0	2	0	0	2	1
College-level courses	Increased	50	50	51	45	53	50	44	54	51
	Decreased	1	2	1	1	1	1	2	1	1
Online education courses	Increased	46	47	45	43	48	49	41	48	45
	Decreased	1	1	1	2	1	1	2	1	0
Vocational/Technical courses	Increased	45	45	45	42	47	48	41	47	46
	Decreased	1	1	1	1	1	1	1	1	1
Adult/Continuing education courses	Increased	44	44	45	40	46	45	38	47	44
	Decreased	1	1	1	1	1	0	1	1	2
Basic skills education courses	Increased	42	42	42	40	43	43	39	43	42
	Decreased	1	1	1	1	1	0	1	1	2

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Impact of Education Courses on Chances for Promotion

Percent of Applicable Active Duty Members

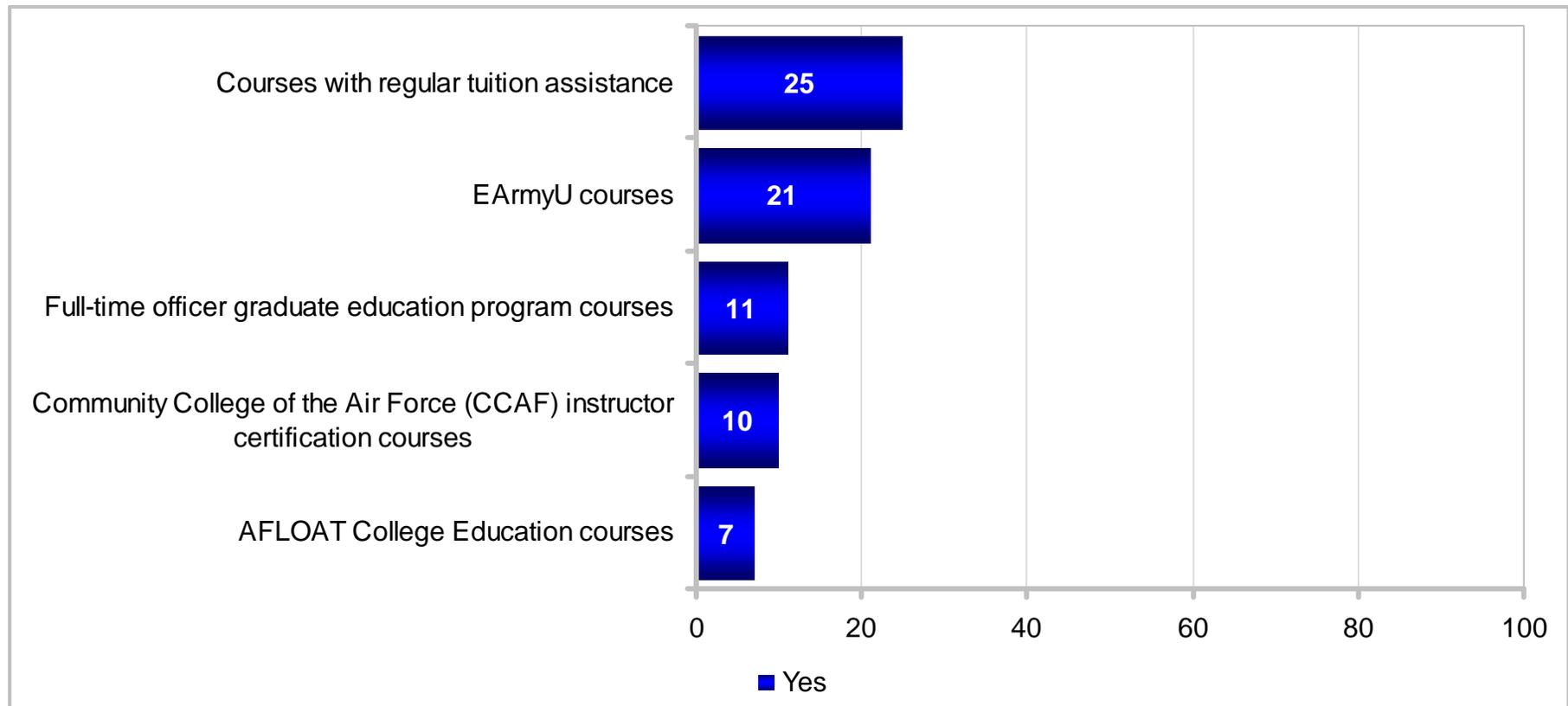


	Most recent HIGHER than Most recent LOWER than	Nov-03	Dec-05	Dec-07
●	●	58	52	58
▲	▲	52	47	50
*	*	49	41	46
■	■	40	39	45
■	■	44	40	44
●	●	42	37	42

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Courses Taken in Past 12 Months

Percent of Applicable Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Courses Taken in Past 12 Months

Percent of Applicable Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Courses with regular tuition assistance	25	21	24	21	33	27	33	19	34	18	9	22	14	27	12	23	10	36	19
EArmyU courses	21	21	NA	NA	NA	19	25	16	26	NA	NA	21	NA	NA	NA	NA	NA	NA	NA
Full-time officer graduate education program courses	11	10	7	10	14	NA	NA	NA	NA	10	12	NA	10	NA	7	NA	10	NA	14
Community College of the Air Force (CCAF) instructor certification courses	10	NA	NA	NA	10	13	12	11	9	NA	NA	NA	NA	NA	NA	NA	NA	10	NA
AFLOAT College Education courses	7	NA	7	NA	NA	8	7	9	7	1	0	NA	NA	8	1	NA	NA	NA	NA

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Courses Taken in Past 12 Months

Percent of Applicable Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)		On Base		Non-Hispanic White		Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
		Overseas	On Base	Off Base	Non-Hispanic White	Enlisted	Officer									
Courses with regular tuition assistance	25	24	31	21	27	22	30	27	15	25	15	40	16	23	36	
EArmyU courses	21	21	24	20	22	20	23	21	NA	20	NA	32	NA	20	32	
Full-time officer graduate education program courses	11	11	8	10	11	11	11	NA	11	NA	10	NA	12	10	12	
Community College of the Air Force (CCAF) instructor certification courses	10	10	11	12	9	9	12	10	NA	10	NA	13	NA	10	13	
AFLOAT College Education courses	7	6	8	7	6	6	7	8	1	7	1	10	1	6	9	

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Courses Taken in Past 12 Months

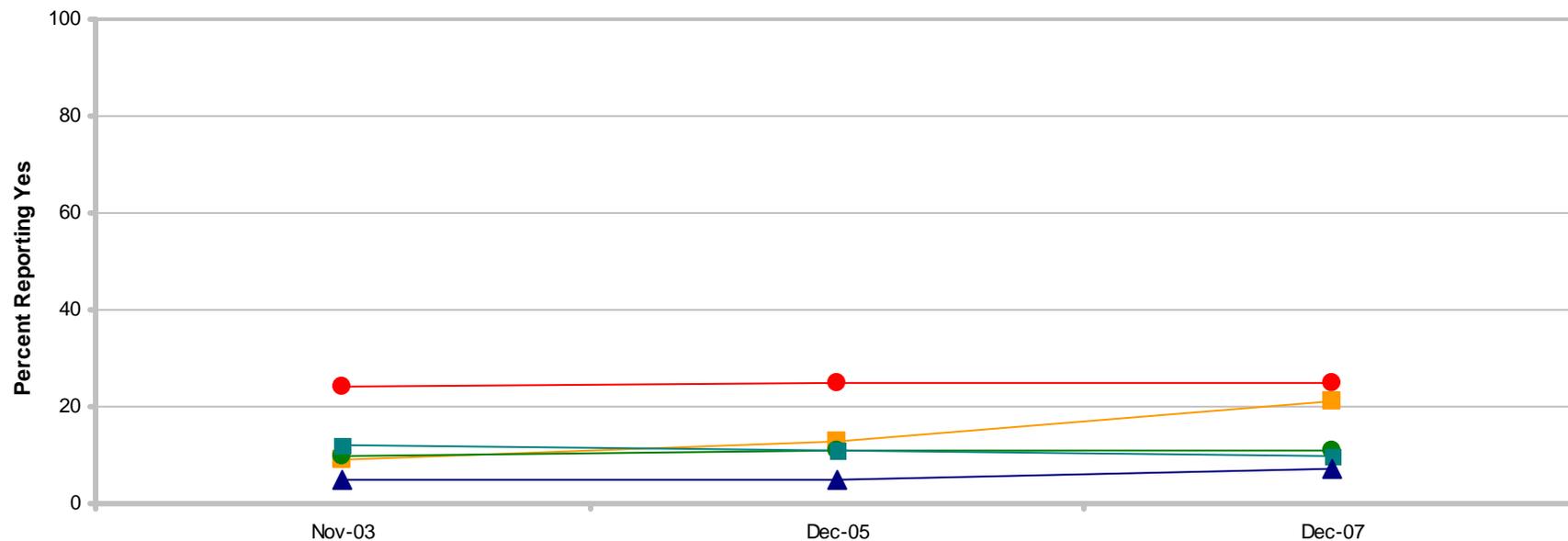
Percent of Applicable Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
EArmyU courses	21	20	23	20	22	24	19	23	22
Full-time officer graduate education program courses	11	9	12	9	11	11	9	12	10
Community College of the Air Force (CCAF) instructor certification courses	10	10	10	10	10	13	9	10	12
AFLOAT College Education courses	7	11	2	9	5	4	10	4	7

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Courses Taken in Past 12 Months

Percent of Applicable Active Duty Members

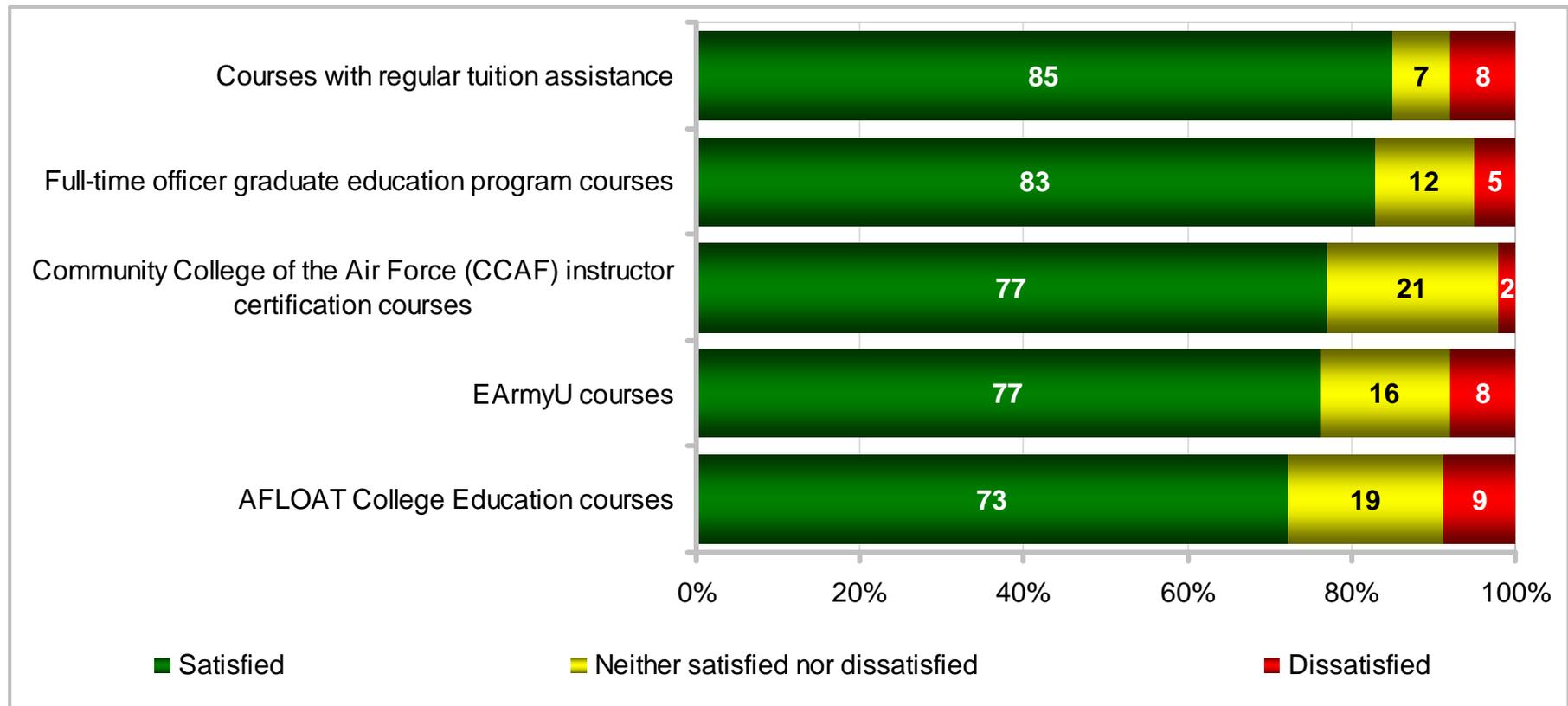


	Nov-03	Dec-05	Dec-07
Most recent HIGHER than Most recent LOWER than			
● Courses with regular tuition assistance	24	25	25
■ EArmy U courses	9	13	21
● Full-time officer graduate education program courses	10	11	11
■ Community College of the Air Force (CCAF) instructor certification courses	12	11	10
▲ AFLOAT College Education courses	5	5	7

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Education Courses

Percent of Applicable Active Duty Members



OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Education Courses

Percent of Applicable Active Duty Members

KEY: Higher Response of Satisfied Lower Response of Satisfied Higher Response of Dissatisfied		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Courses with regular tuition assistance	Satisfied	85	84	80	83	89	82	85	83	86	80	75	85	82	80	80	82	83	90	79
	Dissatisfied	8	8	12	10	6	8	9	8	8	16	19	7	13	11	15	9	14	5	16
Full-time officer graduate education program courses	Satisfied	83	88	91	91	75	NA	NA	NA	NA	81	85	NA	88	NA	91	NA	91	NA	75
	Dissatisfied	5	2	3	2	9	NA	NA	NA	NA	5	5	NA	2	NA	3	NA	2	NA	9
Community College of the Air Force (CCAF) instructor certification courses	Satisfied	77	NA	NA	NA	77	76	74	73	81	NA	NA	NA	NA	NA	NA	NA	NA	77	NA
	Dissatisfied	2	NA	NA	NA	2	NR	0	NR	2	NA	NA	NA	NA	NA	NA	NA	NA	2	NA
EArmyU courses	Satisfied	77	77	NA	NA	NA	77	85	65	83	NA	NA	77	NA	NA	NA	NA	NA	NA	NA
	Dissatisfied	8	8	NA	NA	NA	7	6	10	7	NA	NA	8	NA	NA	NA	NA	NA	NA	NA
AFLOAT College Education courses	Satisfied	73	NA	73	NA	NA	NR	NR	NR	72	NR	NR	NA	NA	73	NR	NA	NA	NA	NA
	Dissatisfied	9	NA	9	NA	NA	NR	NR	6	11	NR	NR	NA	NA	9	NR	NA	NA	NA	NA

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Education Courses

Percent of Applicable Active Duty Members

KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Courses with regular tuition assistance	Satisfied	85	84	86	84	85	83	87	85	81	84	79	88	89	84	88
	Dissatisfied	8	9	7	7	9	11	5	8	15	8	16	6	9	9	6
Full-time officer graduate education program courses	Satisfied	83	84	73	81	83	81	88	NA	83	NA	83	NA	83	83	83
	Dissatisfied	5	4	13	8	5	5	6	NA	5	NA	5	NA	5	5	5
Community College of the Air Force (CCAF) instructor certification courses	Satisfied	77	78	75	76	78	78	76	77	NA	75	NA	83	NA	75	83
	Dissatisfied	2	2	NR	NR	2	1	2	2	NA	2	NA	1	NA	2	1
EArmyU courses	Satisfied	77	77	75	74	79	77	76	77	NA	76	NA	80	NA	76	80
	Dissatisfied	8	8	5	6	9	8	7	8	NA	8	NA	6	NA	8	6
AFLOAT College Education courses	Satisfied	73	73	NR	NR	69	71	75	73	NR	74	NR	NR	NR	74	NR
	Dissatisfied	9	9	NR	NR	11	7	11	9	NR	5	NR	NR	NR	5	NR

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Education Courses

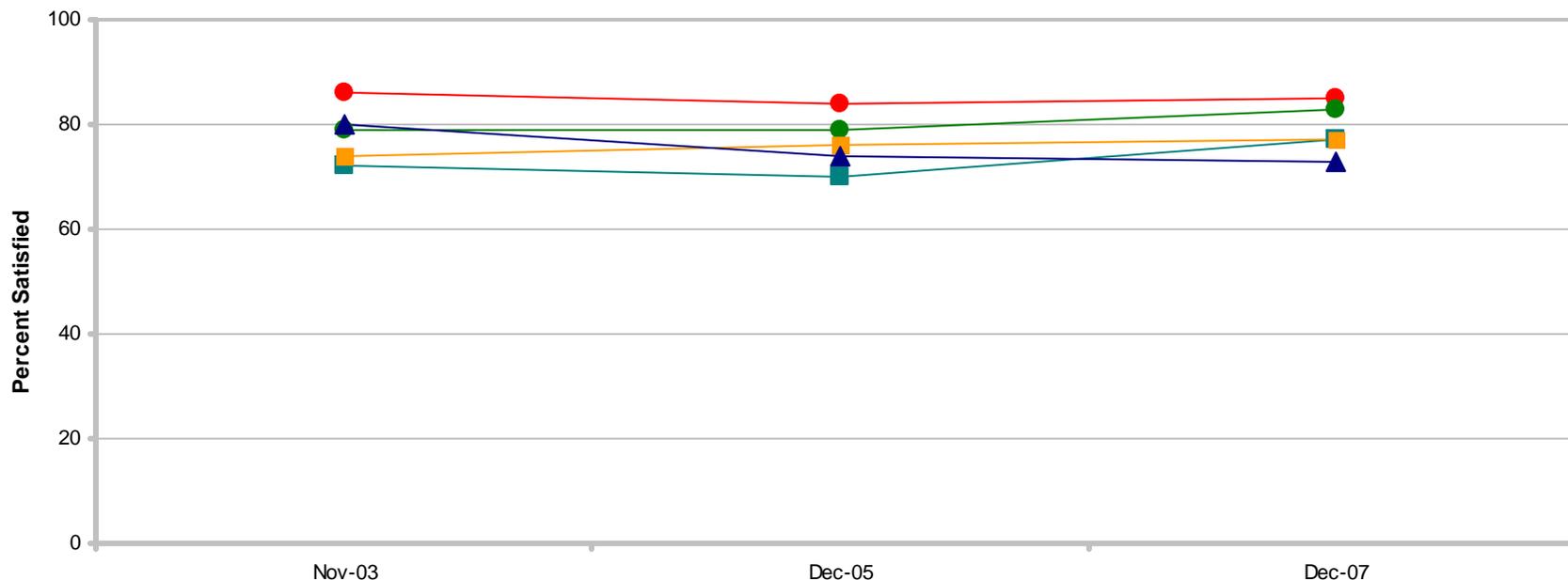
Percent of Applicable Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Courses with regular tuition assistance	Satisfied	85	82	87	82	86	89	81	86	87
	Dissatisfied	8	9	8	9	8	6	10	9	7
Full-time officer graduate education program courses	Satisfied	83	72	89	84	82	NR	85	86	72
	Dissatisfied	5	9	3	8	4	1	10	4	5
Community College of the Air Force (CCAF) instructor certification courses	Satisfied	77	74	79	74	79	NR	76	82	75
	Dissatisfied	2	3	1	0	3	NR	0	2	NR
EArmyU courses	Satisfied	77	75	79	71	80	75	70	80	81
	Dissatisfied	8	9	6	4	10	NR	4	9	10
AFLOAT College Education courses	Satisfied	73	75	NR	74	70	NR	NR	NR	NR
	Dissatisfied	9	11	0	8	10	NR	8	6	NR

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Satisfaction With Education Courses

Percent of Applicable Active Duty Members



	Most recent HIGHER than Most recent LOWER than	Nov-03	Dec-05	Dec-07
●	●	86	84	85
●	●	79	79	83
■	■	72	70	77
■	■	74	76	77
▲	▲	80	74	73

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- 56% satisfied with opportunities to pursue education; 22% dissatisfied
 - Satisfied led by Air Force, female enlisted, female, not deployed, O4-O6, total minority, officer, male officer, married with child(ren), E5-E9, married, and enlisted with 6 to 9 years of service
 - Dissatisfied led by enlisted with 3 to 5 years of service, Army enlisted, Army, deployed, E1-E4, single without child(ren), Non-Hispanic White, male enlisted, enlisted, and male
 - No percentage point differences over time for total, Service, or paygrade
- 25% of members reported using the Internet to participate in off-duty, voluntary education courses while away in past 12 months; participation averaged 133 times in past 12 months
 - Percent use led by female enlisted, female, Army enlisted, living overseas, Army, E5-E9, total minority, married with child(ren), enlisted, and married
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by Most recent LOWER by	Nov-03	Dec-05	Dec-07
* Total		10		25
● Army		12		31
▲ Navy		8		23
■ Marine Corps		6		16
◆ Air Force		13		24

	Most recent HIGHER by Most recent LOWER by	Nov-03	Dec-05	Dec-07
● E1-E4		10		23
▲ E5-E9		12		30
■ O1-O3		9		21
◆ O4-O6		7		16

- Average number of times led by Air Force officer, female enlisted, Air Force, female, Air Force enlisted, O1-O3, E5-E9, and living off base
- No average differences over time for total, Service, or paygrade

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- 58% would have liked to use the Internet for off-duty, voluntary education courses while away but did not
 - Led by Army enlisted, Navy enlisted, E5-E9, Army, enlisted, male enlisted, total minority, E1-E4, and deployed
 - No percentage point differences over time for total or Service
 - Percentage point differences over time for paygrade are:

	Most recent HIGHER by 	Dec-05	Dec-07
	Most recent LOWER by 		
* Total			58
 E1-E4		9	62
 E5-E9			65
 O1-O3			46
 O4-O6			29

- 34% of members satisfied with opportunities to participate in off-duty, voluntary education using the Internet while away; 31% dissatisfied
 - Satisfied led by female enlisted, female, Air Force enlisted, Air Force, not deployed, total minority, E5-E9, married with child(ren), and enlisted with 6 to 9 years of service
 - Dissatisfied led by enlisted with 3 to 5 years of service, deployed, E1-E4, Army enlisted, Army, Navy, Non-Hispanic White, male enlisted, male, and enlisted
 - No percentage point differences over time for total, Service, or paygrade

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- At least two fifths reported they have taken *college-level courses* (54%), *basic skills education courses* (53%), *online education courses* (42%), or *adult/continuing education courses* (40%) while in the military
 - *College-level courses* led by E5-E9, female enlisted, single with child(ren), enlisted with 6 to 9 years of service, Air Force enlisted, married with child(ren), female, Air Force, living off base, married, total minority, living overseas, and enlisted
 - *Basic skills education courses* led by E5-E9, single with child(ren), enlisted with 6 to 9 years of service, female enlisted, total minority, married with child(ren), Army enlisted, married, female, Air Force enlisted, deployed, living off base, enlisted, and male enlisted
 - *Online education courses* led by E5-E9, female enlisted, female, members with child(ren), Army enlisted, enlisted with 6 to 9 years of service, Army, married, living overseas, Air Force officer, living off base, O4-O6, and total minority
 - *Adult/Continuing education courses* led by E5-E9, married with child(ren), O4-O6, single with child(ren), Air Force enlisted, female officer, Air Force, married, living overseas, female, female enlisted, living off base, enlisted with 6 to 9 years of service, Air Force officer, and total minority
 - Percentage point differences over time for total are:

	Most recent HIGHER by Most recent LOWER by	Nov-03	Dec-05	Dec-07
▲ College-level courses				54
● Basic skills education courses			3	53
* Online education courses		15	5	42
■ Adult/Continuing education courses				40
■ Vocational/Technical courses				24
● Graduate school courses				15

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- At least half reported *graduate school courses* (67%), *vocational/technical courses* (61%), *basic skills education courses* (56%), *adult/continuing education courses* (52%), or *college-level courses* (51%) increased their military job performance
 - *Graduate school courses* led by Navy officer, Marine Corps officer, O4-O6, male officer, officer, Army officer, married with child(ren), not deployed, and married
 - *Vocational/Technical courses* led by Air Force officer, male officer, O1-O3, officer, O4-O6, Air Force, married with child(ren), and married
 - *Basic skills education courses* led by O4-O6, Air Force officer, female officer, officer, male officer, Army officer, Navy officer, O1-O3, Air Force, total minority, married w/ child(ren), and not deployed
 - *Adult/Continuing education courses* led by officer, married with child(ren), married, total minority, living off base, and enlisted with 6 to 9 years of service
 - *College-level courses* led by officer, married with child(ren), married, Air Force, not deployed, and male
 - Percentage point differences over time for total are:

	Most recent HIGHER by Most recent LOWER by	Nov-03	Dec-05	Dec-07
● Graduate school courses			6	67
■ Vocational/Technical courses				61
● Basic skills education courses		5	5	56
■ Adult/Continuing education courses				52
▲ College-level courses				51
* Online education courses				48

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- At least half reported *graduate school courses* (58%) or *college-level courses* (50%) increased their chances for promotion
 - *Graduate school courses* led by Air Force officer, O4-O6, Air Force, Navy officer, female officer, officer, male officer, Non-Hispanic White, not deployed, and married
 - *College-level courses* led by officer, Army, married with child(ren), and married
 - Percentage point differences over time for total are:

	Most recent HIGHER by 	Nov-03	Dec-05	Dec-07
	Most recent LOWER by 			
 Graduate school courses			6	58
 College-level courses			3	50
 Online education courses			5	46
 Vocational/Technical courses			6	45
 Adult/Continuing education courses				44
 Basic skills education courses			5	42

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- In the past 12 months, 25% of members indicated they have taken courses where they received regular tuition assistance and 21% of enlisted Army members indicated they have taken EArmyU courses
 - *Courses with regular tuition assistance* led by female enlisted, Air Force enlisted, female, E5-E9, enlisted with 6 to 9 years of service, Air Force, living overseas, total minority, single with child(ren), married with child(ren), not deployed, living off base, enlisted, and married
 - *EArmyU courses* led by female, female enlisted, and E5-E9
 - Percentage point differences over time for total are:

	Most recent HIGHER by Most recent LOWER by	Nov-03	Dec-05	Dec-07
● Courses with regular tuition assistance				25
■ EArmy U courses		12	8	21
● Full-time officer graduate education program courses				11
■ Community College of the Air Force (CCAF) instructor certification courses				10
▲ AFLOAT College Education courses				7

OFF-DUTY EDUCATION FOR SERVICE MEMBERS

Summary of Findings

December 2007

- Of those who have taken the related courses in the past 12 months, a majority were satisfied with *courses where they received regular tuition assistance (85%), full-time officer graduate education program courses (83%), Community College of the Air Force (CCAF) instructor certification courses (77%), EArmyU courses (77%), and AFLOAT College Education courses (73%)*
 - Courses with regular tuition assistance led by Air Force enlisted, Air Force, and not deployed
 - Full-time officer graduate education program courses led by Navy, Navy officer, and not deployed
 - EArmyU courses led by E5-E9
 - No percentage point differences over time for total

	Most recent HIGHER by 	Nov-03	Dec-05	Dec-07
	Most recent LOWER by 			
 Courses with regular tuition assistance				85
 Full-time officer graduate education program courses				83
 Community College of the Air Force (CCAF) instructor certification courses				77
 EArmy U courses				77
 AFLOAT College Education courses				73

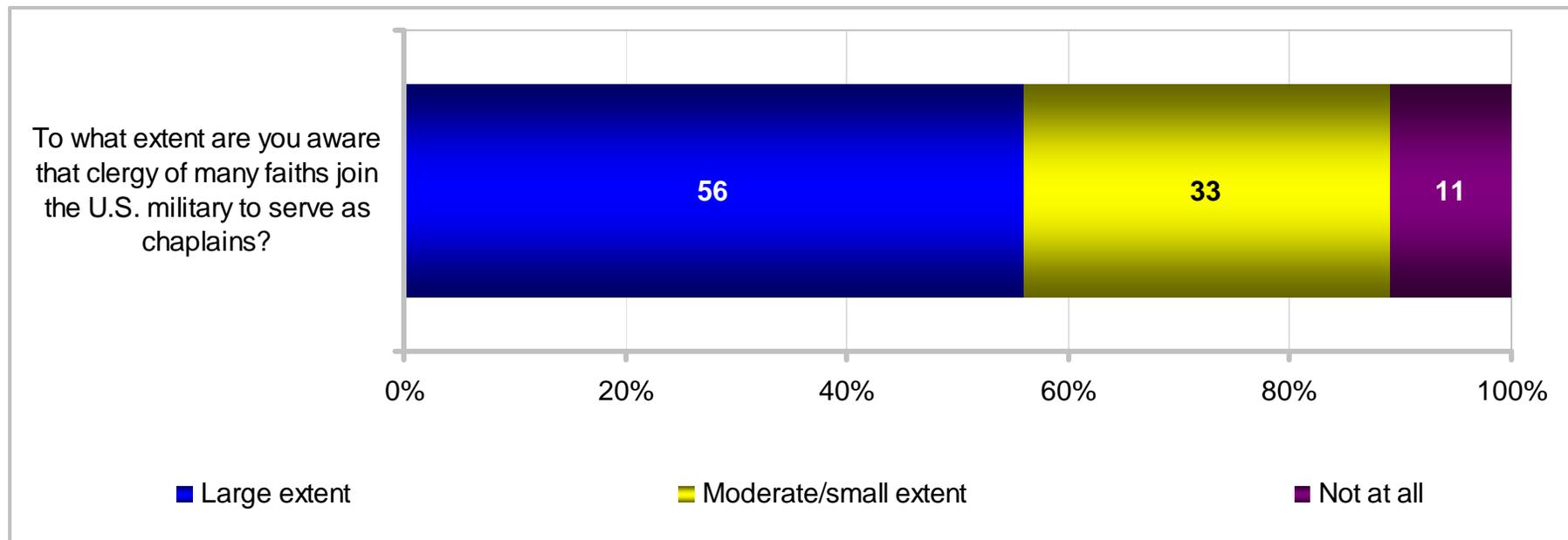
BRIEFING OVERVIEW

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CHAPLAINS

Awareness of Clergy of Many Faiths

Percent of All Active Duty Members



CHAPLAINS

Awareness of Clergy of Many Faiths

Percent of All Active Duty Members

KEY:																				
Higher Response of Large Extent																				
Lower Response of Large Extent																				
Higher Response of Not at All																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
To what extent are you aware that clergy of many faiths join the U.S. military to serve as chaplains?	Large extent	56	56	54	50	60	46	53	45	56	75	85	52	75	49	79	47	77	54	82
	Not at all	11	11	13	12	8	14	14	14	12	4	2	13	5	15	3	13	4	10	2

KEY:																
Higher Response of Large Extent																
Lower Response of Large Extent																
Higher Response of Not at All																
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
To what extent are you aware that clergy of many faiths join the U.S. military to serve as chaplains?	Large extent	56	56	55	50	59	59	50	51	78	51	78	53	79	55	58
	Not at all	11	11	10	12	11	10	14	13	3	13	4	12	3	11	10

CHAPLAINS

Awareness of Clergy of Many Faiths

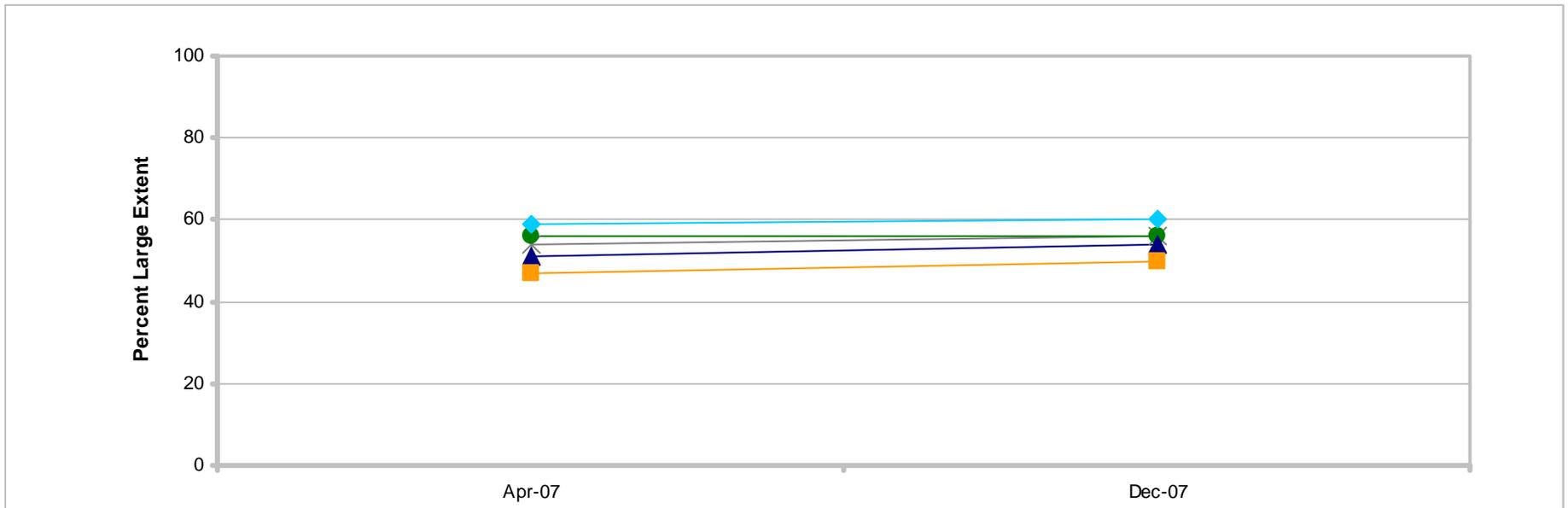
Percent of All Active Duty Members

		KEY:								
		Higher Response of Large Extent			Lower Response of Large Extent			Higher Response of Not at All		
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
To what extent are you aware that clergy of many faiths join the U.S. military to serve as chaplains?	Large extent	56	54	57	50	59	52	49	60	58
	Not at all	11	12	11	13	10	15	12	10	10

CHAPLAINS

Awareness of Clergy of Many Faiths

Percent of All Active Duty Members, by Service

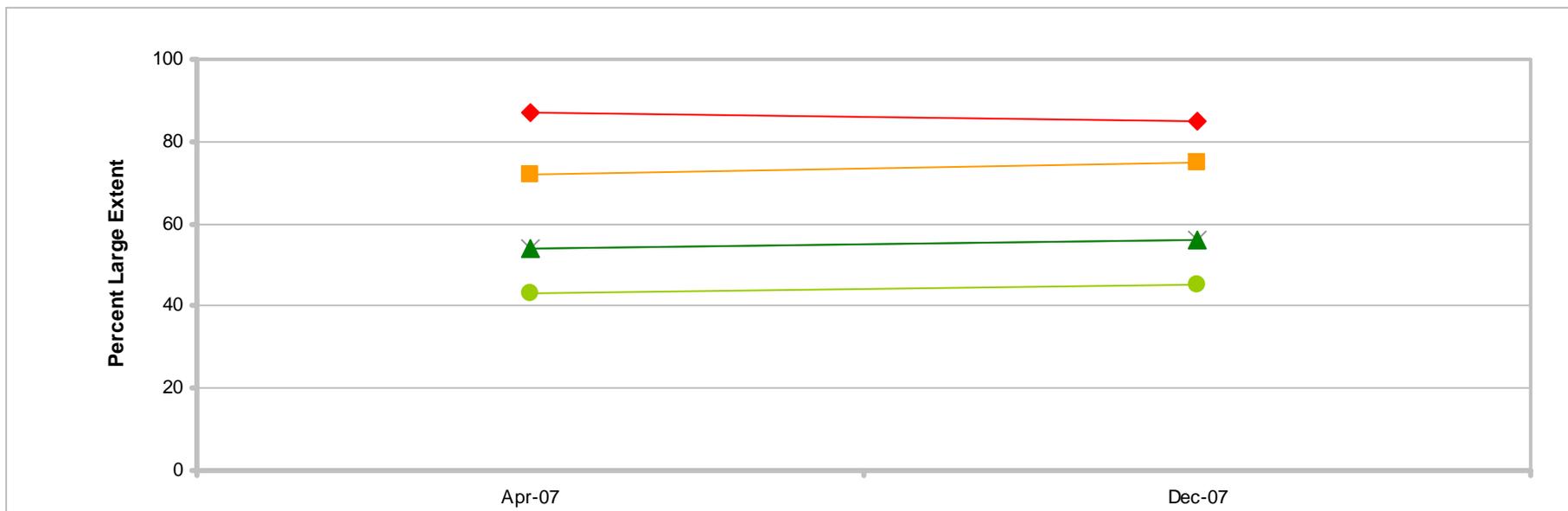


	Apr-07	Dec-07
* Total	54	56
● Army	56	56
▲ Navy	51	54
■ Marine Corps	47	50
◆ Air Force	59	60

CHAPLAINS

Awareness of Clergy of Many Faiths

Percent of All Active Duty Members, by Paygrade

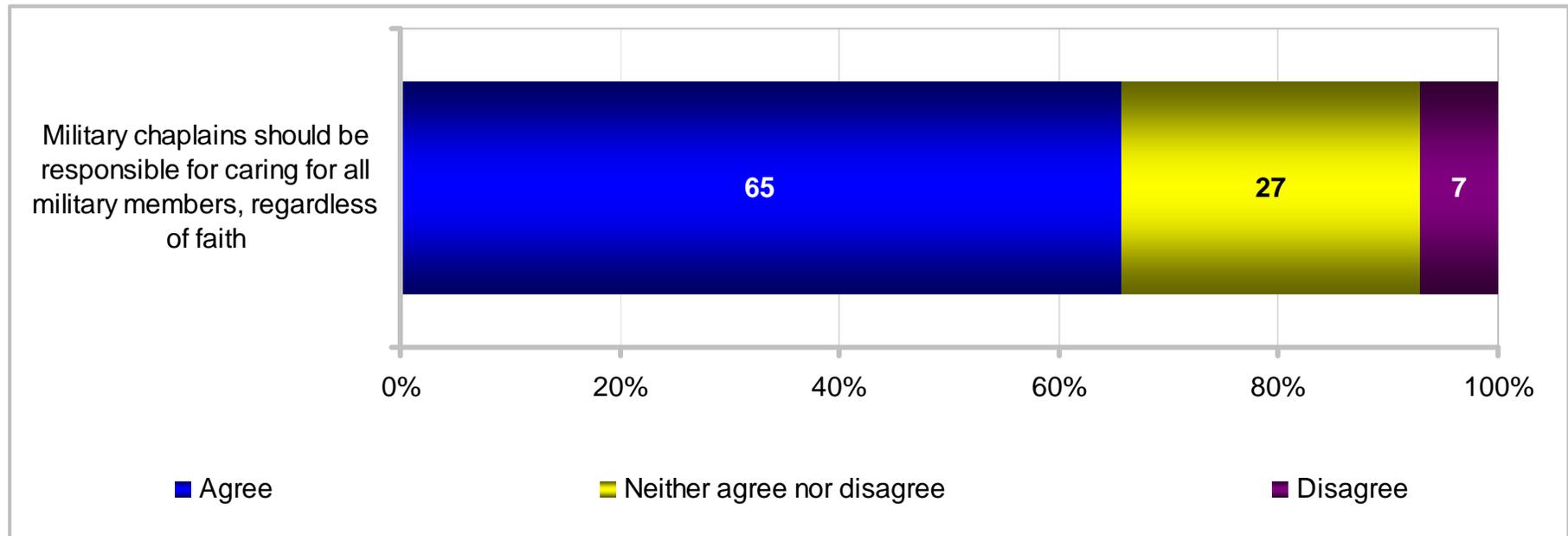


	Apr-07	Dec-07
* Total	54	56
● E1-E4	43	45
▲ E5-E9	54	56
■ O1-O3	72	75
◆ O4-O6	87	85

CHAPLAINS

Attitudes Toward Military Chaplains

Percent of All Active Duty Members



CHAPLAINS

Attitudes Toward Military Chaplains

Percent of All Active Duty Members

KEY:																				
		<p>Higher Response of Agree</p> <p>Lower Response of Agree</p> <p>Higher Response of Disagree</p>																		
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Military chaplains should be responsible for caring for all military members, regardless of faith	Agree	65	66	65	62	66	61	60	61	64	78	83	63	77	63	80	60	78	63	80
	Disagree	7	8	7	9	6	8	8	8	7	7	6	8	7	7	6	9	7	6	7

KEY:																
		<p>Higher Response of Agree</p> <p>Lower Response of Agree</p> <p>Higher Response of Disagree</p>														
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Military chaplains should be responsible for caring for all military members, regardless of faith	Agree	65	65	66	64	66	66	64	62	79	61	78	69	84	64	72
	Disagree	7	8	6	8	7	8	6	8	7	8	7	5	4	8	5

CHAPLAINS

Attitudes Toward Military Chaplains

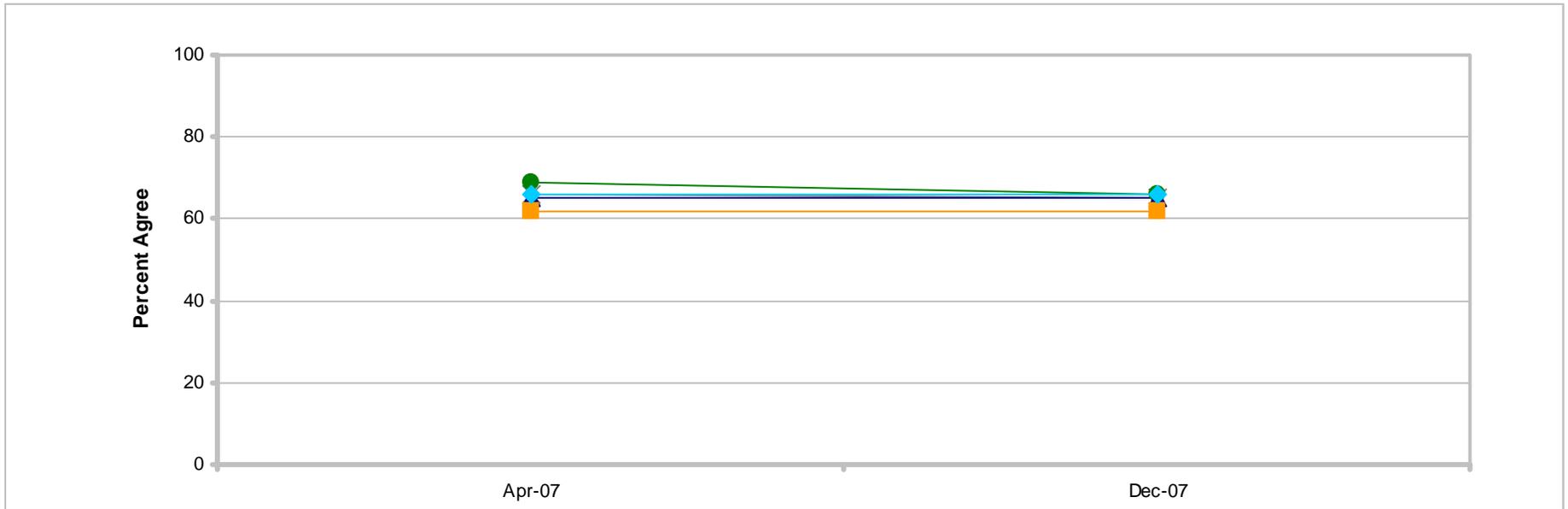
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Military chaplains should be responsible for caring for all military members, regardless of faith	Agree	65	64	66	63	66	59	64	67	65
	Disagree	7	8	7	8	7	8	8	7	7

CHAPLAINS

Attitudes Toward Military Chaplains

Percent of All Active Duty Members, by Service

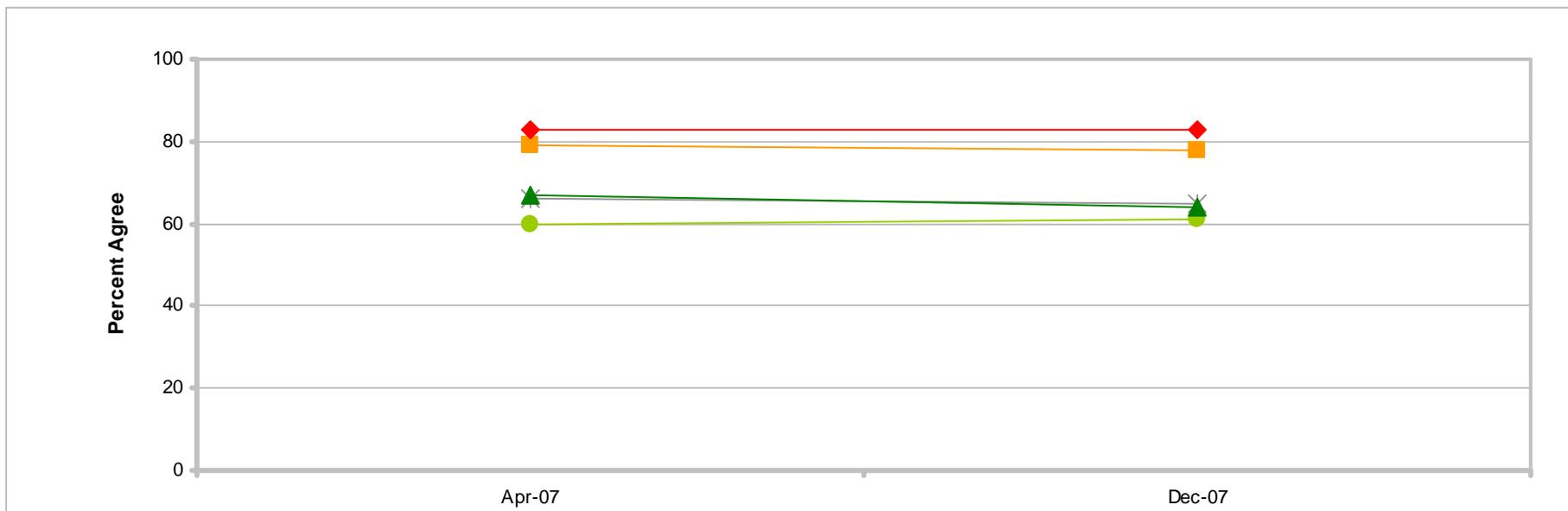


	Apr-07	Dec-07
* Total	66	65
● Army	69	66
▲ Navy	65	65
■ Marine Corps	62	62
◆ Air Force	66	66

CHAPLAINS

Attitudes Toward Military Chaplains

Percent of All Active Duty Members, by Paygrade

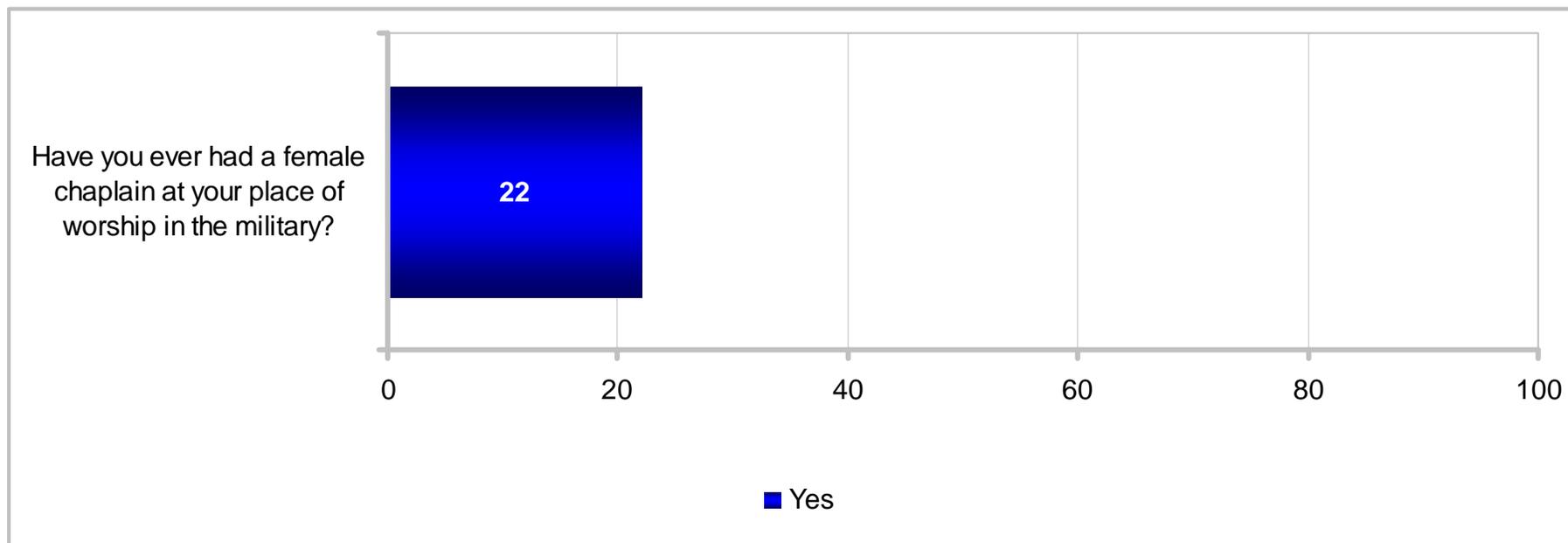


	Apr-07	Dec-07
* Total	66	65
● E1-E4	60	61
▲ E5-E9	67	64
■ O1-O3	79	78
◆ O4-O6	83	83

CHAPLAINS

Female Chaplains in Place of Worship in Military

Percent of All Active Duty Members



CHAPLAINS

Female Chaplains in Place of Worship in Military Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Have you ever had a female chaplain at your place of worship in the military?	22	19	23	24	26	20	18	21	20	27	32	17	26	21	32	23	28	25

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Have you ever had a female chaplain at your place of worship in the military?	22	21	26	23	22	22	22	20	29	20	27	24	38	21

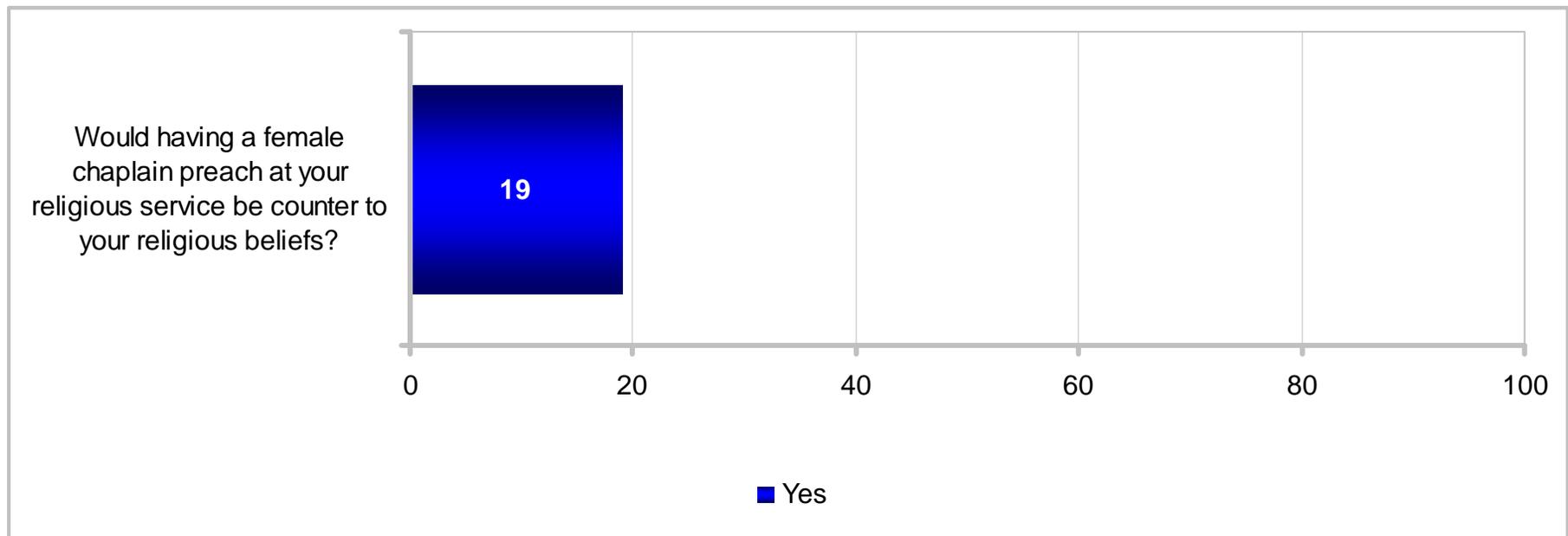
CHAPLAINS

Female Chaplains in Place of Worship in Military Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	Have you ever had a female chaplain at your place of worship in the military?	22	21	23	23	22	23	22	22

CHAPLAINS

Female Chaplains Are Counter to Religious Beliefs Percent of All Active Duty Members



CHAPLAINS

Female Chaplains Are Counter to Religious Beliefs

Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Would having a female chaplain preach at your religious service be counter to your religious beliefs?	19	18	19	18	19	18	17	17	18	23	25	17	23	18	21	17	26	17

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Would having a female chaplain preach at your religious service be counter to your religious beliefs?	19	19	19	19	19	20	16	17	24	17	25	18	18	19

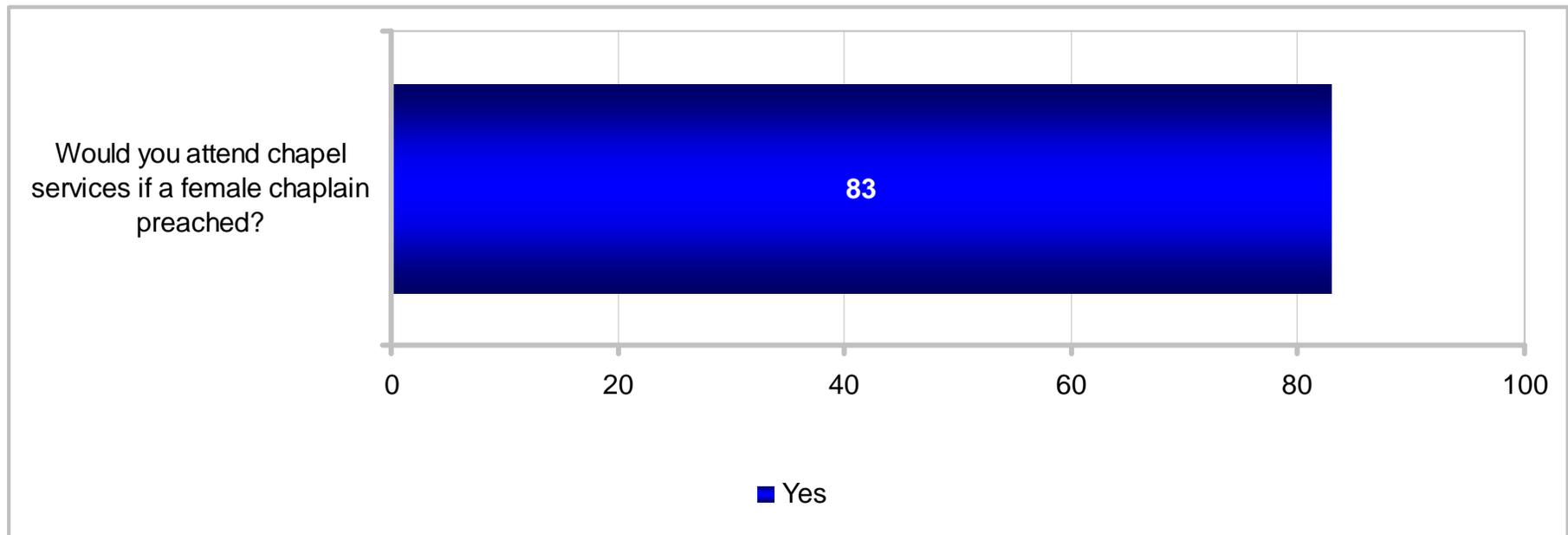
CHAPLAINS

Female Chaplains Are Counter to Religious Beliefs Percent of All Active Duty Members

KEY:	Higher Response of Yes		Lower Response of Yes						
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Would having a female chaplain preach at your religious service be counter to your religious beliefs?	19	18	19	18	19	13	19	21	16

CHAPLAINS

Would Attend Chapel Services if Female Chaplain Preached Percent of All Active Duty Members



CHAPLAINS

Would Attend Chapel Services if Female Chaplain Preached Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes																			
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Would you attend chapel services if a female chaplain preached?	83	85	83	78	85	82	84	84	84	80	81	85	81	84	82	78	76	86	81

KEY: Higher Response of Yes Lower Response of Yes															
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Would you attend chapel services if a female chaplain preached?	83	83	85	84	83	79	90	84	81	83	79	91	91	82	91

CHAPLAINS

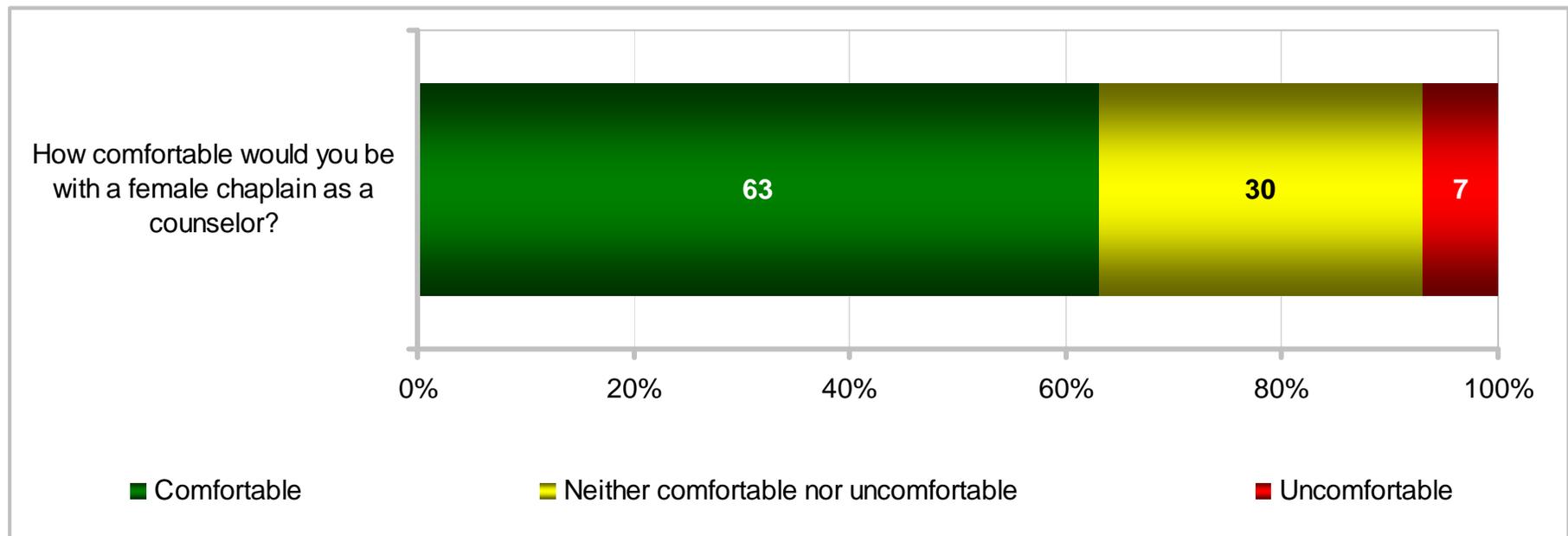
Would Attend Chapel Services if Female Chaplain Preached Percent of All Active Duty Members

KEY:	Higher Response of Yes		Lower Response of Yes							
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
Would you attend chapel services if a female chaplain preached?	83	82	85	84	83	88	83	83	84	

CHAPLAINS

Degree of Comfort With Female Chaplain as a Counselor

Percent of All Active Duty Members



CHAPLAINS

Degree of Comfort With Female Chaplain as a Counselor Percent of All Active Duty Members

KEY:																				
Higher Response of Comfortable																				
Lower Response of Comfortable																				
Higher Response of Uncomfortable																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
How comfortable would you be with a female chaplain as a counselor?	Comfortable	63	62	64	56	66	58	62	62	62	68	67	62	64	63	71	56	61	65	70
	Uncomfortable	7	7	5	10	6	8	6	6	6	10	10	7	11	5	7	10	13	5	9

KEY:																
Higher Response of Comfortable																
Lower Response of Comfortable																
Higher Response of Uncomfortable																
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
How comfortable would you be with a female chaplain as a counselor?	Comfortable	63	63	62	62	63	60	68	62	67	60	64	74	85	61	76
	Uncomfortable	7	7	5	7	7	9	4	6	10	7	11	2	2	8	2

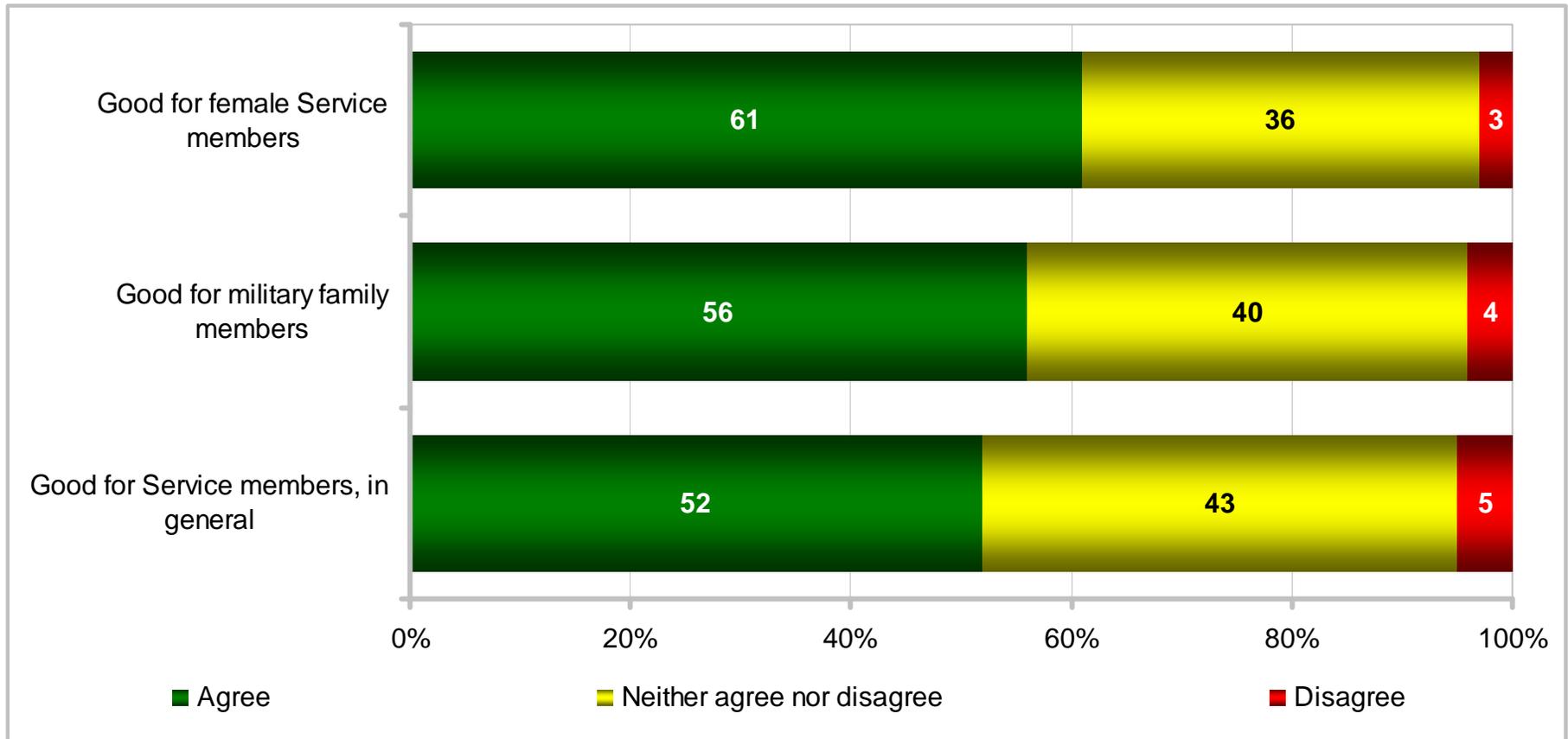
CHAPLAINS

Degree of Comfort With Female Chaplain as a Counselor Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How comfortable would you be with a female chaplain as a counselor?	Comfortable	63	60	65	63	62	67	63	63	62
	Uncomfortable	7	8	6	6	7	4	6	8	6

CHAPLAINS

Female Chaplains on Post Good for Spiritual Life Percent of All Active Duty Members



CHAPLAINS

Female Chaplains on Post Good for Spiritual Life Percent of All Active Duty Members

KEY:																				
Higher Response of Agree																				
Lower Response of Agree																				
Higher Response of Disagree																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Good for female Service members	Agree	61	63	59	58	62	56	58	62	58	70	68	62	67	58	69	57	62	60	69
	Disagree	3	3	2	5	2	5	3	3	3	3	4	3	4	3	2	5	4	2	4
Good for military family members	Agree	56	59	54	49	57	50	55	56	54	62	60	58	60	53	61	48	53	56	62
	Disagree	4	4	3	6	3	5	4	4	4	5	5	4	5	3	4	6	6	3	5
Good for Service members, in general	Agree	52	53	51	43	54	46	50	52	50	56	54	53	53	51	55	43	44	53	58
	Disagree	5	5	4	8	4	6	4	5	4	6	7	5	7	4	5	8	9	3	6

KEY:																				
Higher Response of Agree																				
Lower Response of Agree																				
Higher Response of Disagree																				
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female				
Good for female Service members	Agree	61	61	61	62	61	61	62	60	68	58	66	68	78	60	70				
	Disagree	3	3	2	3	3	3	3	3	3	3	4	1	2	3	1				
Good for military family members	Agree	56	56	57	57	55	54	59	55	60	53	58	65	75	54	67				
	Disagree	4	4	3	4	4	5	3	4	5	4	5	1	2	4	2				
Good for Service members, in general	Agree	52	51	52	52	51	49	56	51	54	49	51	63	72	49	65				
	Disagree	5	5	4	5	5	6	3	5	6	5	7	1	3	6	2				

CHAPLAINS

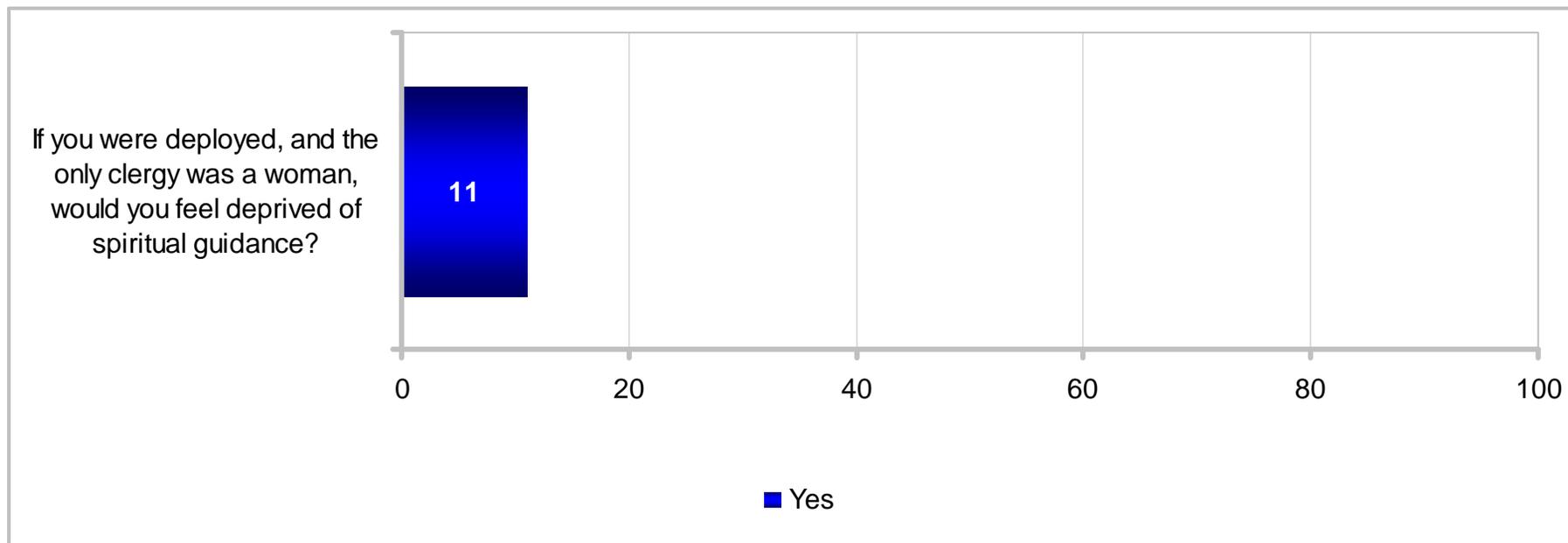
Female Chaplains on Post Good for Spiritual Life Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Good for female Service members	Agree	61	58	64	63	60	60	63	60	61
	Disagree	3	3	3	3	3	2	3	3	3
Good for military family members	Agree	56	52	59	57	55	56	57	55	56
	Disagree	4	4	4	4	4	3	4	4	4
Good for Service members, in general	Agree	52	47	55	53	51	55	52	50	52
	Disagree	5	6	5	5	5	3	5	5	5

CHAPLAINS

Feel Deprived of Spiritual Guidance if Only Female Chaplain Was Available While Deployed

Percent of All Active Duty Members



CHAPLAINS

Feel Deprived of Spiritual Guidance if Only Female Chaplain Was Available While Deployed

Percent of All Active Duty Members

KEY: Higher Response of Yes Lower Response of Yes	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	If you were deployed, and the only clergy was a woman, would you feel deprived of spiritual guidance?	11	12	10	10	10	10	10	9	11	13	14	11	14	10	12	9	14	9

KEY: Higher Response of Yes Lower Response of Yes	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	If you were deployed, and the only clergy was a woman, would you feel deprived of spiritual guidance?	11	10	11	10	11	11	10	10	13	10	15	8	6	11

CHAPLAINS

Feel Deprived of Spiritual Guidance if Only Female Chaplain Was Available While Deployed

Percent of All Active Duty Members

KEY:	Higher Response of Yes		Lower Response of Yes						
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
If you were deployed, and the only clergy was a woman, would you feel deprived of spiritual guidance?	11	11	10	9	12	10	9	13	9

CHAPLAINS

Summary of Findings

December 2007

- 56% indicated they were aware to a large extent that clergy of many faiths join the military and serve as chaplains; 11% were not at all aware
 - Large extent led by officer, married with child(ren), Air Force, married, living off base, Non-Hispanic White, and enlisted with 6 to 9 years of service
 - Not at all led by single with child(ren), Navy enlisted, E1-E4, total minority, Navy, male enlisted, enlisted, and single
 - No percentage point differences over time for total, Service, or paygrade
- 65% agreed that military chaplains should be responsible for caring for all military members, regardless of faith; 7% disagreed
 - Agreed led by officer, female, female enlisted, and married with child(ren)
 - Disagreed led by Non-Hispanic White, male enlisted, and male
 - No percentage point differences over time for total, Service, or paygrade
- 22% of members had a female chaplain at their place of worship in the military at least once
 - Led by female officer, Navy officer, O4-O6, Air Force officer, officer, Marine Corps officer, O1-O3, male officer, female, Army officer, Air Force, living overseas, and Air Force enlisted
- 19% of members indicated having a female chaplain preach at their religious service would be counter to their religious beliefs
 - Led by Marine Corps officer, Air Force officer, male officer, O4-O6, officer, O1-O3, Army officer, married with child(ren), and Non-Hispanic White

CHAPLAINS

Summary of Findings

December 2007

- 83% of members indicated they would attend chapel services if a female preached
 - Led by female, total minority, single with child(ren), Air Force enlisted, and enlisted
- 63% of members indicated they would be comfortable with a female chaplain as a counselor; 7% would be uncomfortable
 - Comfortable led by female, Navy officer, Air Force officer, total minority, O1-O3, O4-O6, officer, Air Force, and not deployed
 - Uncomfortable led by Marine Corps officer, male officer, Army officer, Marine Corps, Marine Corps enlisted, O4-O6, O1-O3, officer, Air Force officer, Non-Hispanic White, married with child(ren), and male
- More than half indicated that female chaplains on post would be good for the spiritual life of *female Service members* (61%), *military family members* (56%), and *Service members, in general* (52%)
 - *Female Service members* led by female officer, female, O1-O3, Air Force officer, Navy officer, female enlisted, officer, O4-O6, Army officer, male officer, not deployed, and Army
 - *Military family members* led by female, O1-O3, Air Force officer, Navy officer, officer, Army officer, O4-O6, not deployed, total minority, and Army
 - *Service members, in general* led by female, Air Force officer, total minority, O1-O3, not deployed, officer, and Air Force

CHAPLAINS

Summary of Findings

December 2007

- 11% of members indicated that if they were deployed and the only clergy was a woman, they would feel deprived of spiritual guidance
 - Led by male officer, Marine Corps officer, Army officer, O4-O6, O1-O3, Air Force officer, officer, married with child(ren), married, and male