

**DMDC**

*Information and Technology for Better Decision Making*

# ***November 2003 Status of Forces Survey of Active-Duty Members***

**Briefing**

**Dr. David S.C. Chu**

**Under Secretary of Defense for Personnel and Readiness**

**October 2004**



# Briefing Overview

- ✓ Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

# Introduction

- Web-based, active-duty survey fielded November 3 – December 11, 2003
- 33K Service members surveyed, weighted response rate of 38%
  - High quality data achieved (margins of error generally within +/-5 percentage points)
- Briefing includes the following:
  - Graphic displays of overall results
  - Tables showing results by reporting categories, e.g., Services and gender
    - 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
  - Graphic displays of trends (when available)
  - Summary of key findings

# Introduction

- Trend data compare November 2003 Status of Forces Survey (SOFS) of Active-Duty Members with
  - July 2003 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 32K Service members surveyed; weighted response rate of 35%
  - March 2003 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 35K Service members surveyed; weighted response rate of 35%
  - July 2002 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 38K Service members surveyed; weighted response rate of 32%
  - 1999 Active-Duty Survey
    - Paper-and-pencil survey
    - 66K Service and Coast Guard members surveyed; weighted response rate of 52%
    - Since active-duty SOFS excludes Coast Guard and Reservists on active duty, these members were excluded from 1999 results for comparability

# Introduction

## Reporting Categories

### Service

- Army
- Navy
- Marine Corps
- Air Force

### Paygrade

- E1-E4    • O1-O3
- E5-E9    • O4-O6

### Location

- CONUS
- Overseas

### Residence

- On base
- Off base

### Ethnicity

- Non-Minority
- Minorities

### Family status

- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

### Gender

- Male
- Female

### Service by paygrade\*

- |                        |                         |
|------------------------|-------------------------|
| • Army officer         | • Army enlisted         |
| • Navy officer         | • Navy enlisted         |
| • Marine Corps officer | • Marine Corps enlisted |
| • Air Force officer    | • Air Force enlisted    |

### Gender by paygrade\*

- Male enlisted
- Male officer
- Female enlisted
- Female officer

\*Note: Service by Paygrade and Gender by Paygrade findings not mentioned in summaries if majority finding already mentioned

# Introduction

## To Tables Showing Results of Reporting Categories

Color indicators are used if the proportion (or mean) of the reporting category significantly differs from its respective "all other" group

| KEY:<br>More likely to increase<br>desire to stay<br>Less likely to increase<br>desire to stay<br>More likely to decrease<br>desire to stay |             |      |      |              |           |       |       |       |       |               |               |               |               |                       |
|---|-------------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|
|   | Total       | Army | Navy | Marine Corps | Air Force | E1-E4 | E5-E9 | O1-O3 | O4-O6 | Army Enlisted | Army Officers | Navy Enlisted | Navy Officers | Marine Corps Enlisted |
| Impact of time away on<br>desire to stay  | Increase 9  | 8    | 10   | 13           | 9         | 10    | 9     | 9     | 7     | 8             | 6             | 10            | 9             | 13                    |
|   | Decrease 22 | 25   | 22   | 23           | 18        | 29    | 18    | 19    | 12    | 25            | 21            | 24            | 14            | 24                    |

Margins of error within +/- 4%

| KEY:<br>More likely to increase<br>desire to stay<br>Less likely to increase<br>desire to stay<br>More likely to decrease<br>desire to stay |             |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |
|---|-------------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|
|   | Total       | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male |
| Impact of time away on<br>desire to stay  | Increase 9  | 9        | 10       | 10      | 9        | 8                  | 11             | 12                 | 12                  | 8                   | 7                    | 10            | 8            | 9               | 8              | 9    |
|   | Decrease 22 | 22       | 22       | 23      | 22       | 22                 | 23             | 23                 | 26                  | 18                  | 25                   | 23            | 17           | 24              | 13             | 22   |

Margins of error within +/- 4%

### Positive response

- Increased
- Satisfied
- Agree
- Etc.

More Positive

Less Positive

More Negative

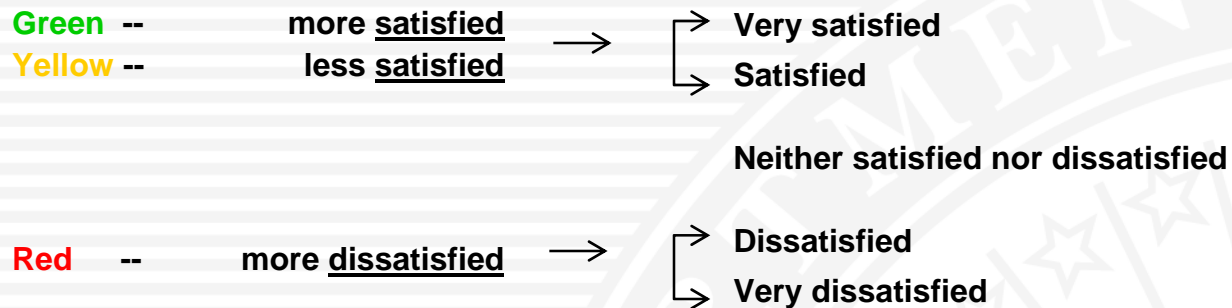
### Negative response

- Decreased
- Dissatisfied
- Disagree
- Etc.

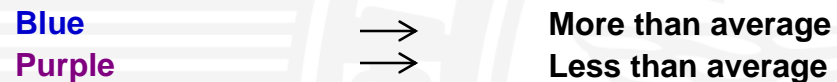
# Introduction

## Examples of Color Indicators on Tables of Results by Reporting Categories

**How satisfied are you with each of the following:**



**How many days have you done the following:**





# Briefing Overview

- Introduction
- ✓ Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

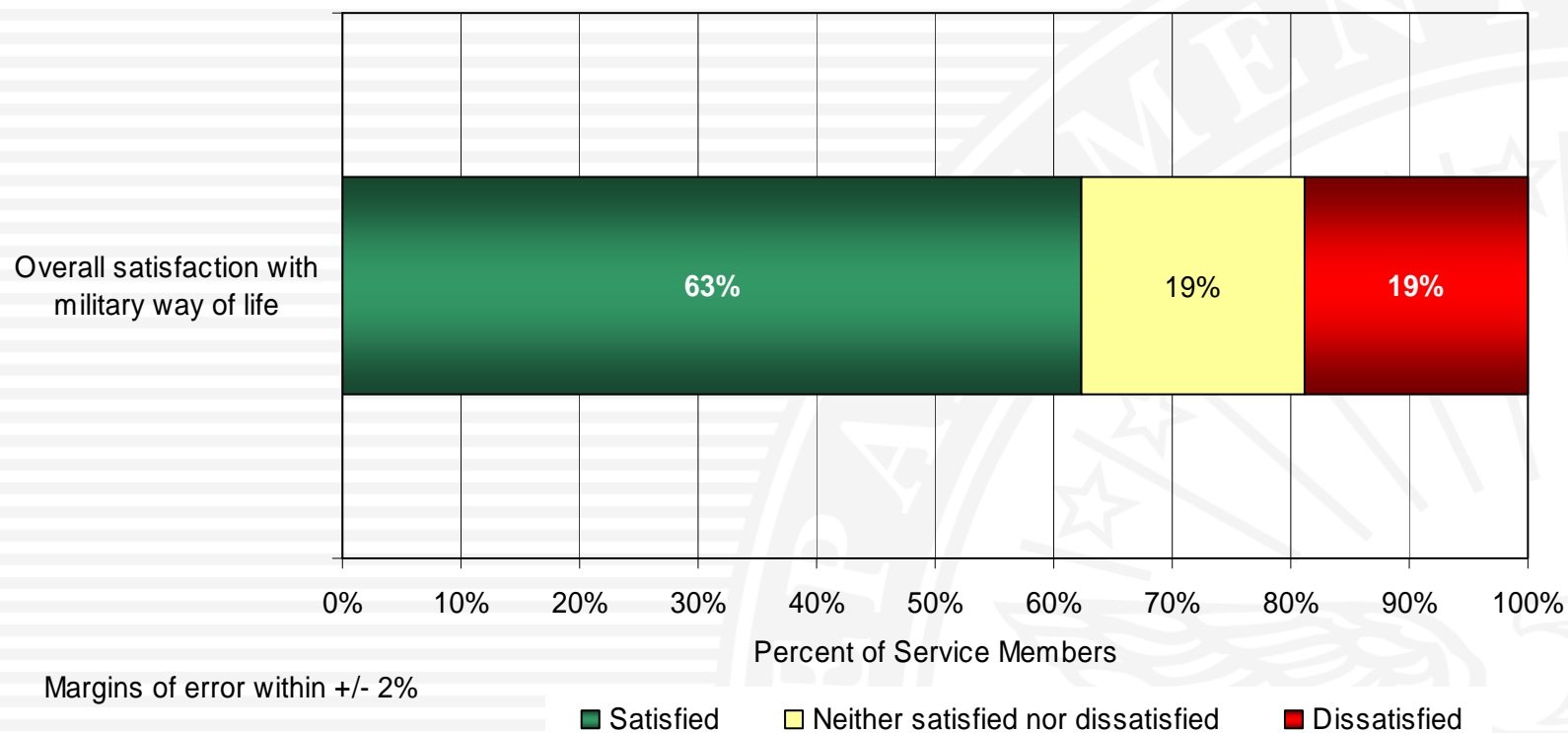


# Leading Indicators and Related Items

- ✓ **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- **Personal and work stress**
- **Tempo**

# Satisfaction

## Overall Military Way of Life



# Satisfaction

## Overall Military Way of Life

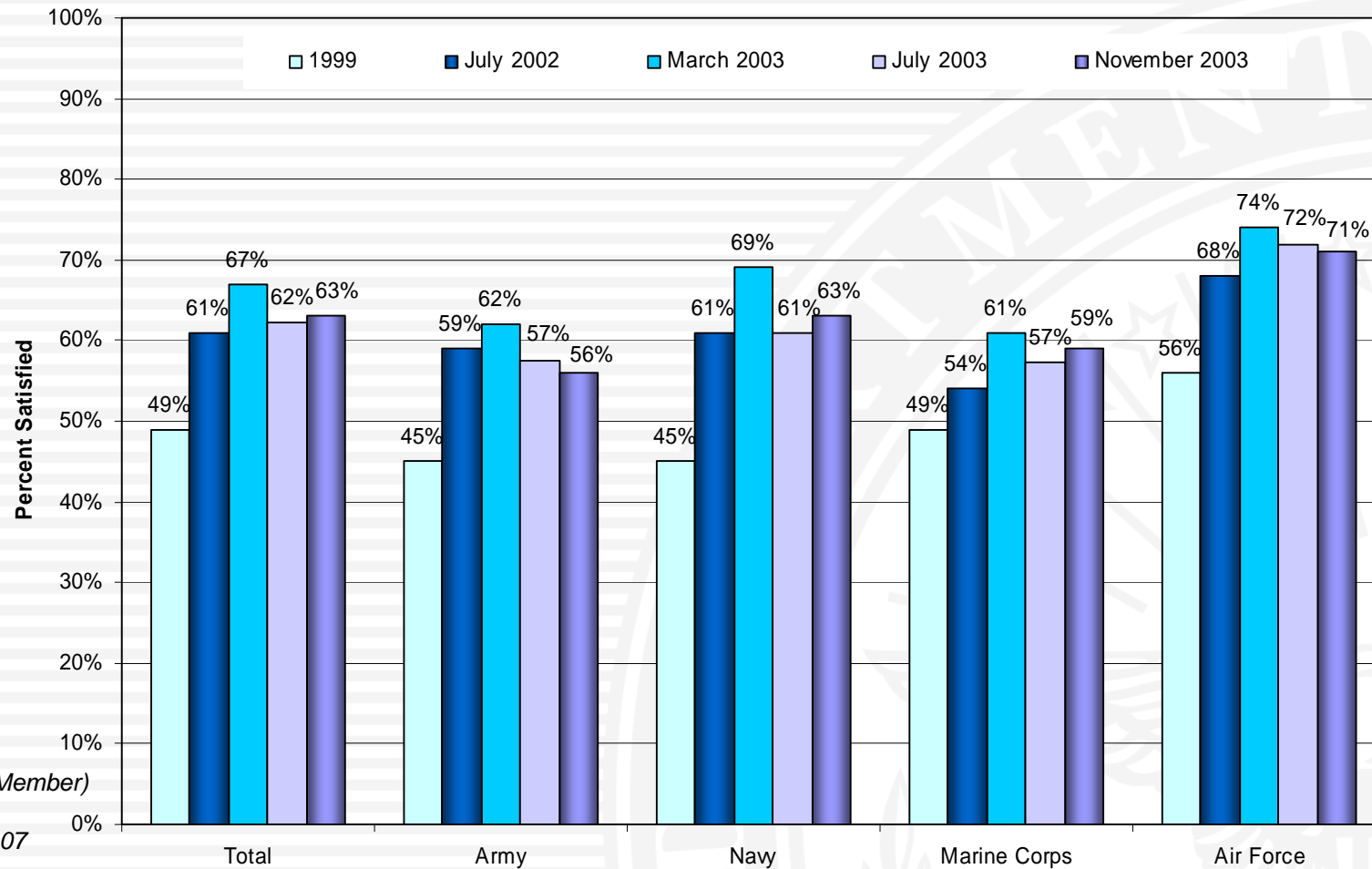
Percent of Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Overall satisfaction with military way of life                | SAT | 63    | 56   | 63   | 59           | 71        | 48    | 70    | 73    | 86    | 54            | 70            | 61            | 80            | 56                    | 84                    | 69                 | 82                 |
|   | DIS | 19    | 24   | 18   | 21           | 12        | 27    | 14    | 12    | 6     | 25            | 15            | 19            | 8             | 22                    | 6                     | 14                 | 6                  |
| Margins of error within +/- 4%                                |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Overall satisfaction with military way of life                | SAT | 63    | 63       | 60       | 57      | 67       | 64                 | 61             | 65                 | 54                  | 70                  | 62                   | 60            | 78           | 60              | 74             | 63   | 62     |
|   | DIS | 19    | 19       | 19       | 23      | 16       | 19                 | 18             | 19                 | 23                  | 14                  | 21                   | 21            | 9            | 19              | 13             | 19   | 18     |
| Margins of error within +/- 5%                                |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Satisfaction

## Overall Military Way of Life Trends



ADS99(Member)

Q51

SOFA0207

Q52

SOFA0303

Q3

SOFA0307

Q22

SOFA0311

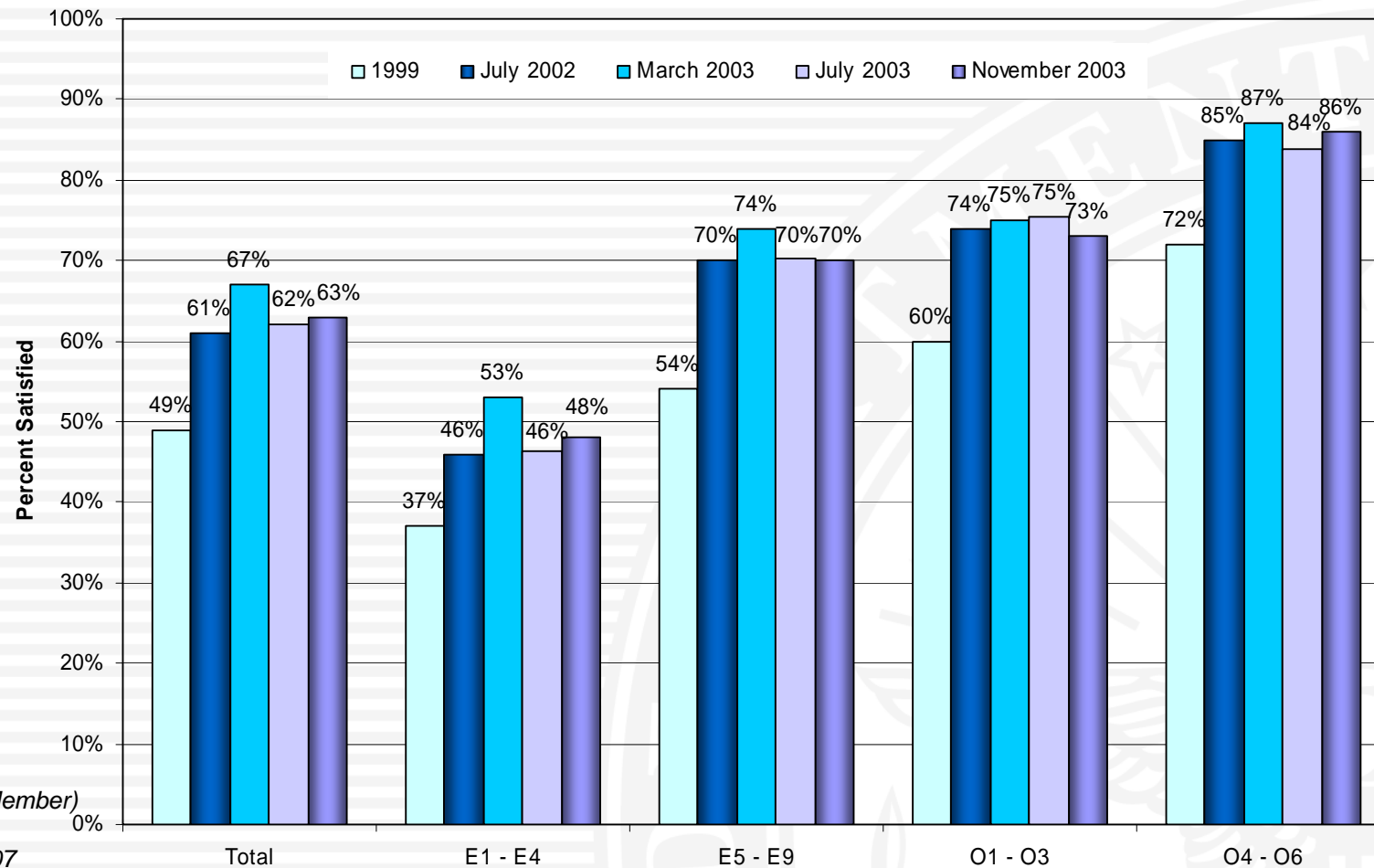
Q21

+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Satisfaction

## Overall Military Way of Life Trends



ADS99(Member)

Q51

SOFA0207

Q52

SOFA0303

Q3

SOFA0307

Q22

SOFA0311

Q21

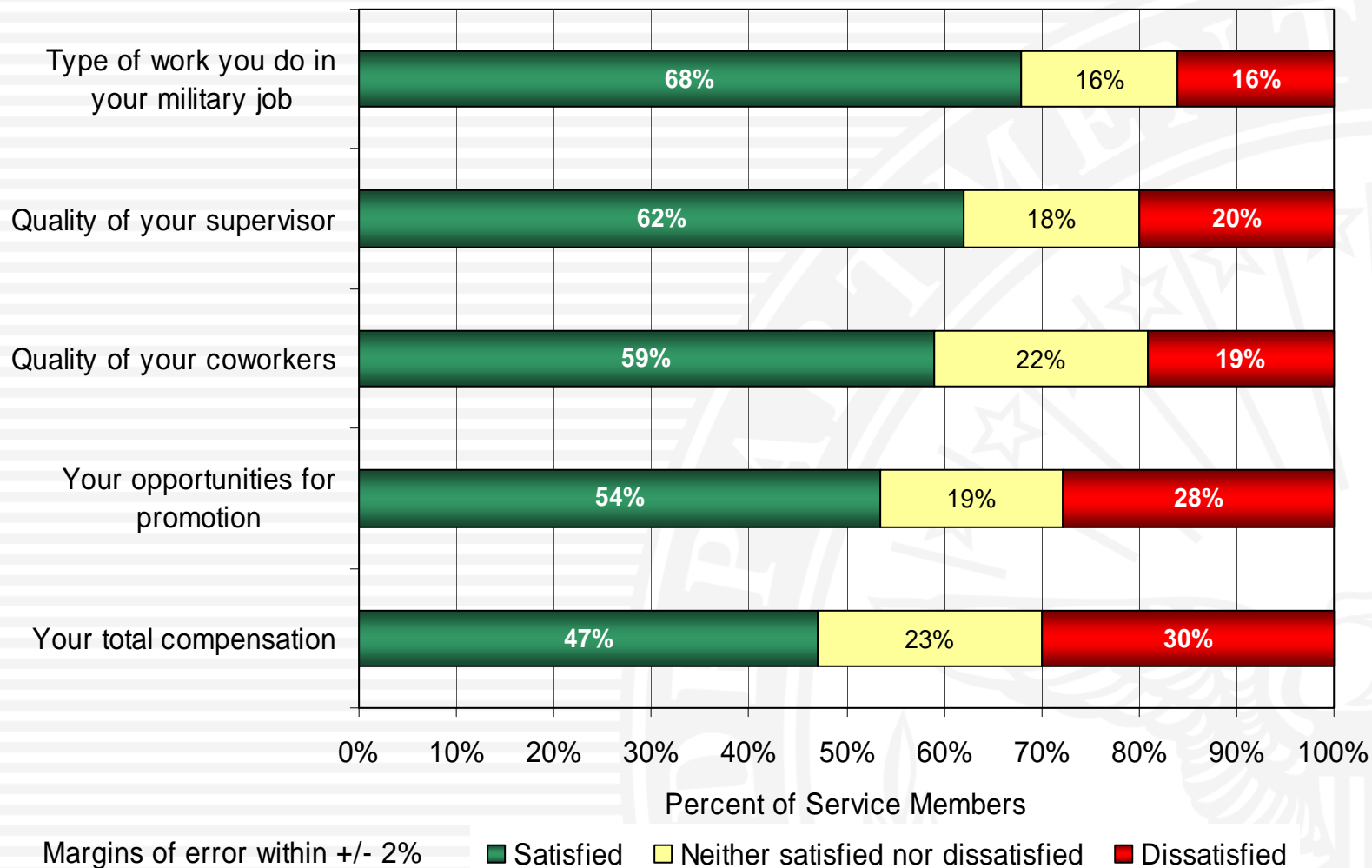
Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Satisfaction

## Aspects of Military Service



# Satisfaction

## Aspects of Military Service

Percent of Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Type of work you do in your military job                      | SAT | 68    | 66   | 70   | 66           | 70        | 57    | 74    | 75    | 86    | 64            | 77            | 68            | 84            | 64                    | 82                    | 67                 | 80                 |
|   | DIS | 16    | 18   | 14   | 15           | 15        | 21    | 13    | 12    | 6     | 19            | 11            | 15            | 8             | 16                    | 7                     | 16                 | 9                  |
| Quality of your supervisor                                    | SAT | 62    | 56   | 63   | 61           | 70        | 56    | 64    | 72    | 80    | 54            | 67            | 61            | 76            | 59                    | 78                    | 67                 | 81                 |
|   | DIS | 20    | 25   | 19   | 17           | 15        | 24    | 19    | 13    | 9     | 26            | 17            | 21            | 10            | 18                    | 9                     | 17                 | 8                  |
| Quality of your coworkers                                     | SAT | 59    | 55   | 59   | 56           | 63        | 50    | 60    | 74    | 85    | 52            | 71            | 56            | 78            | 53                    | 83                    | 58                 | 84                 |
|   | DIS | 19    | 21   | 20   | 18           | 15        | 24    | 19    | 9     | 85    | 23            | 12            | 23            | 7             | 20                    | 6                     | 18                 | 5                  |
| Your opportunities for promotion                              | SAT | 54    | 53   | 48   | 50           | 62        | 44    | 56    | 76    | 63    | 49            | 71            | 45            | 68            | 47                    | 75                    | 60                 | 70                 |
|   | DIS | 28    | 30   | 34   | 26           | 19        | 33    | 27    | 10    | 22    | 32            | 15            | 37            | 16            | 28                    | 10                    | 19                 | 15                 |
| Your total compensation                                       | SAT | 47    | 41   | 49   | 38           | 54        | 37    | 48    | 72    | 77    | 39            | 68            | 45            | 71            | 34                    | 74                    | 48                 | 76                 |
|   | DIS | 30    | 33   | 29   | 34           | 25        | 35    | 31    | 15    | 13    | 36            | 19            | 31            | 16            | 36                    | 13                    | 29                 | 11                 |

Margins of error within +/- 4%



# Satisfaction

## Aspects of Military Service (Continued)

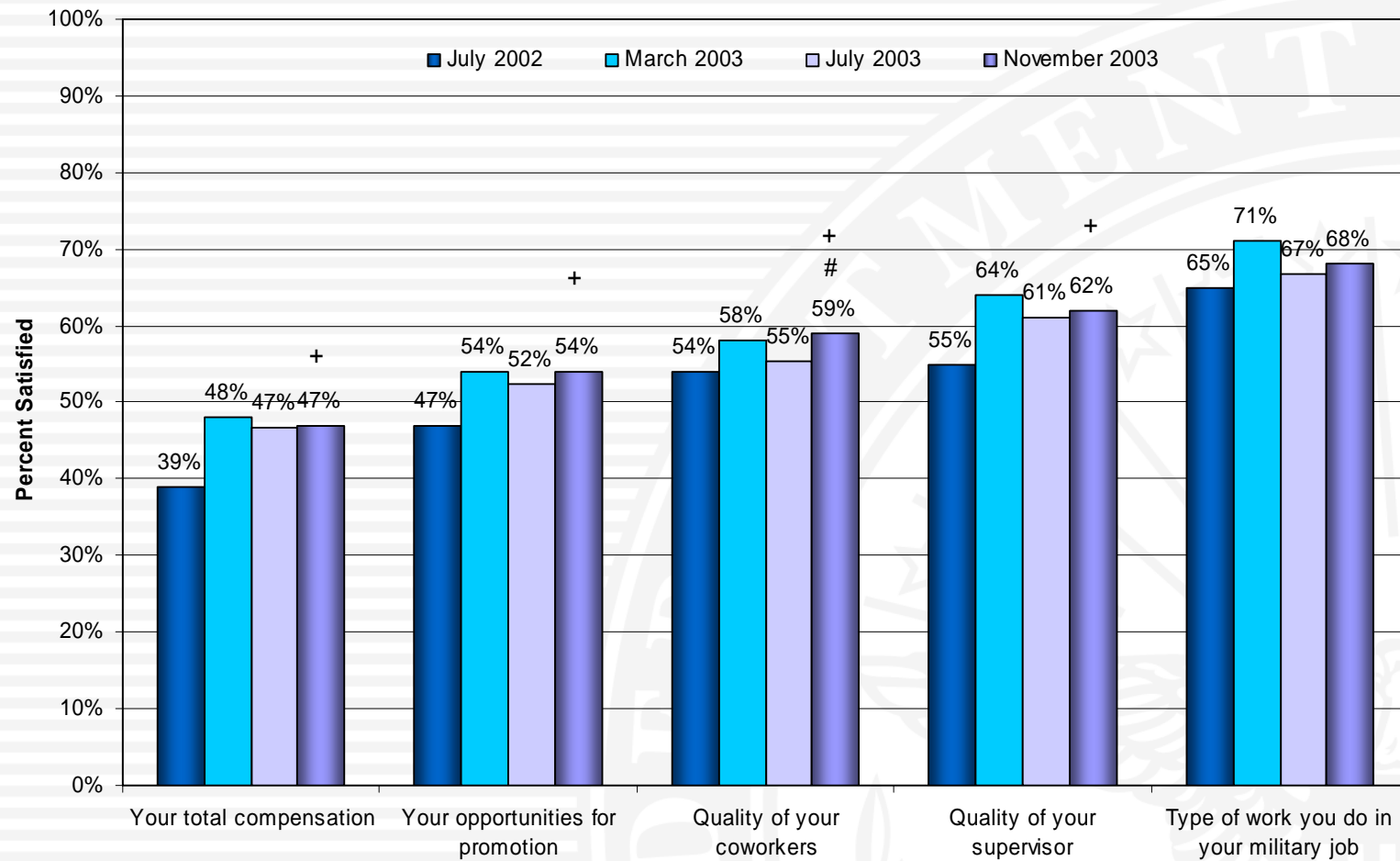
Percent of Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Type of work you do in your military job                      | SAT | 68    | 69       | 64       | 63      | 72       | 69                 | 68             | 70                 | 62                  | 75                  | 65                   | 66            | 81           | 67              | 76             | 68   | 68     |
|   | DIS | 16    | 16       | 17       | 18      | 14       | 16                 | 15             | 16                 | 18                  | 13                  | 17                   | 17            | 9            | 16              | 13             | 16   | 15     |
| Quality of your supervisor                                    | SAT | 62    | 63       | 59       | 60      | 64       | 63                 | 61             | 62                 | 60                  | 65                  | 60                   | 60            | 75           | 57              | 69             | 63   | 59     |
|   | DIS | 20    | 19       | 22       | 21      | 19       | 20                 | 19             | 20                 | 21                  | 19                  | 21                   | 21            | 11           | 23              | 16             | 19   | 22     |
| Quality of your coworkers                                     | SAT | 59    | 60       | 54       | 56      | 61       | 59                 | 57             | 59                 | 54                  | 63                  | 56                   | 56            | 78           | 51              | 75             | 59   | 55     |
|   | DIS | 19    | 19       | 21       | 21      | 18       | 20                 | 18             | 20                 | 20                  | 17                  | 21                   | 21            | 8            | 24              | 10             | 19   | 21     |
| Your opportunities for promotion                              | SAT | 54    | 54       | 53       | 51      | 55       | 55                 | 52             | 50                 | 51                  | 56                  | 53                   | 51            | 70           | 50              | 72             | 54   | 54     |
|   | DIS | 28    | 28       | 27       | 28      | 27       | 27                 | 29             | 33                 | 27                  | 27                  | 26                   | 30            | 15           | 29              | 15             | 28   | 27     |
| Your total compensation                                       | SAT | 47    | 46       | 53       | 41      | 52       | 49                 | 43             | 47                 | 43                  | 49                  | 51                   | 41            | 71           | 51              | 78             | 46   | 55     |
|   | DIS | 30    | 31       | 26       | 33      | 28       | 29                 | 31             | 34                 | 31                  | 30                  | 26                   | 33            | 16           | 30              | 13             | 30   | 27     |

Margins of error within +/- 5%

# Satisfaction

## Aspects of Military Service Trends



SOFA0207  
Q51  
SOFA0303  
Q2  
SOFA0307  
Q21  
SOFA0311  
Q20

Margins of error within +/- 2%

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Satisfaction

## Summary of Findings

### November 2003 Findings

- 63% satisfied with overall *military way of life*
  - Led by Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, married with children, and male and female officers
- 19% dissatisfied with overall *military way of life*
  - Led by Army, E1-E4s, members living on base, singles without children, and enlisted males
- 54% to 68% satisfied with 4 out of 5 aspects of military life
  - Highest satisfaction with *type of work you do* and lowest satisfaction with *total compensation*

# Satisfaction

## Summary of Findings

### July 2003 – November 2003 Trends

- Satisfaction for *quality of your coworkers* up 4 percentage points

### July 2002 – November 2003 Trends

- Satisfaction up for 4 out of 5 aspects of service
  - *Total compensation* up 8 percentage points
  - *Opportunities for promotion* up 7 percentage points
  - *Quality of your coworkers* up 5 percentage points
  - *Quality of your supervisor* up 7 percentage points

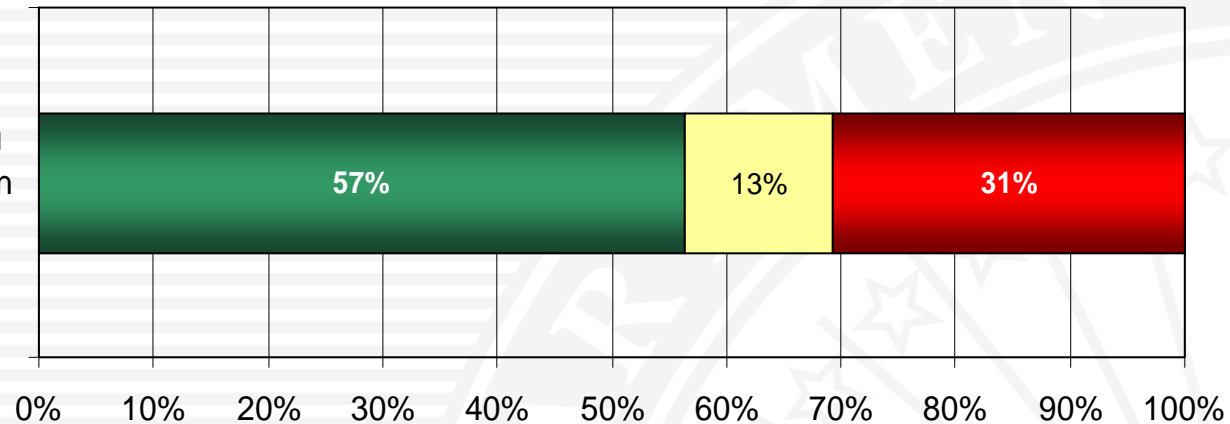
# Leading Indicators and Related Items

- Satisfaction
- ✓ Retention
- Personal and unit preparedness
- Personal and work stress
- Tempo

# Retention

## Likelihood To Stay on Active Duty

How likely is it that you would choose to stay on active duty?



Percent of Service Members

Margins of error within +/- 2%

■ Likely

■ Neither likely nor unlikely

■ Unlikely

# Retention

## Likelihood To Stay on Active Duty

Percent of Service Members

| KEY:<br>More likely<br>Less likely<br>More unlikely |          |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|---|----------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |          | Total | Army | Navy | Marine Corps | Air Force | 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 |
| Choose to stay on active duty                       | Likely   | 57    | 50   | 63   | 49           | 63        | 40    | 68    | 64    | 75    | 48            | 63            | 62            | 72            | 46                    | 71                    | 61                 | 71                 |
|   | Unlikely | 31    | 37   | 25   | 38           | 24        | 45    | 21    | 23    | 16    | 40            | 26            | 26            | 19            | 40                    | 18                    | 25                 | 17                 |

Margins of error within +/- 4%

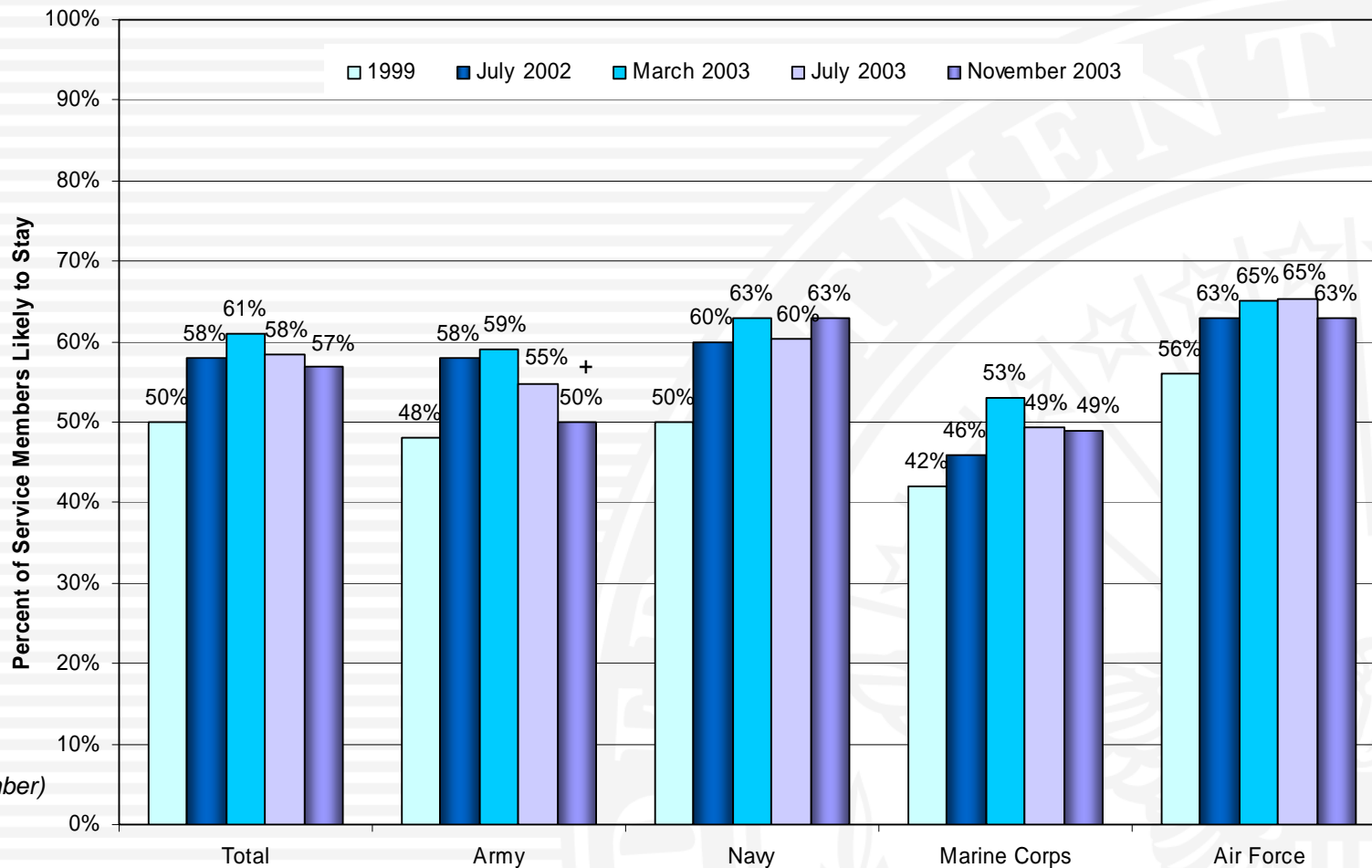
| KEY:<br>More likely<br>Less likely<br>More unlikely |                               |                    |          |          |          |          |                    |                |                    |                     |                     |                      |               |              |                 |                |          |          |
|---|-------------------------------|--------------------|----------|----------|----------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|----------|----------|
|   |                               | Total              | US Based | Overseas | On Base  | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male     | Female   |
|   | Choose to stay on active duty | Likely<br>Unlikely | 57<br>31 | 57<br>31 | 57<br>30 | 51<br>36 | 61<br>27           | 56<br>32       | 57<br>29           | 60<br>25            | 43<br>41            | 68<br>22             | 56<br>32      | 55<br>33     | 69<br>20        | 53<br>32       | 61<br>27 | 57<br>30 |

Margins of error within +/- 5%



# Retention

## Likelihood To Stay on Active Duty



ADS99(Member)

Q32

SOFA0207

Q22

SOFA0303

Q6

SOFA0307

Q23

SOFA0311

Q22

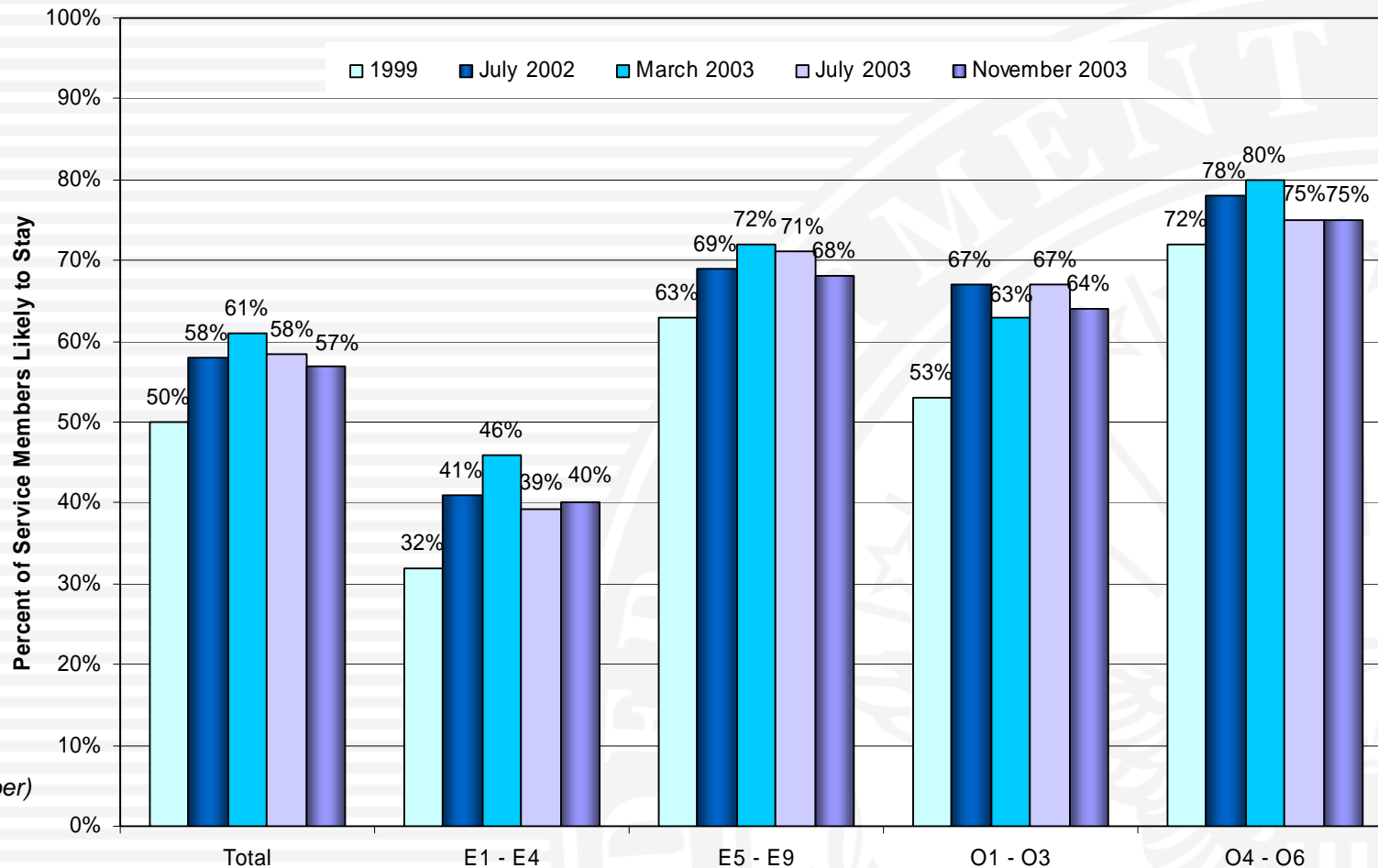
Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Retention

## Likelihood To Stay on Active Duty



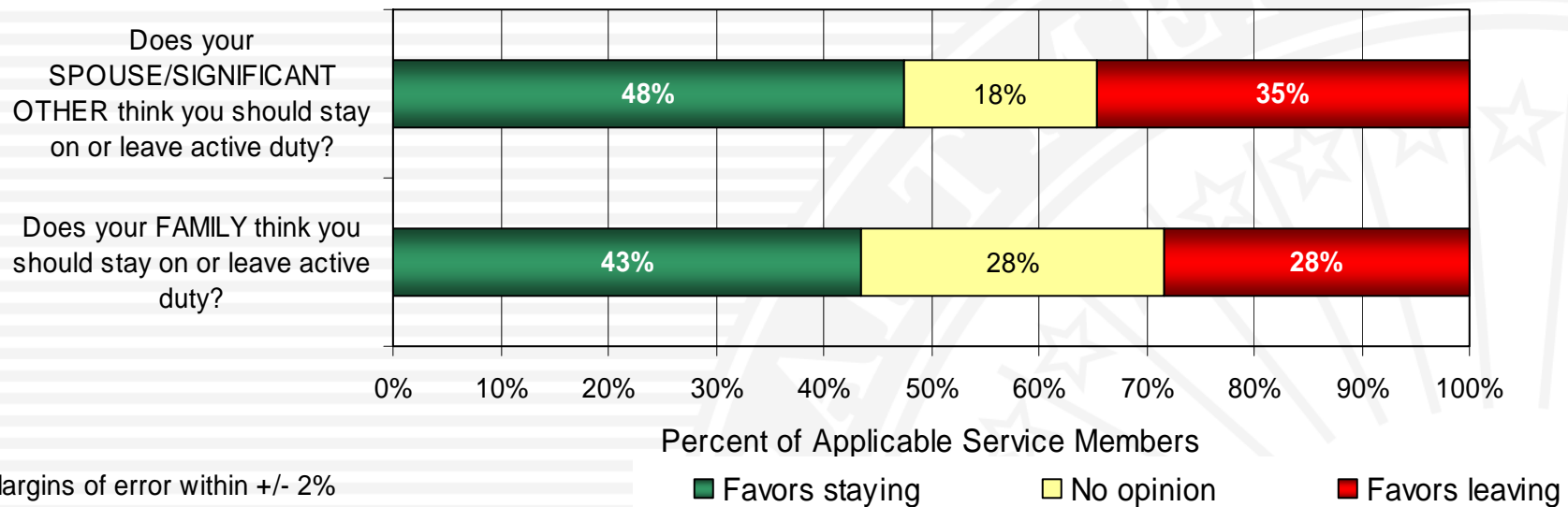
ADS99(Member)  
Q32  
SOFA0207  
Q22  
SOFA0303  
Q6  
SOFA0307  
Q23  
SOFA0311  
Q22

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Retention

## Support To Stay on Active Duty



# Retention

## Support To Stay on Active Duty

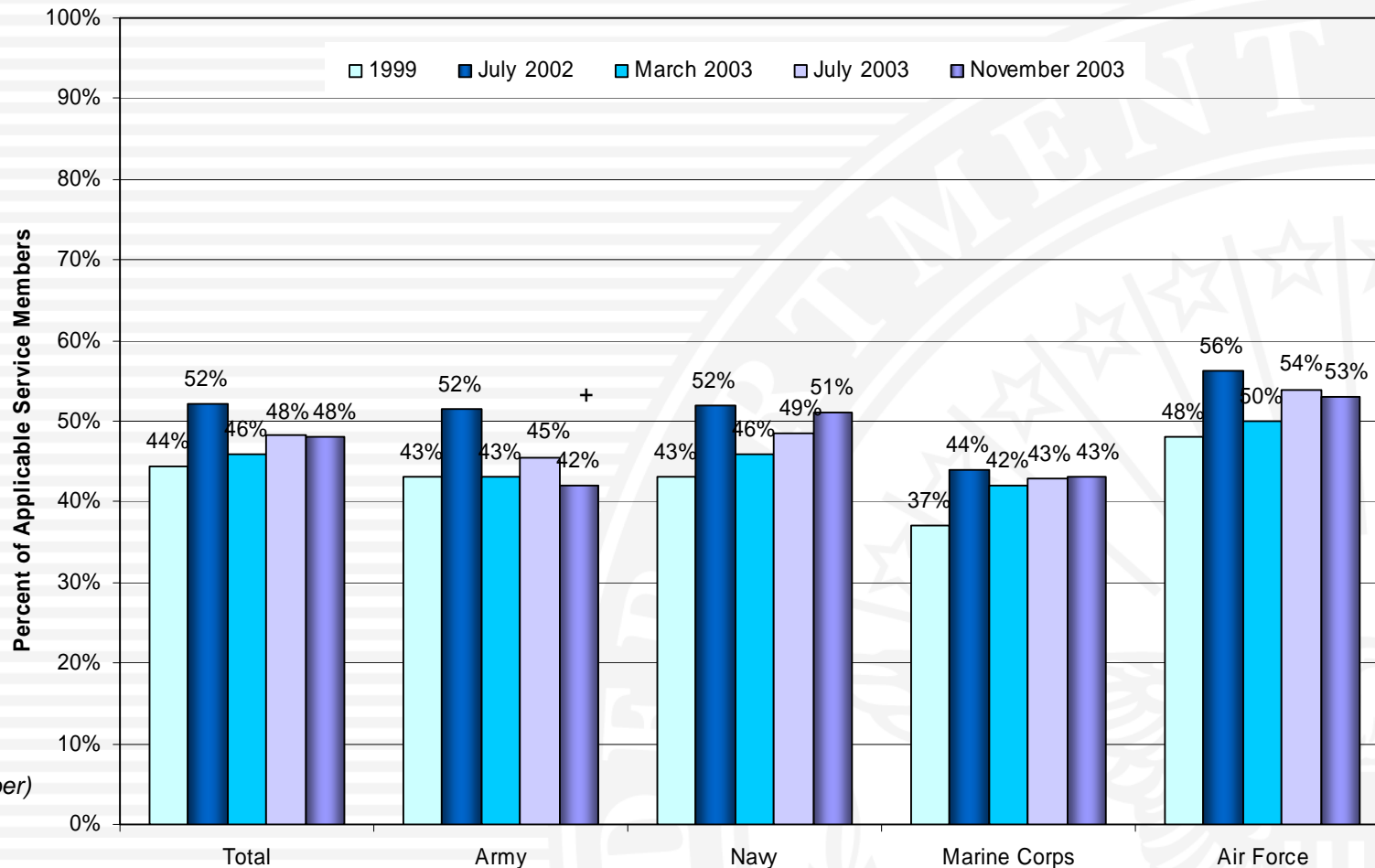
Percent of Applicable Service Members

| KEY:<br>Higher response of "Stay"<br>Lower response of "Stay"<br>Higher response of "Leave" |       | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|-------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |       |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Spouse / significant other think should stay on or leave active duty                        | Stay  | 48    | 42   | 51   | 43           | 53        | 33    | 54    | 52    | 62    | 41            | 51            | 49            | 58            | 41                    | 55                    | 51                 | 59                 |
|   | Leave | 35    | 40   | 33   | 36           | 28        | 43    | 30    | 32    | 29    | 41            | 36            | 34            | 30            | 38                    | 29                    | 28                 | 28                 |
| Family think should stay on or leave active duty  | Stay  | 43    | 36   | 48   | 39           | 51        | 37    | 48    | 47    | 50    | 34            | 43            | 49            | 48            | 37                    | 49                    | 51                 | 50                 |
|   | Leave | 28    | 37   | 23   | 31           | 21        | 31    | 28    | 24    | 25    | 38            | 32            | 24            | 22            | 32                    | 20                    | 21                 | 21                 |
| Margins of error within +/- 4%  |       |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>Higher response of "Stay"<br>Lower response of "Stay"<br>Higher response of "Leave" |       | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |       |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Spouse / significant other think should stay on or leave active duty                        | Stay  | 48    | 48       | 46       | 45      | 49       | 47                 | 48             | 42                 | 26                  | 57                  | 47                   | 47            | 56           | 40              | 52             | 48   | 42     |
|   | Leave | 35    | 34       | 36       | 34      | 35       | 36                 | 33             | 30                 | 41                  | 31                  | 38                   | 35            | 32           | 37              | 31             | 34   | 36     |
| Family think should stay on or leave active duty  | Stay  | 43    | 44       | 41       | 41      | 45       | 44                 | 43             | 41                 | 36                  | 49                  | 44                   | 43            | 48           | 44              | 42             | 43   | 43     |
|   | Leave | 28    | 28       | 30       | 29      | 28       | 26                 | 32             | 31                 | 28                  | 28                  | 29                   | 29            | 25           | 31              | 28             | 28   | 31     |
| Margins of error within +/- 7%  |       |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Retention

## Spouse/Significant Other Support To Stay on Active Duty Trends



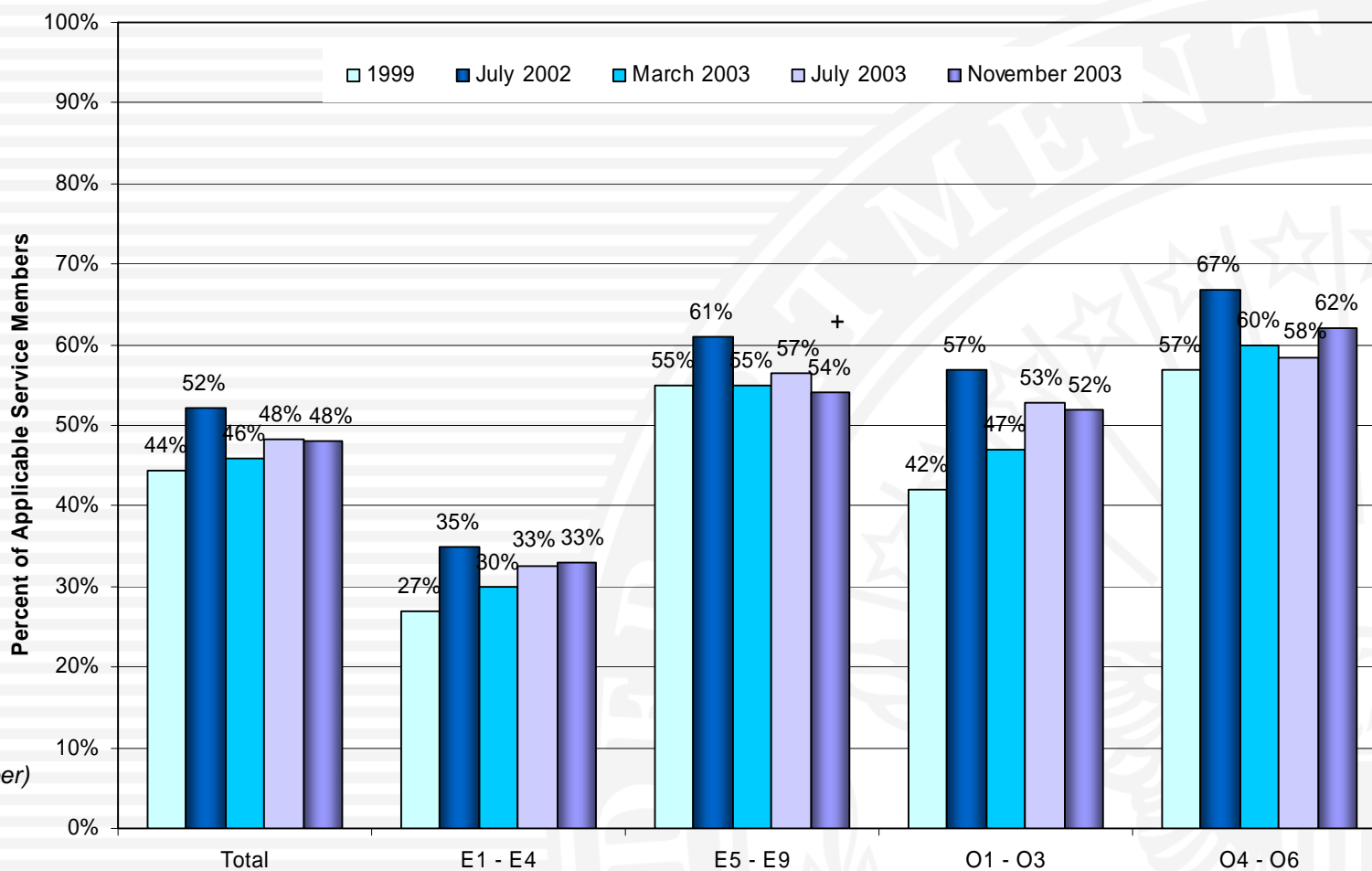
ADS99(Member)  
Q34  
SOFA0207  
Q26  
SOFA0303  
Q36  
SOFA0307  
Q24, Q25  
SOFA0311  
Q23, Q24

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Retention

## Spouse/Significant Other Support To Stay on Active Duty Trends



ADS99(Member)

Q34

SOFA0207

Q26

SOFA0303

Q36

SOFA0307

Q24, Q25

SOFA0311

Q23, Q24

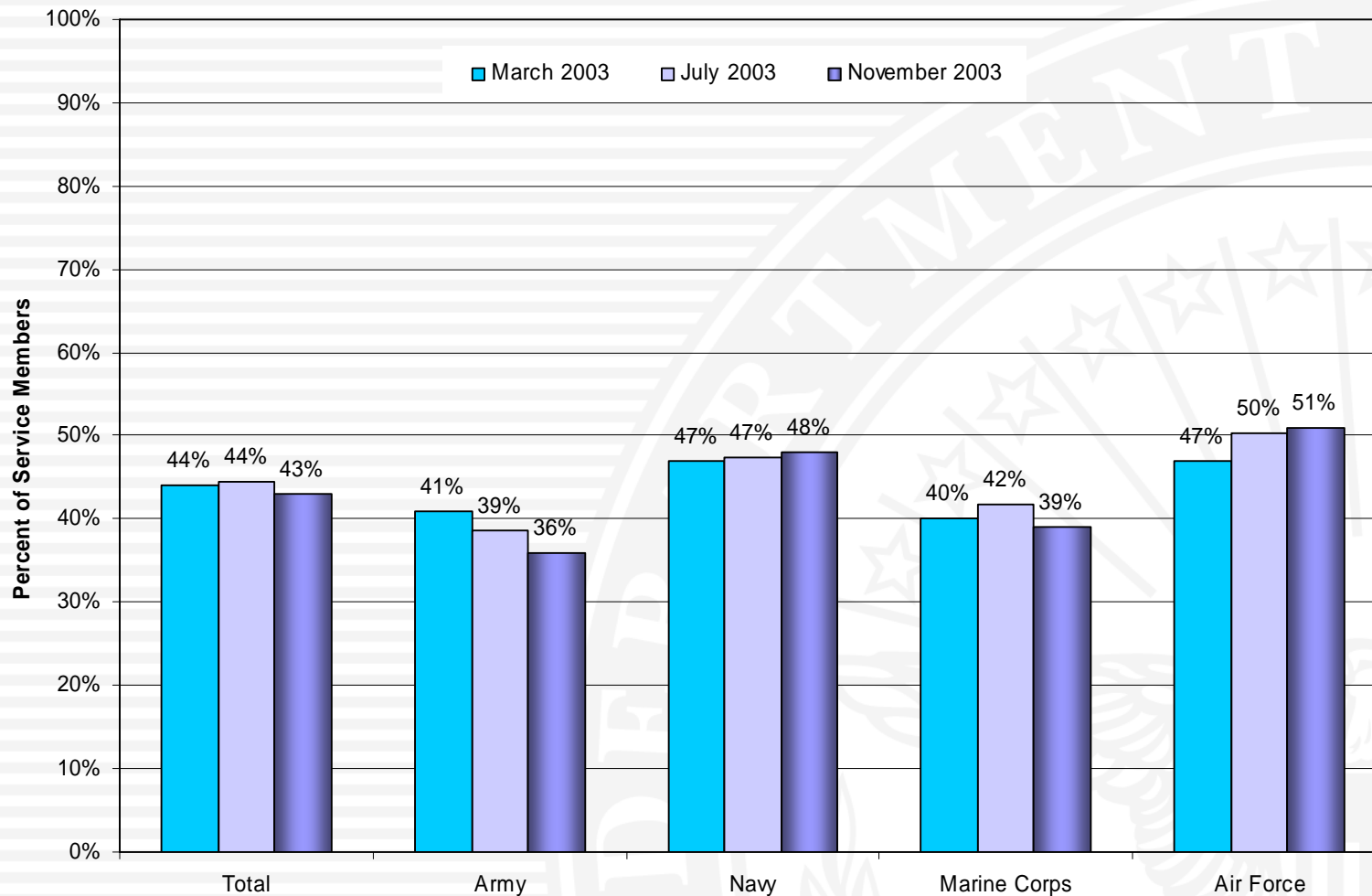
Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Retention

## Family Support To Stay on Active Duty Trends



SOFA0303  
Q37  
SOFA0307  
Q26  
SOFA0311  
Q25

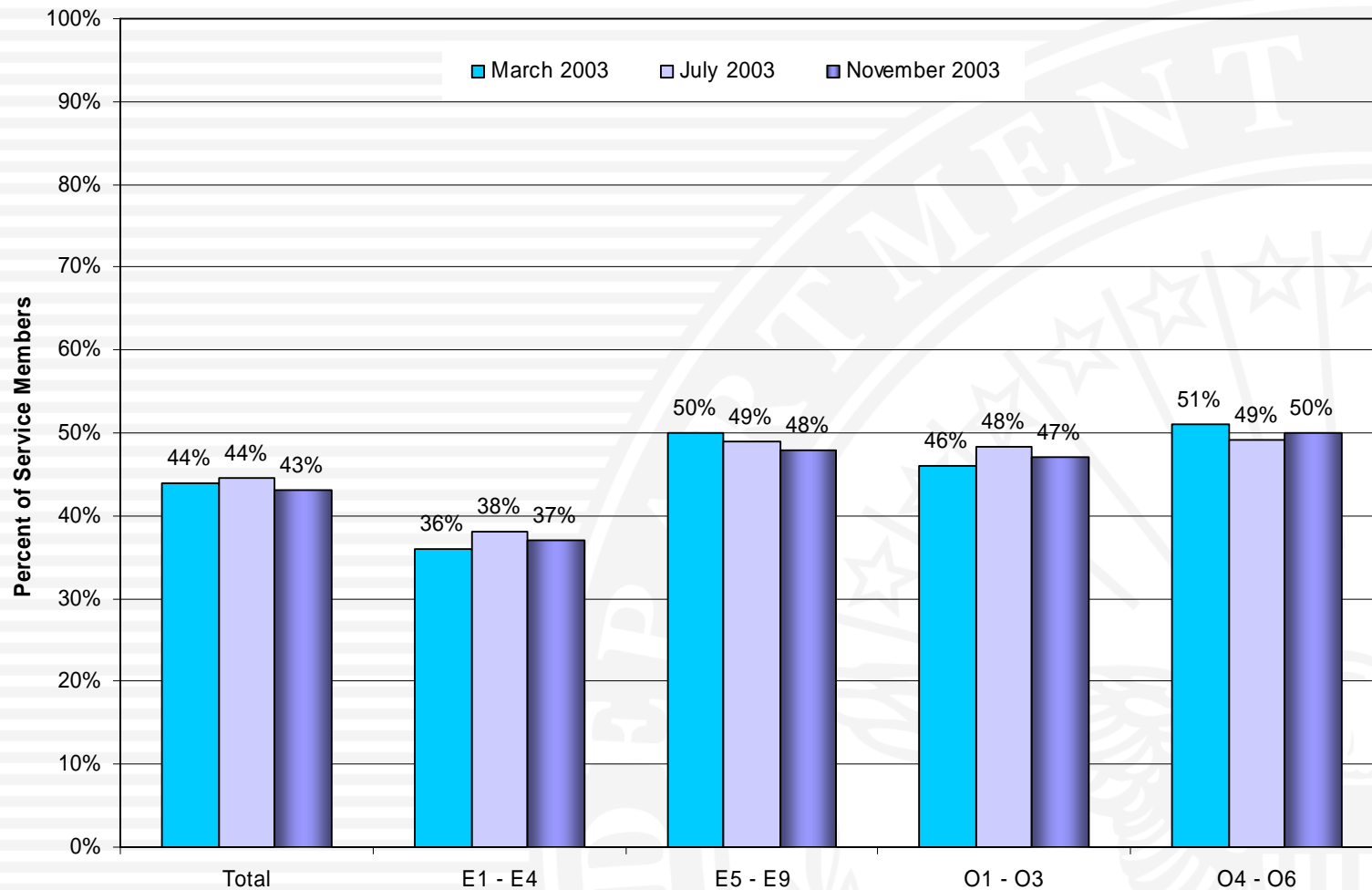
Margins of error within +/- 3%

# = Significant difference between July and November 2003



# Retention

## Family Support To Stay on Active Duty Trends



SOFA0303  
Q37  
SOFA0307  
Q26  
SOFA0311  
Q25

Margins of error within +/- 3%

# = Significant difference between July and November 2003

# Retention

## Summary of Findings

### November 2003 Findings

- 57% likely to stay
  - More likely to stay led by Navy, Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, married with children, and male officers
  - More unlikely to stay led by Army, Marine Corps, E1-E4s, members living on base, non-minorities, singles without children, and enlisted males
- 48% reported their spouses/significant others support staying on active duty
  - Support staying led by Air Force, E5-E9s, Navy officers, Marine Corps officers, married with children, and males
  - Support leaving led by Army, E1-E4s, and singles without children
- 43% reported their families support staying on active duty
  - Support staying led by Navy, Air Force, E5-E9s, O4-O6s, Marine Corps officers, members living off base, married with children, and male officers
  - Support leaving led by Army, E1-E4s, and minorities

# Retention

## Summary of Findings

### July 2003 – November 2003 Trends

- No change

### July 2002 – November 2003 Trends

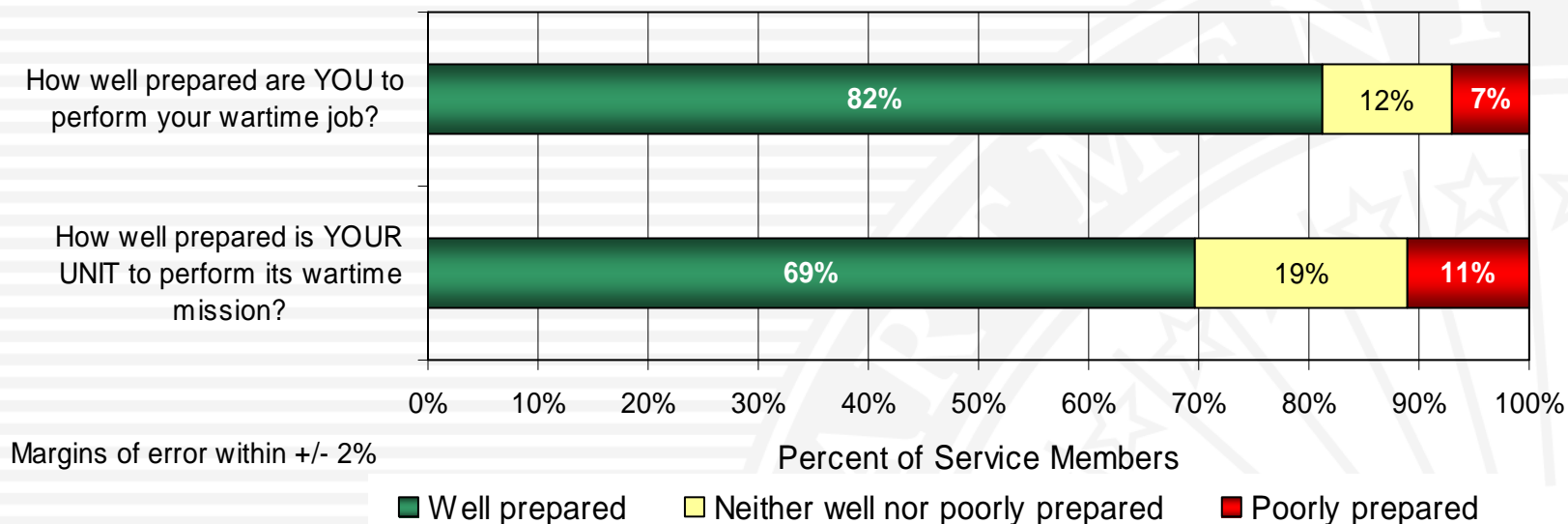
- Army members' likelihood to stay declined 8 percentage points
- Spouse/significant other support for staying on active duty declined 10 percentage points for Army and 7 percentage points for E5-E9s

SOFA0207  
Q22, Q26  
SOFA0307  
Q23, Q24, Q25  
SOFA0311  
Q22, Q23, Q24

# Leading Indicators and Related Items

- Satisfaction
- Retention
- ✓ Personal and unit preparedness
- Personal and work stress
- Tempo

# Personal and Unit Preparedness To Perform Wartime Mission



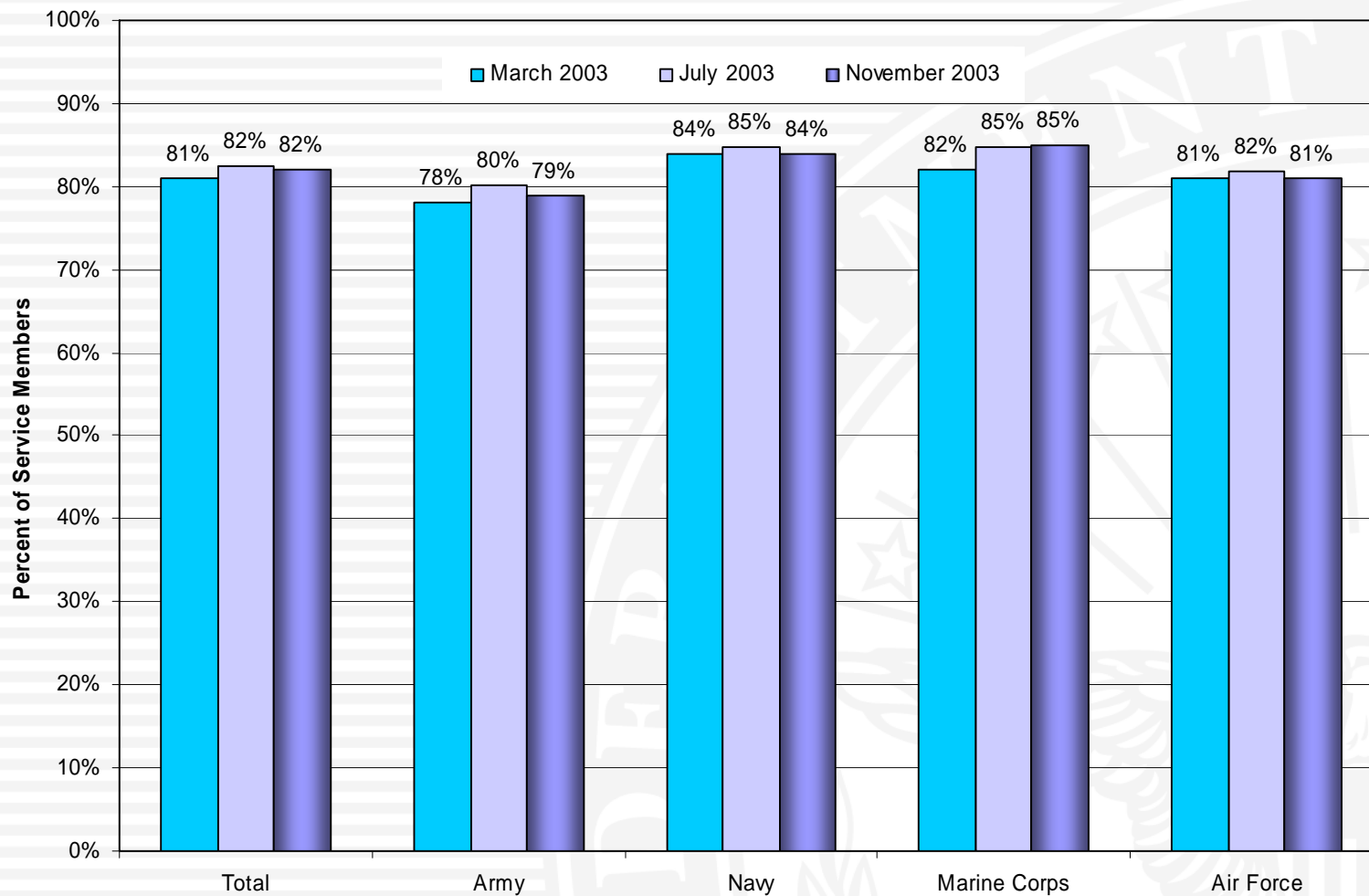
# Personal and Unit Preparedness To Perform Wartime Mission

Percent of Service Members

| KEY:<br>More well prepared<br>Less well prepared<br>More poorly prepared |        | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|--------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |        |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| You are prepared to perform your wartime job                             | Well   | 82    | 79   | 84   | 85           | 81        | 75    | 87    | 80    | 86    | 78            | 84            | 84            | 86            | 85                    | 88                    | 87                 | 78                 |
|  | Poorly | 7     | 9    | 5    | 4            | 6         | 10    | 5     | 5     | 3     | 10            | 5             | 5             | 3             | 5                     | 3                     | 7                  | 5                  |
| Unit is prepared to perform its wartime mission                          | Well   | 69    | 55   | 78   | 74           | 76        | 67    | 70    | 73    | 74    | 54            | 64            | 78            | 77            | 74                    | 78                    | 76                 | 78                 |
|  | Poorly | 11    | 20   | 6    | 9            | 7         | 14    | 11    | 8     | 4     | 22            | 11            | 6             | 5             | 10                    | 5                     | 7                  | 5                  |
| Margins of error within +/- 3%   |        |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More well prepared<br>Less well prepared<br>More poorly prepared |        | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |        |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| You are prepared to perform your wartime job                             | Well   | 82    | 82       | 79       | 80      | 83       | 83                 | 80             | 81                 | 77                  | 86                  | 79                   | 84            | 85           | 68              | 71             | 84   | 68     |
|  | Poorly | 7     | 6        | 9        | 7       | 6        | 6                  | 7              | 8                  | 10                  | 4                   | 9                    | 6             | 4            | 12              | 9              | 6    | 12     |
| Unit is prepared to perform its wartime mission                          | Well   | 69    | 70       | 65       | 67      | 71       | 69                 | 69             | 65                 | 69                  | 70                  | 71                   | 69            | 73           | 63              | 67             | 70   | 64     |
|  | Poorly | 11    | 10       | 16       | 13      | 10       | 11                 | 12             | 14                 | 11                  | 11                  | 12                   | 12            | 6            | 14              | 9              | 11   | 13     |
| Margins of error within +/- 3%   |        |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Personal Preparedness To Perform Wartime Mission



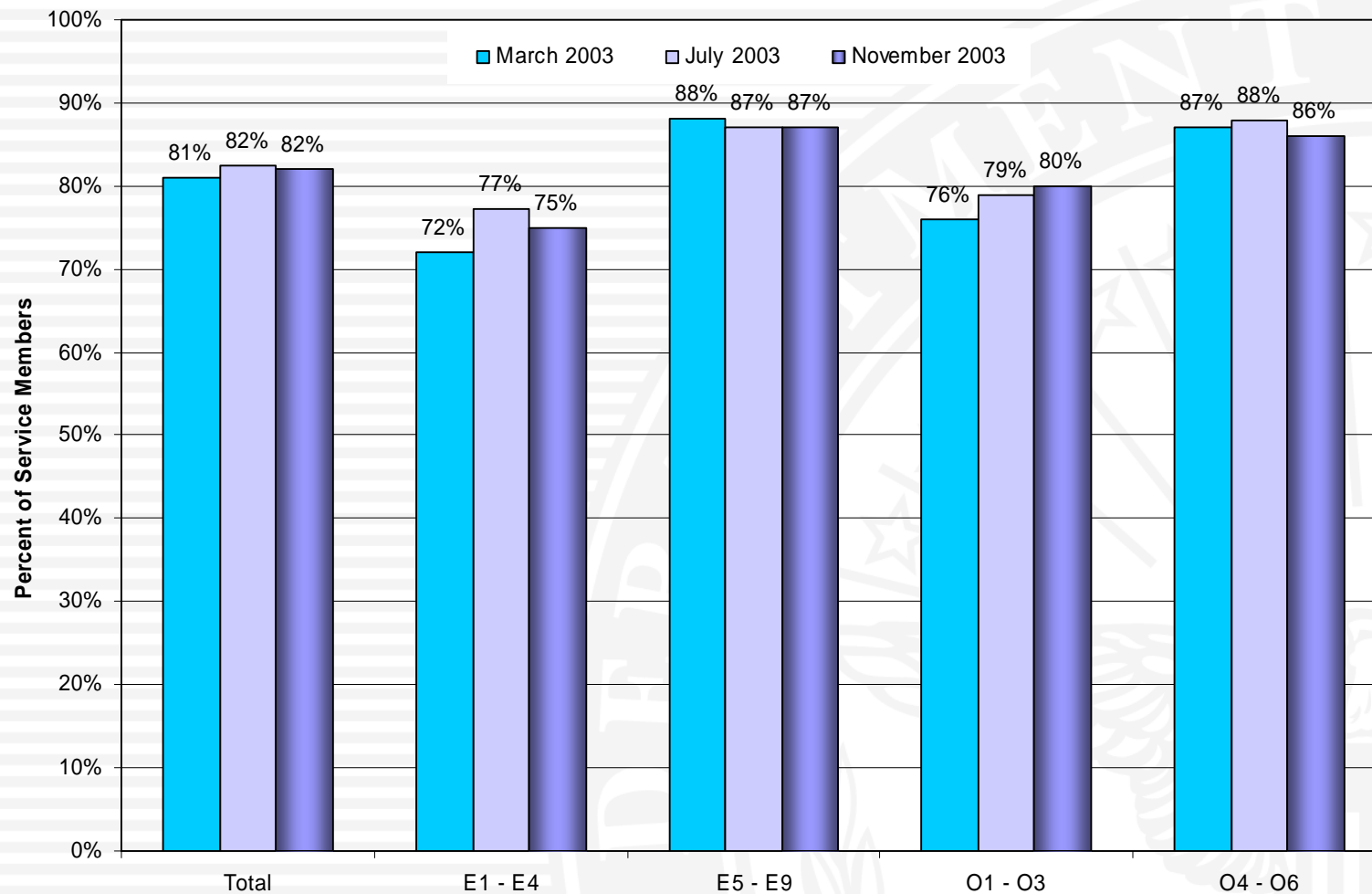
SOFA0303  
Q18  
SOFA0307  
Q33  
SOFA0311  
Q34

Margins of error within +/- 3%

# = Significant difference between July and November 2003



# Personal Preparedness To Perform Wartime Mission

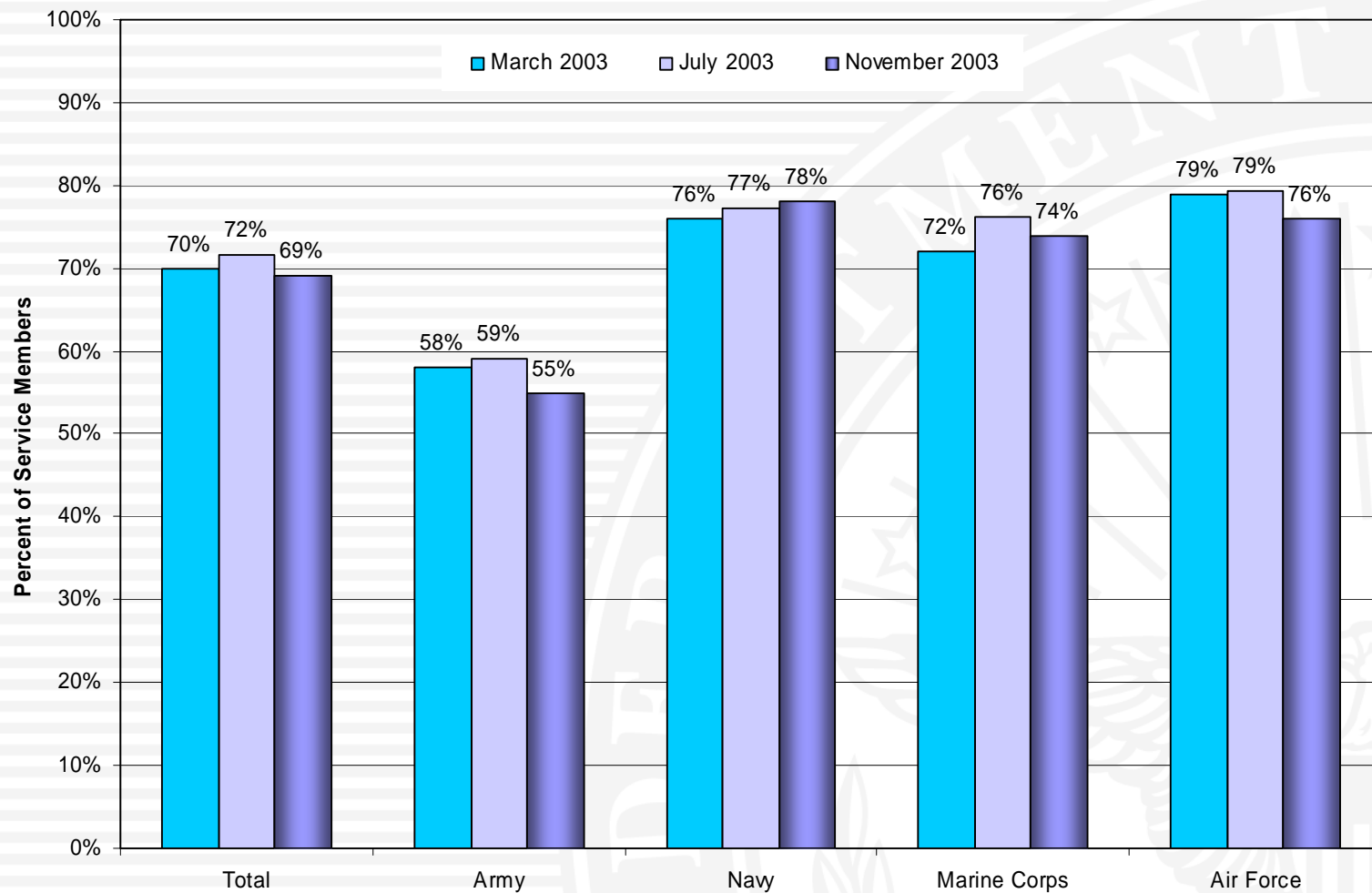


SOFA0303  
Q18  
SOFA0307  
Q33  
SOFA0311  
Q34

Margins of error within +/- 3%

# = Significant difference between July and November 2003

# Unit Preparedness To Perform Wartime Mission



SOFA0303

Q19

SOFA0307 Margins of error within +/- 3%

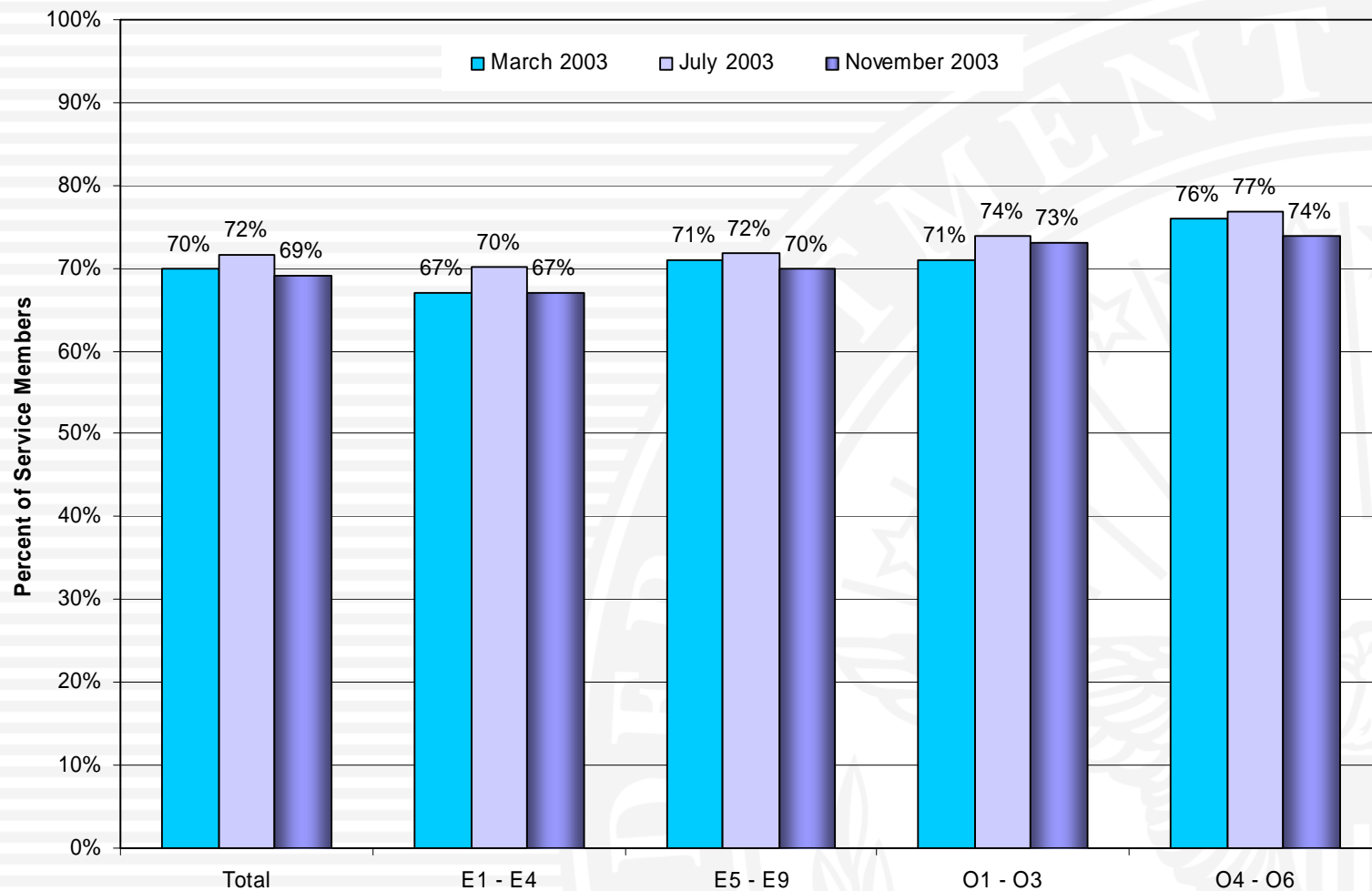
Q34

SOFA0311

Q35

# = Significant difference between July and November 2003

# Unit Preparedness To Perform Wartime Mission



SOFA0303

Q19

SOFA0307 Margins of error within +/- 3%

Q34

SOFA0311

Q35

# = Significant difference between July and November 2003

# Personal and Unit Preparedness

## Summary of Findings

### November 2003 Findings

- Majority reported they (82%) and their units (69%) were well prepared for wartime mission
  - Higher personal preparedness led by Navy, Marine Corps, E5-E9s, O4-O6s, members living off base, non-minorities, married with children, and males
  - Lower personal preparedness led by Army, E1-E4s, and females
  - Higher unit preparedness led by Navy, Marine Corps, Air Force, commissioned officers, members living in the US, members living off base, and males
  - Lower unit preparedness led by Army, E1-E4s, members living overseas, members living on base, and enlisted males

### July 2003 – November 2003 Trends

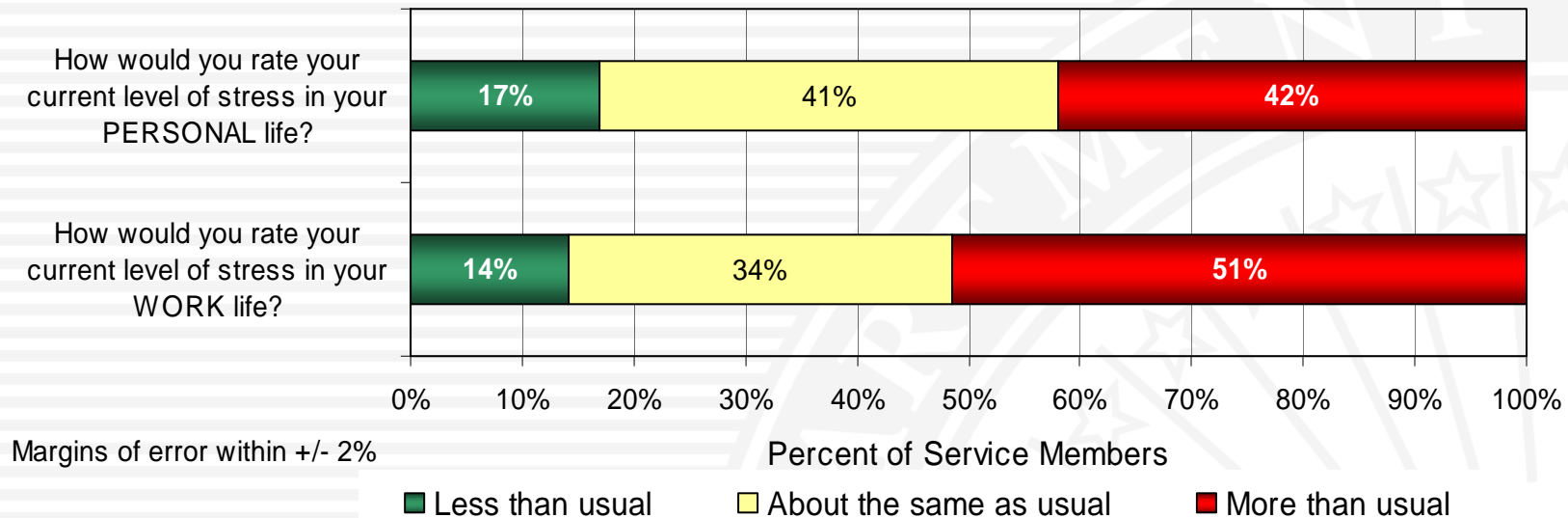
- No change

# Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- ✓ Personal and work stress
- Tempo

# Personal and Work Stress

## Current Level of Stress



# Personal and Work Stress

## Current Level of Stress

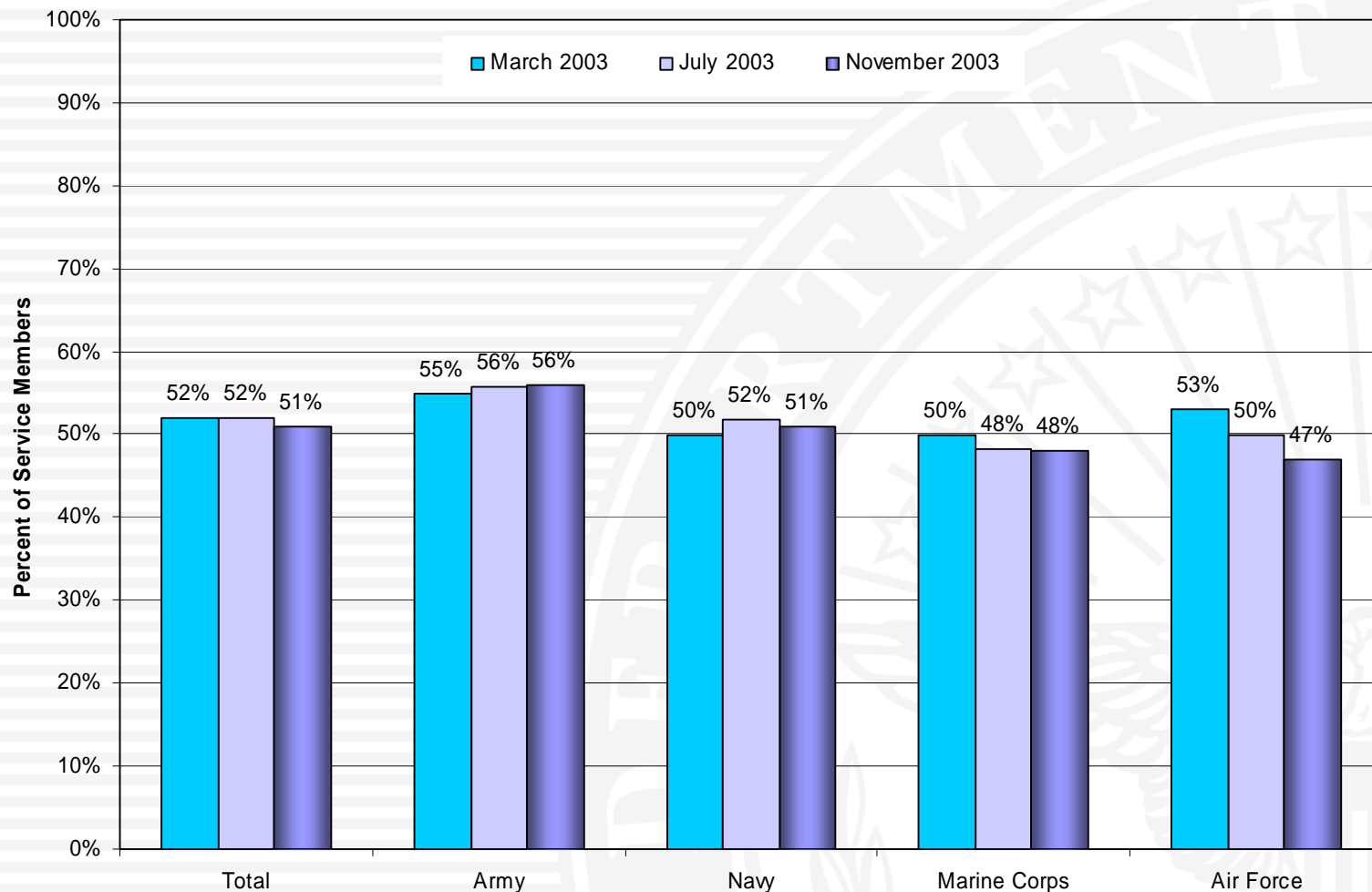
Percent of Service Members

| KEY:<br>Higher response of "Less than usual"<br>lower response of "Less than usual"<br>Higher response of "More than usual" |      | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |      |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Current level of stress in your PERSONAL life   | Less | 17    | 16   | 18   | 16           | 18        | 18    | 18    | 15    | 12    | 16            | 15            | 19            | 13            | 16                    | 13                    | 19                 | 13                 |
|   | More | 42    | 48   | 40   | 44           | 35        | 46    | 40    | 38    | 38    | 48            | 44            | 40            | 38            | 45                    | 36                    | 36                 | 34                 |
| Current level of stress in your WORK life   | Less | 14    | 14   | 15   | 14           | 14        | 13    | 16    | 13    | 15    | 13            | 15            | 15            | 14            | 14                    | 15                    | 15                 | 13                 |
|   | More | 51    | 56   | 51   | 48           | 47        | 55    | 49    | 48    | 48    | 57            | 53            | 52            | 46            | 49                    | 40                    | 47                 | 47                 |
| Margins of error within +/- 4%  |      |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>Higher response of "Less than usual"<br>lower response of "Less than usual"<br>Higher response of "More than usual" |      | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |      |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Current level of stress in your PERSONAL life   | Less | 17    | 16       | 20       | 17      | 17       | 14                 | 21             | 21                 | 19                  | 15                  | 17                   | 17            | 14           | 20              | 14             | 17   | 19     |
|   | More | 42    | 42       | 43       | 43      | 41       | 42                 | 41             | 45                 | 38                  | 44                  | 44                   | 42            | 38           | 43              | 42             | 42   | 43     |
| Current level of stress in your WORK life   | Less | 14    | 14       | 14       | 13      | 15       | 13                 | 16             | 13                 | 13                  | 15                  | 14                   | 14            | 14           | 14              | 13             | 14   | 14     |
|   | More | 51    | 51       | 53       | 52      | 51       | 53                 | 49             | 53                 | 52                  | 50                  | 53                   | 52            | 47           | 53              | 53             | 51   | 53     |
| Margins of error within +/- 4%  |      |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Personal and Work Stress

## More Than Usual Level of Stress in Work Trends



SOFA0303  
Q20  
SOFA0307  
Q35  
SOFA0311  
Q36

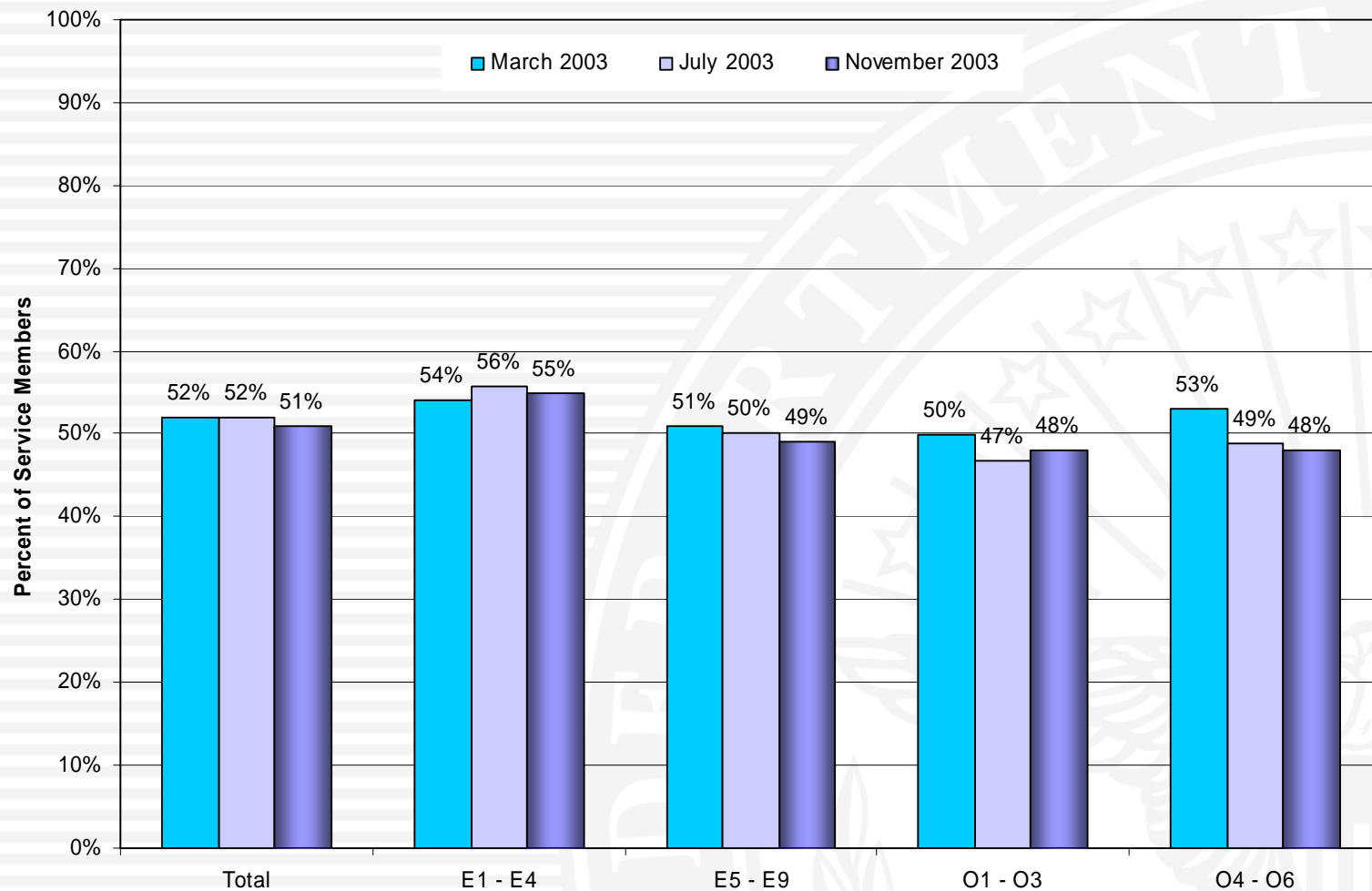
Margins of error within +/- 4%

# = Significant difference between July and November 2003



# Personal and Work Stress

## More Than Usual Level of Stress in Work Trends



SOFA0303

Q20

SOFA0307 Margins of error within +/- 3%

Q35

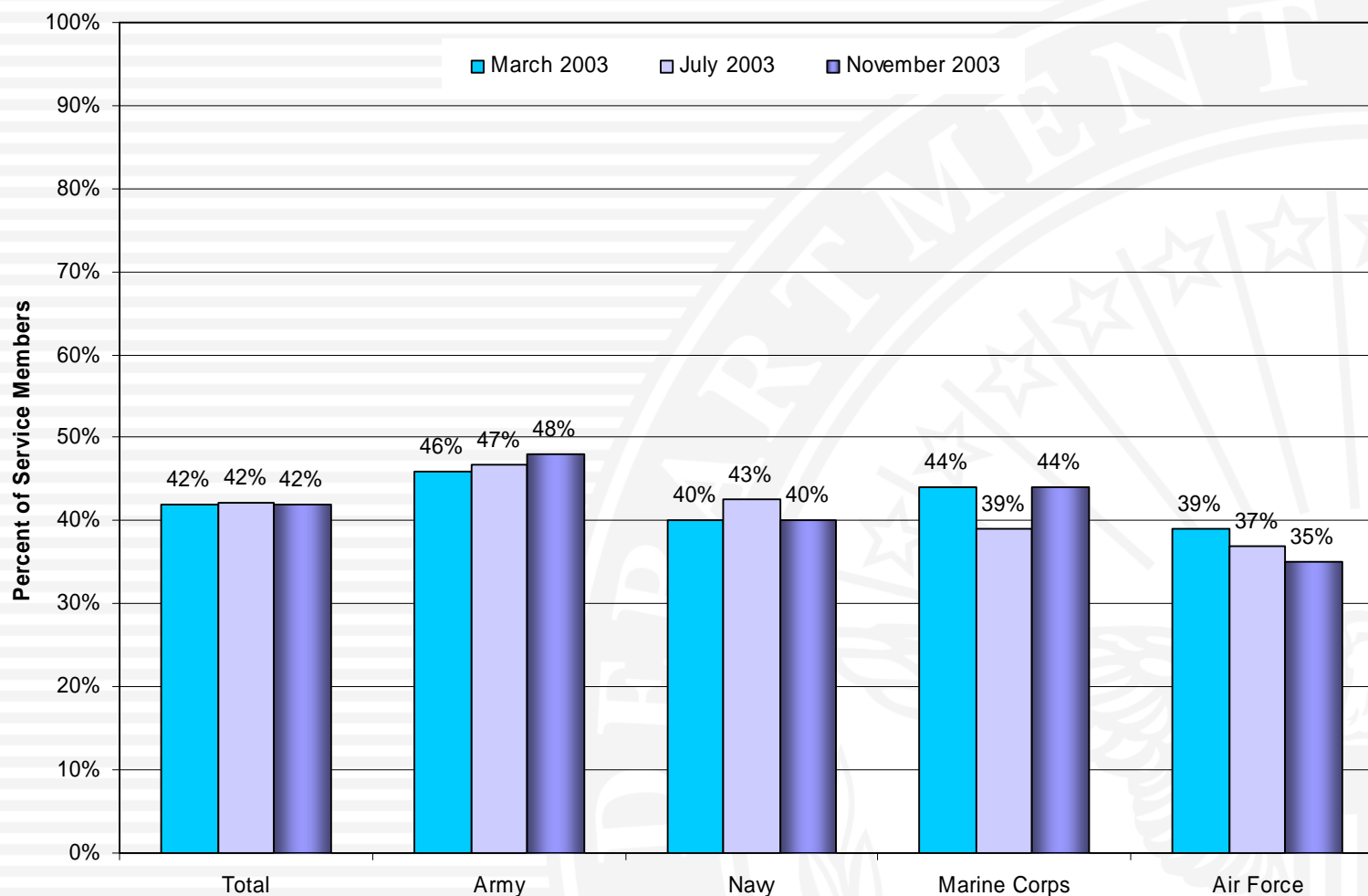
SOFA0311

Q36

# = Significant difference between July and November 2003

# Personal and Work Stress

## More Than Usual Level of Stress in Personal Life Trends



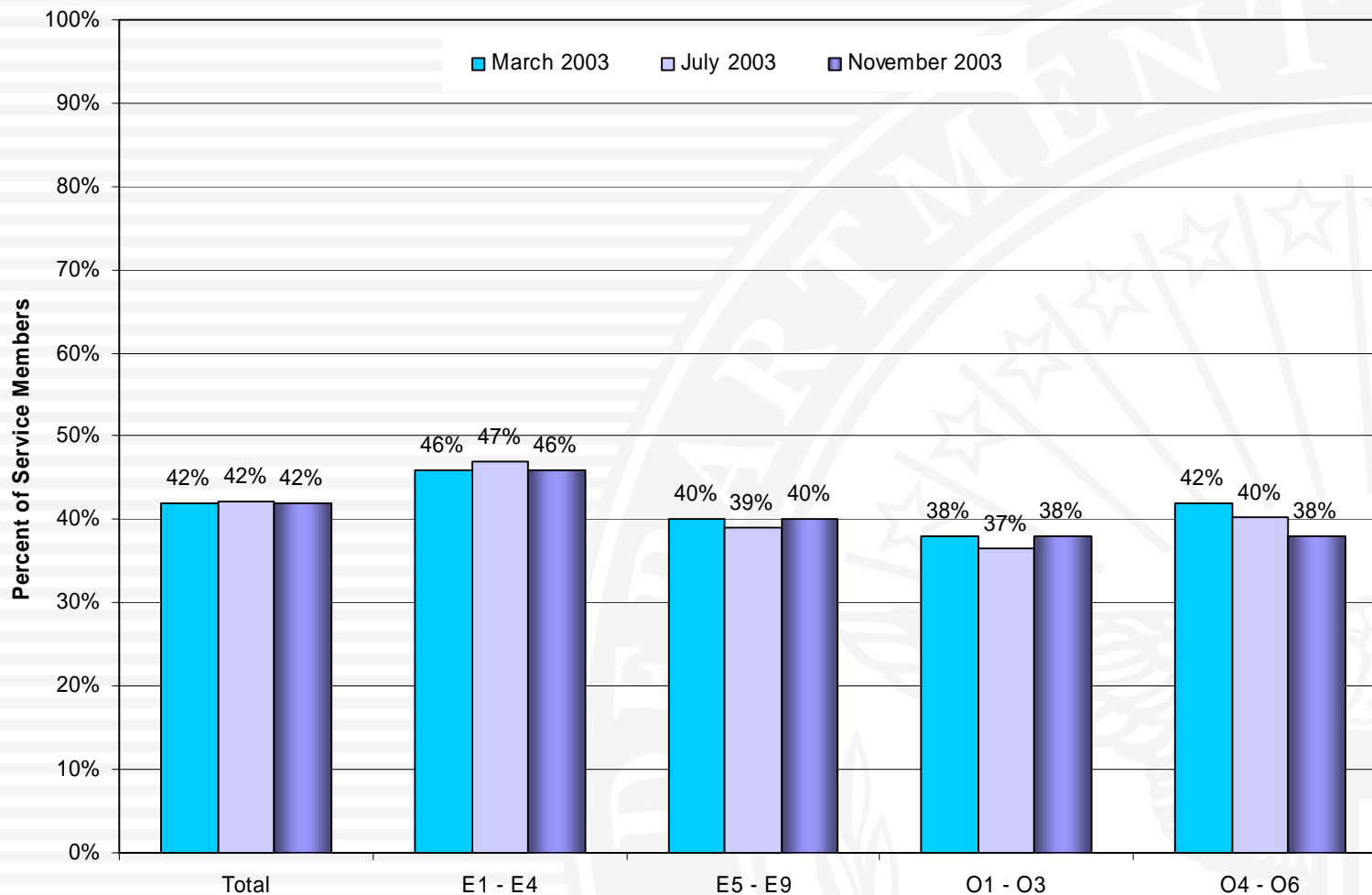
SOFA0303  
Q21  
SOFA0307  
Q36  
SOFA0311  
Q37

Margins of error within +/- 4%

# = Significant difference between July and November 2003

# Personal and Work Stress

## More Than Usual Level of Stress in Personal Life Trends



SOFA0303  
Q21  
SOFA0307  
Q36  
SOFA0311  
Q37

Margins of error within +/- 3%

# = Significant difference between July and November 2003

# Personal and Work Stress

## Summary of Findings

### November 2003 Findings

- 42% reported more than usual levels of stress in their personal life
  - More stress led by Army and E1-E4s
  - Less stress led by members living overseas, minorities, singles without children, and enlisted females
- 51% reported more than usual levels of stress in their work life
  - More stress led by Army, E1-E4s, and non-minorities
  - Less stress led by minorities

### July 2003 – November 2003 Trends

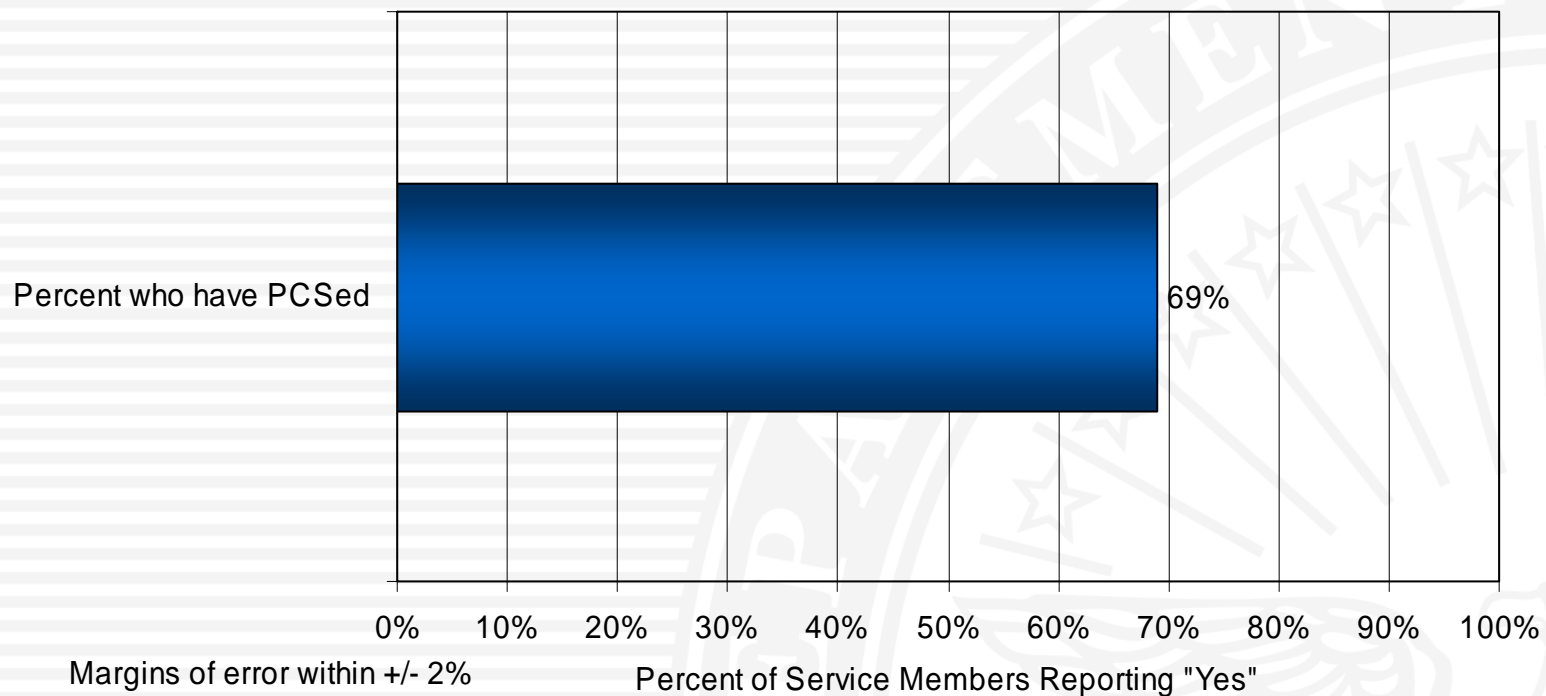
- No change

# Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- Personal and work stress
- ✓ Tempo

# Tempo

## Ever PCSed



# Tempo

## Ever PCSed

Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
| Percent who have PCSed   | Yes | 69    | 71   | 71   | 55           | 71        | 34    | 91    | 91    | 100   | 66            | 94            | 67            | 98            | 50                    | 96                    | 66                 | 93                 |
|  | No  | 31    | 29   | 29   | 45           | 29        | 66    | 9     | 9     | 0     | 34            | 6             | 33            | 2             | 50                    | 4                     | 34                 | 7                  |

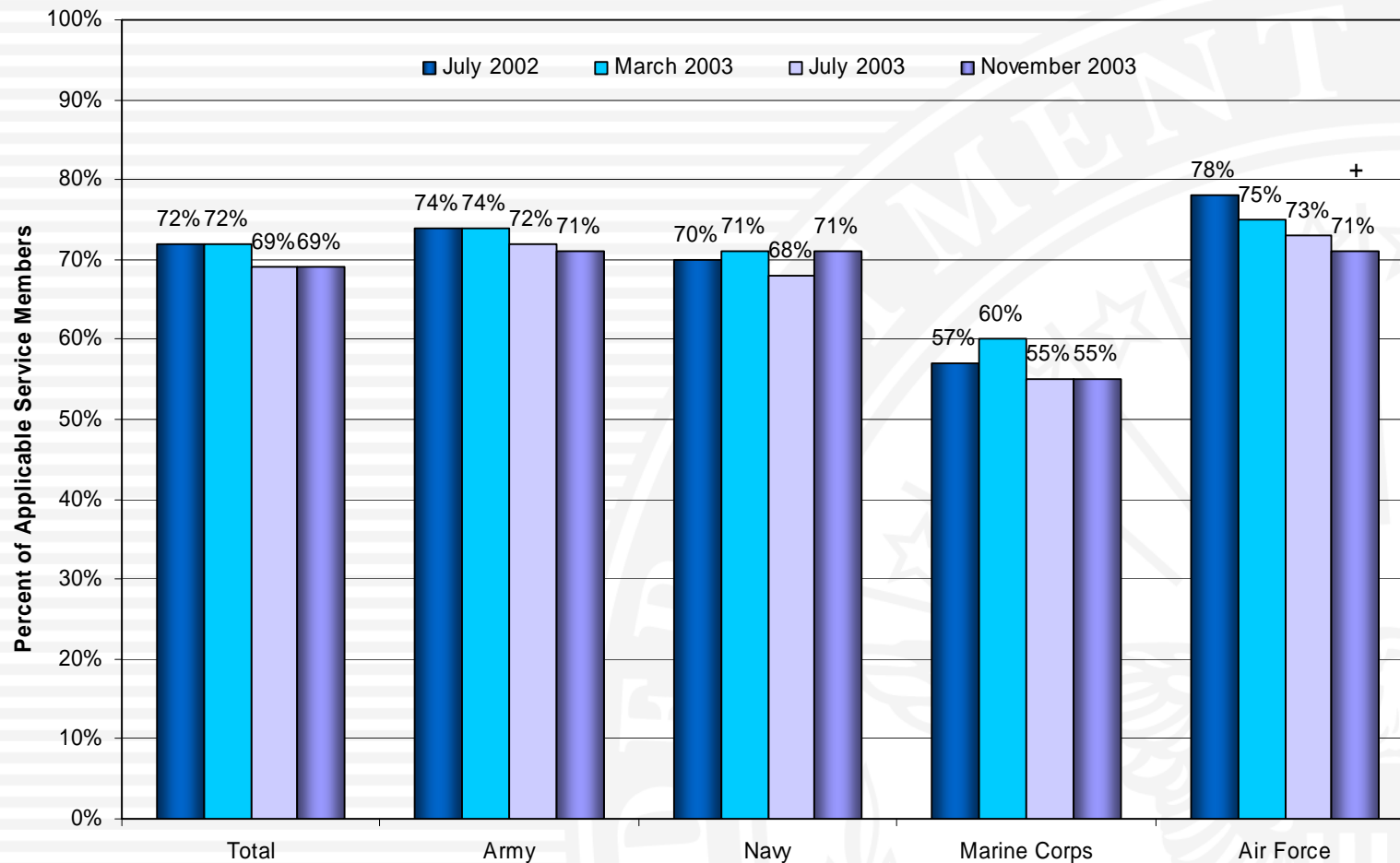
Margins of error within +/- 3%

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
| Percent who have PCSed   | Yes | 69    | 68       | 72       | 54      | 80       | 70                 | 66             | 82                 | 46                  | 87                  | 67                   | 64            | 96           | 63              | 88             | 69   | 67     |
|  | No  | 31    | 32       | 28       | 46      | 20       | 30                 | 34             | 18                 | 54                  | 13                  | 33                   | 36            | 4            | 37              | 12             | 31   | 33     |

Margins of error within +/- 5%

# Tempo

## Ever PCSed



SOFA0207  
Q35  
SOFA0303  
Q9  
SOFA0307  
Q27  
SOFA0311  
Q26

Margins of error within +/- 4%

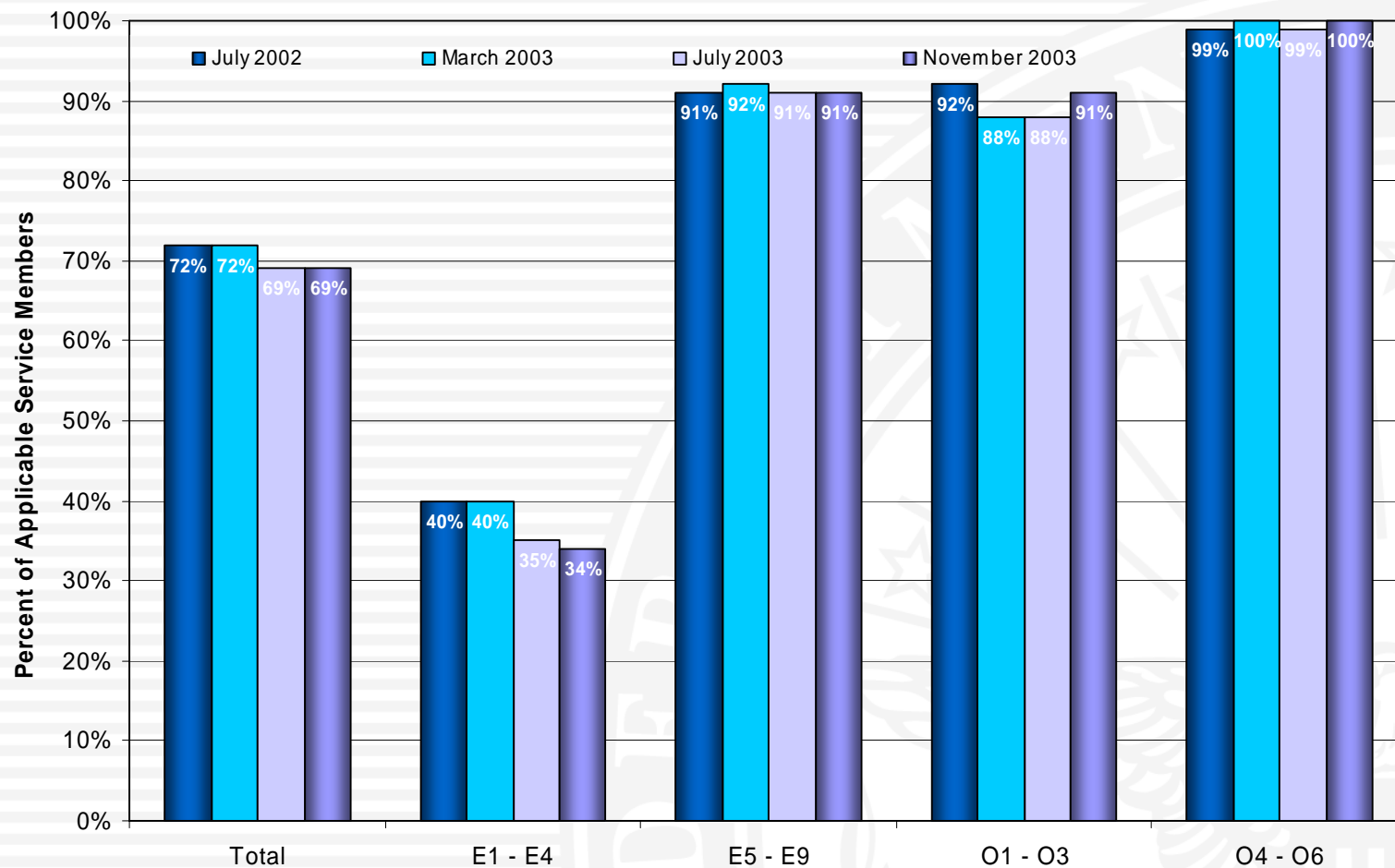
+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003



# Tempo

## Ever PCSed



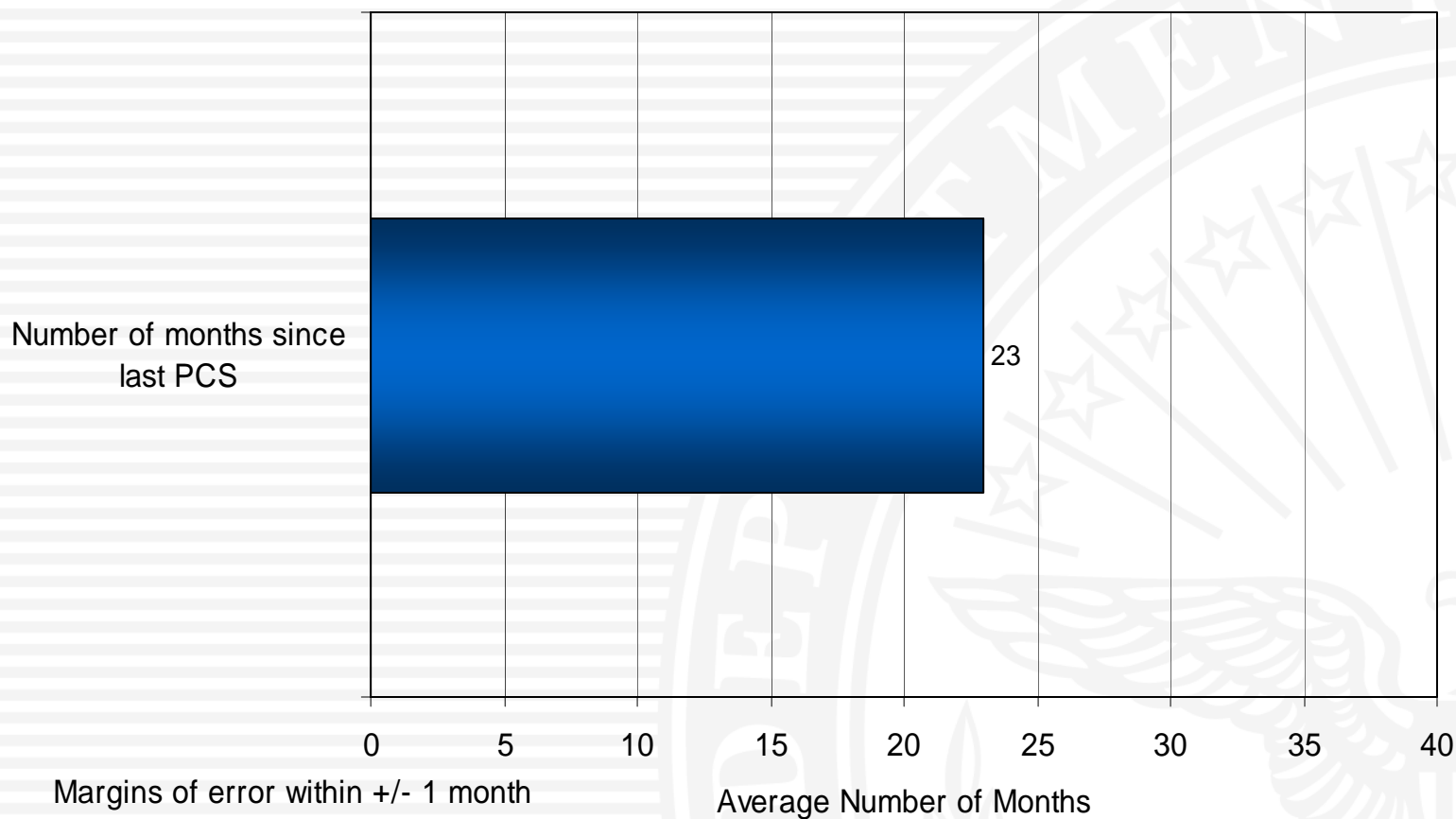
SOFA0207  
Q35  
SOFA0303  
Q9  
SOFA0307  
Q27  
SOFA0311  
Q26

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Time Since Last PCS



# Tempo

## Time Since Last PCS

| KEY:<br>More than average<br>Less than average | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | 23    | 20   | 21   | 25           | 28        | 15    | 27    | 18    | 21    | 21            | 18            | 22            | 20            | 26                    | 21                    | 30                 | 20                 |
| Number of months since last PCS                |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

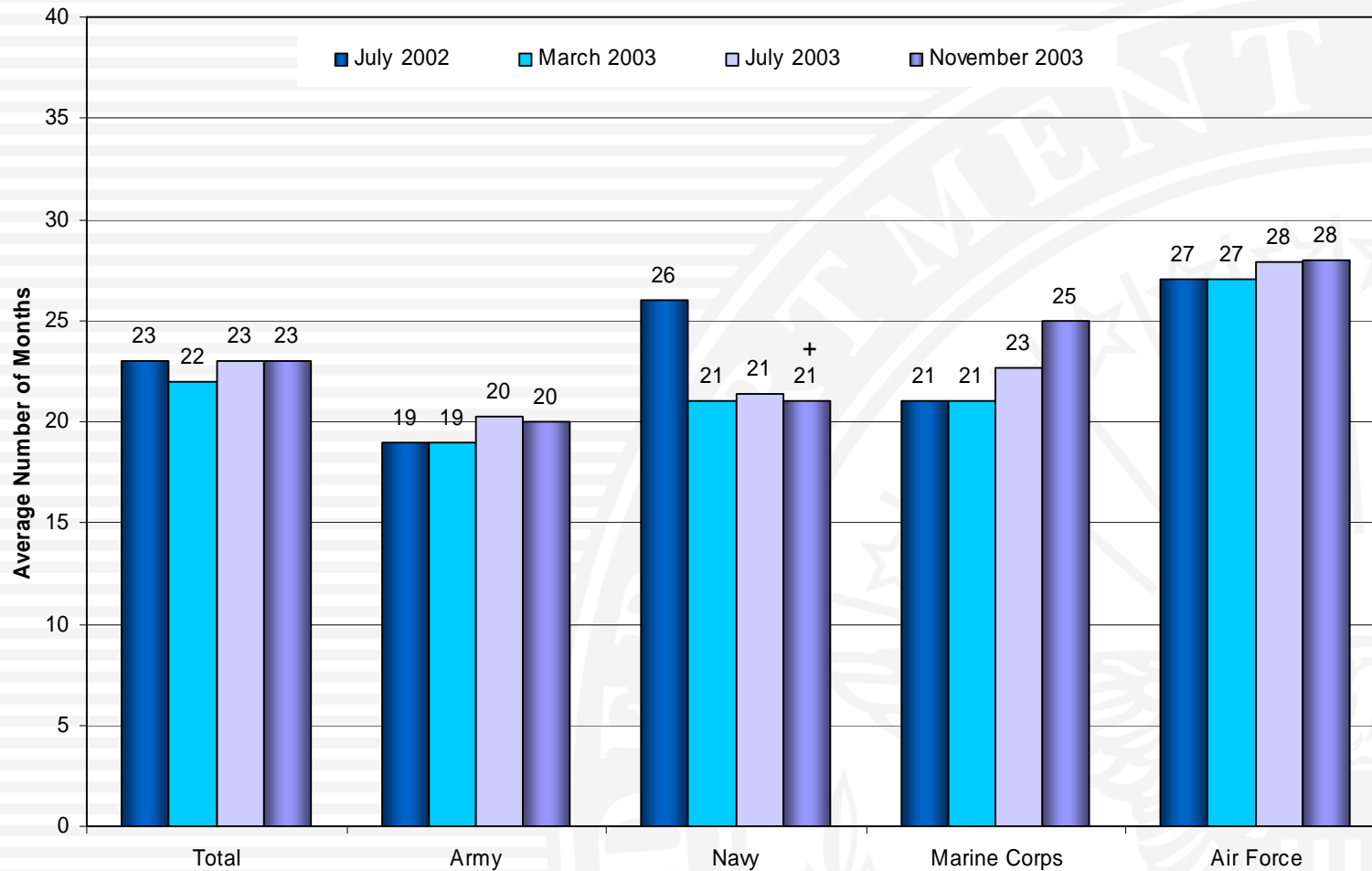
Margins of error within +/- 3 months

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | 23    | 24       | 20       | 20      | 25       | 23                 | 22             | 25                 | 18                  | 26                  | 21                   | 24            | 20           | 24              | 19             | 23   | 23     |
| Number of months since last PCS                |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

Margins of error within +/- 2 months

# Tempo

## Time Since Last PCS Trends



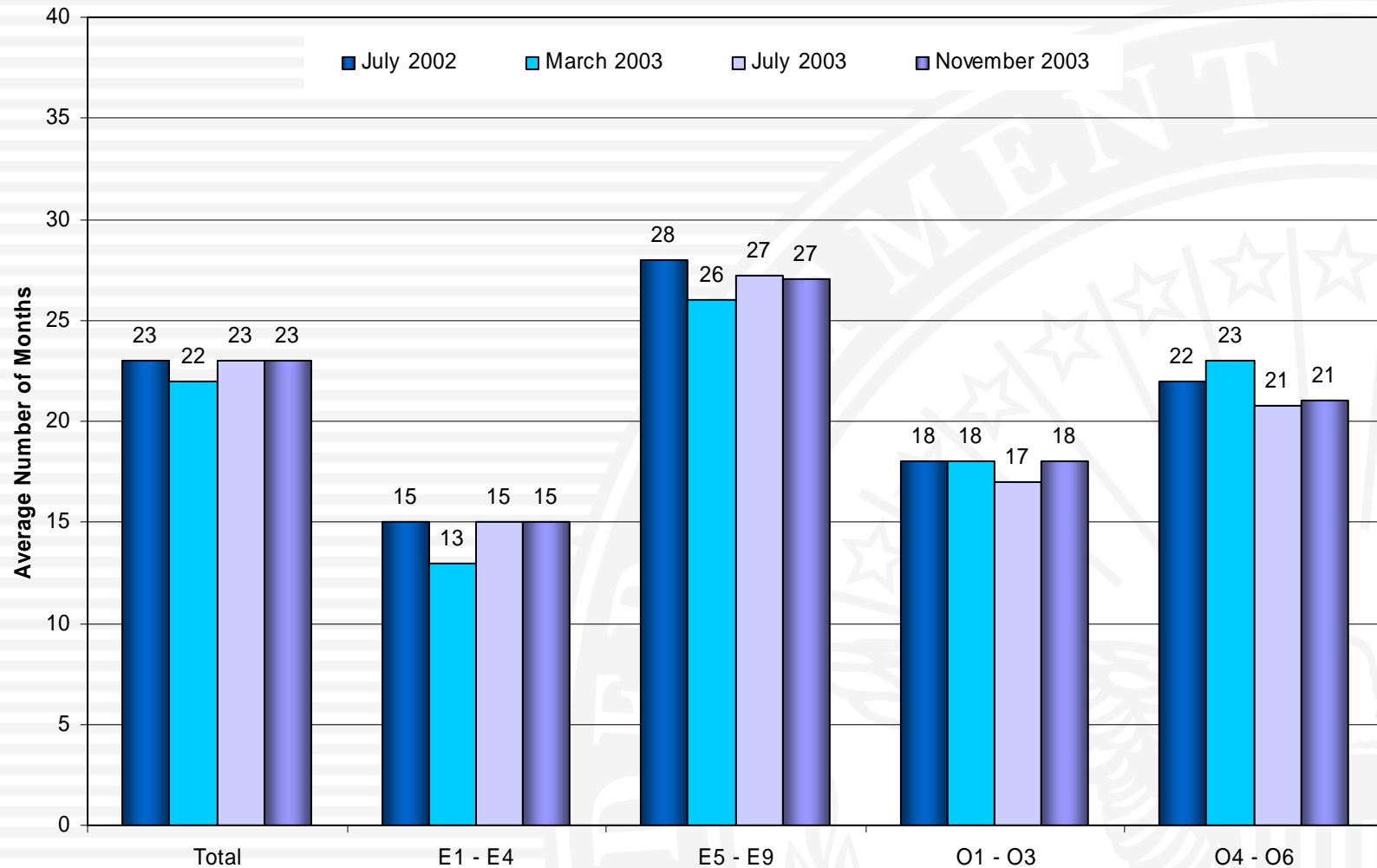
SOFA0207  
Q36  
SOFA0303  
Q10  
SOFA0307  
Q28  
SOFA0311  
Q27

Margins of error within +/- 2 months

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Time Since Last PCS Trends



SOFA0207  
Q36  
SOFA0303  
Q10  
SOFA0307  
Q28  
SOFA0311  
Q27

Margins of error within +/- 2 months

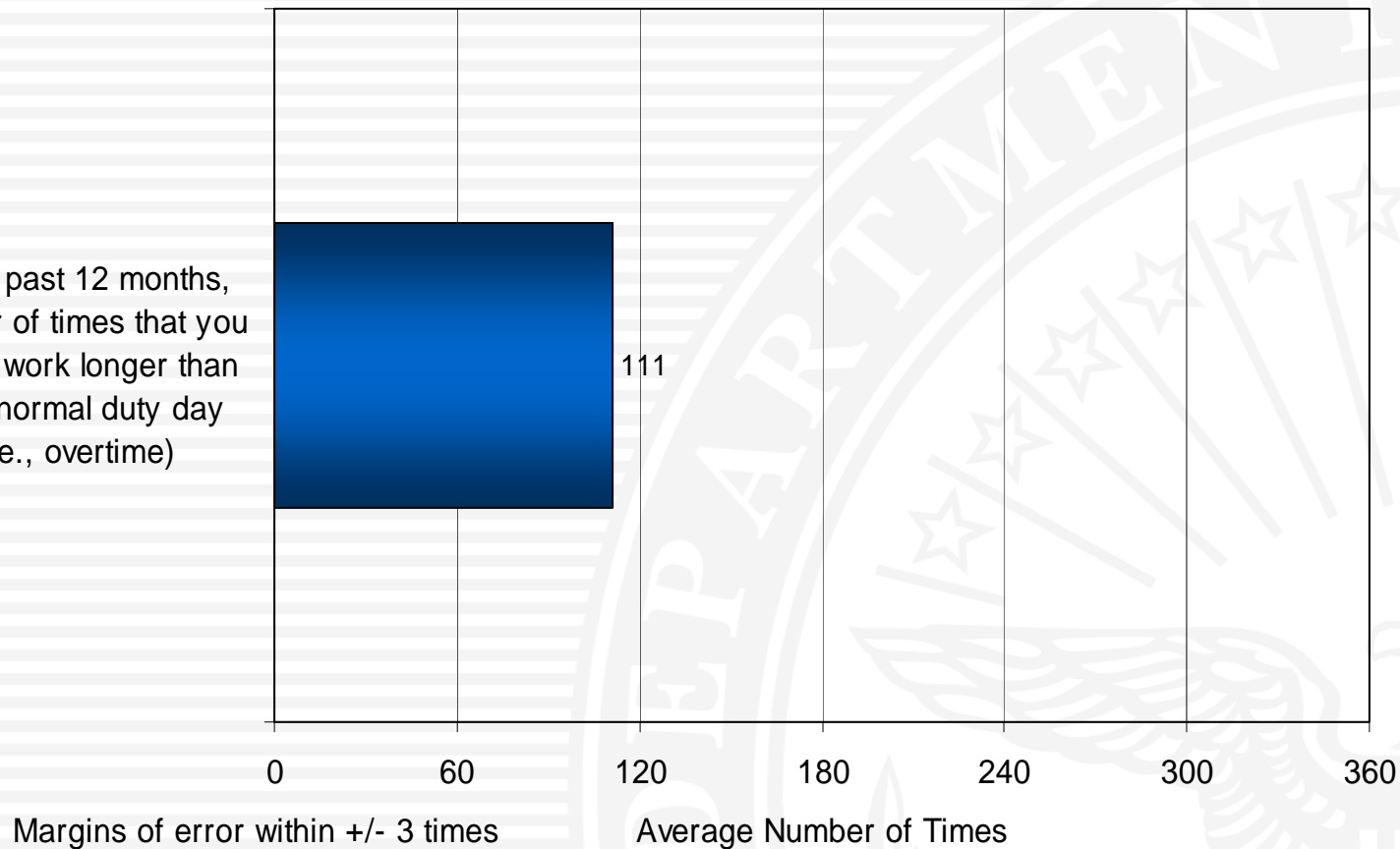
+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Tempo

## Worked Longer Than Normal

In the past 12 months,  
number of times that you  
had to work longer than  
your normal duty day  
(i.e., overtime)



# Tempo

## Worked Longer Than Normal

Average Number of Times

| KEY:<br>More than average<br>Less than average | Total                                    | Army | Navy | Marine Corps | Air Force | 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 you had to work overtime | 111  | 136  | 91           | 125       | 94    | 93    | 117   | 133   | 149           | 132           | 160           | 86            | 119                   | 121                   | 151                | 84                 | 132 |

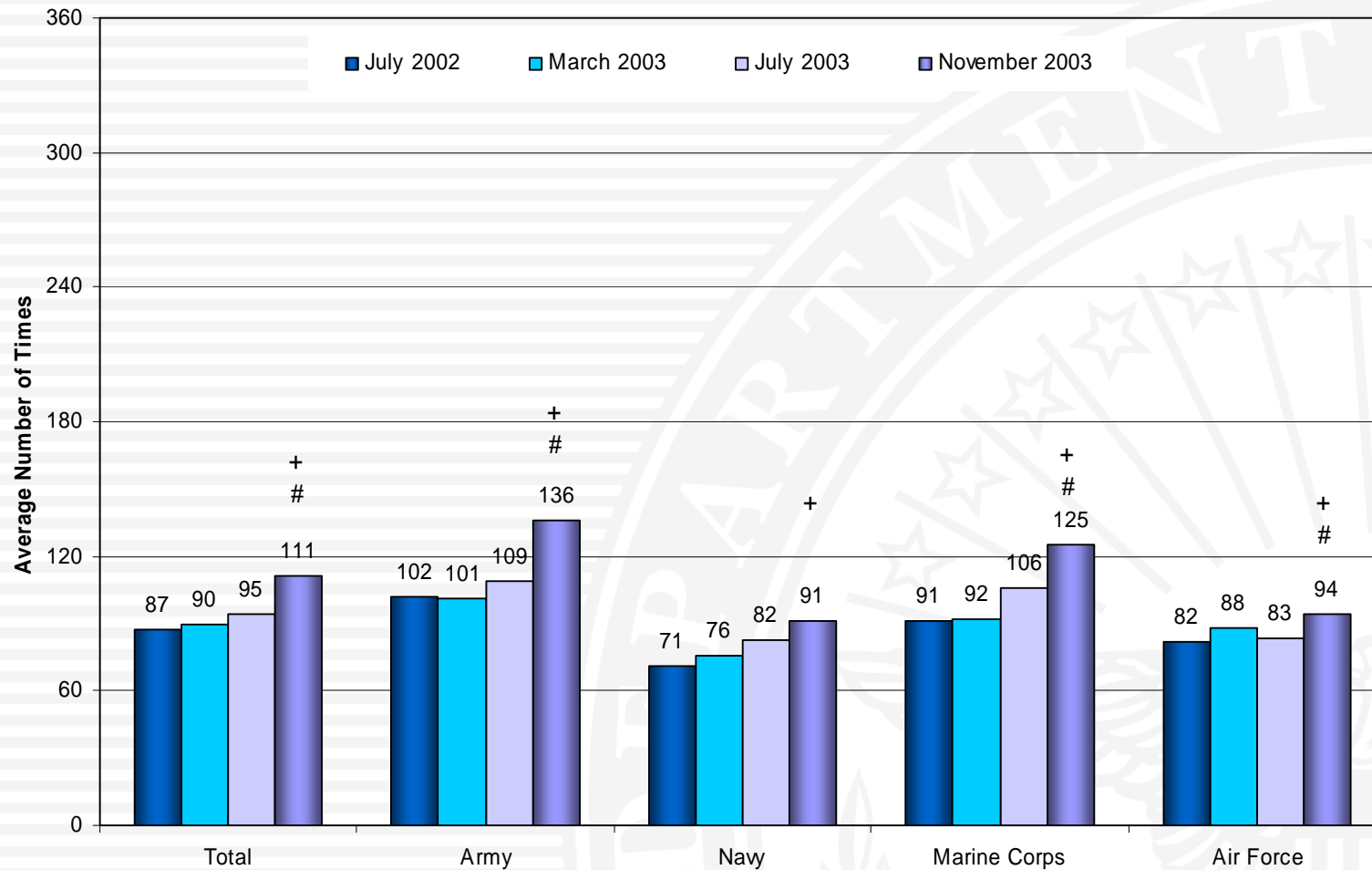
Margins of error within +/- 8 times

| KEY:<br>More than average<br>Less than average | Total                                    | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | Number of times you had to work overtime | 111      | 111      | 113     | 105      | 116                | 118            | 100                | 112                 | 96                  | 124                  | 111           | 111          | 143             | 79             | 126  | 116    |

Margins of error within +/- 8 times

# Tempo

## Worked Longer Than Normal Trends



SOFA0207  
Q39  
SOFA0303  
Q11  
SOFA0307  
Q29  
SOFA0311  
Q28

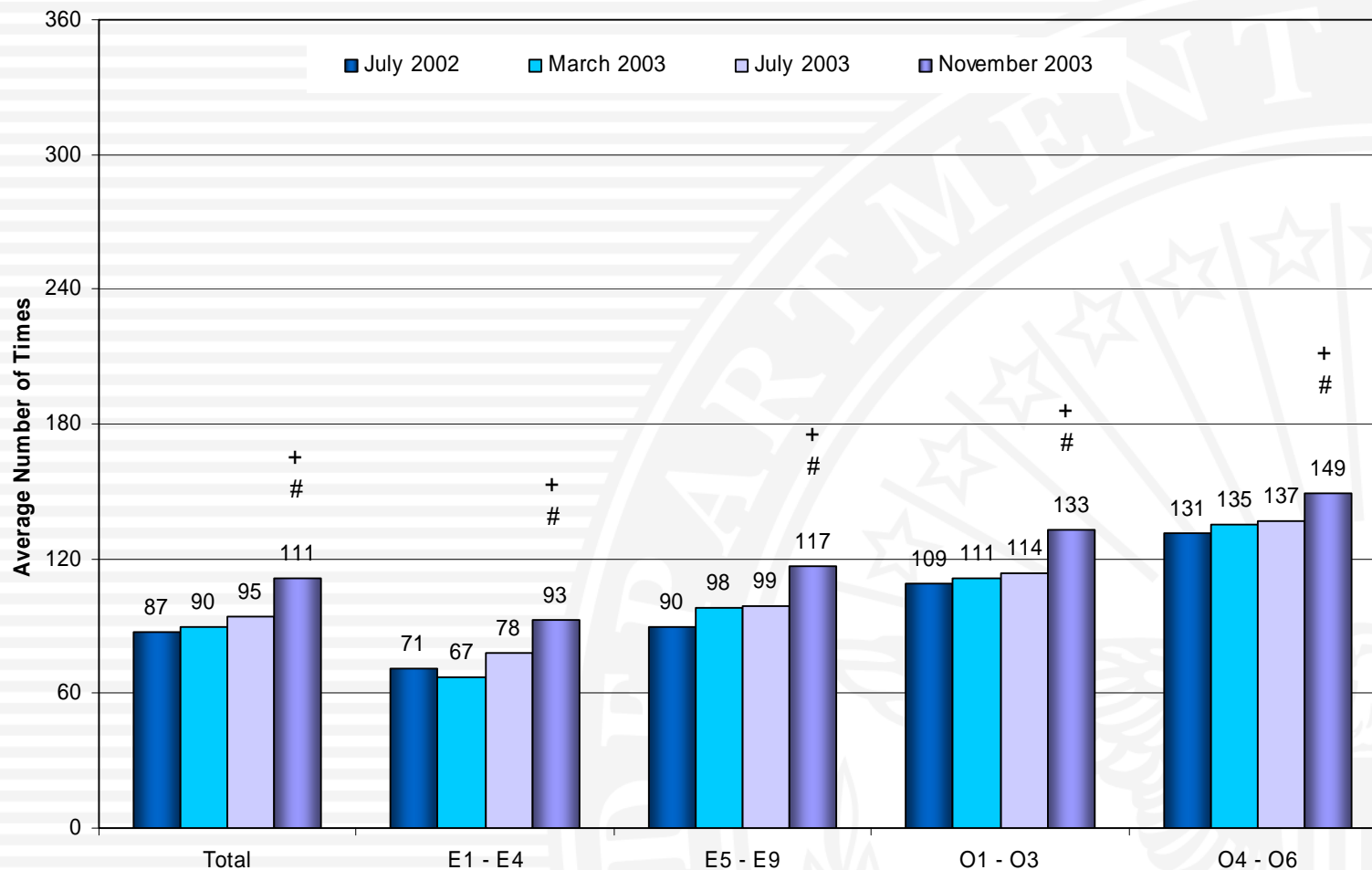
Margins of error within +/- 7 times

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003



# Tempo

## Worked Longer Than Normal Trends



SOFA0207  
Q39  
SOFA0303  
Q11  
SOFA0307  
Q29  
SOFA0311  
Q28

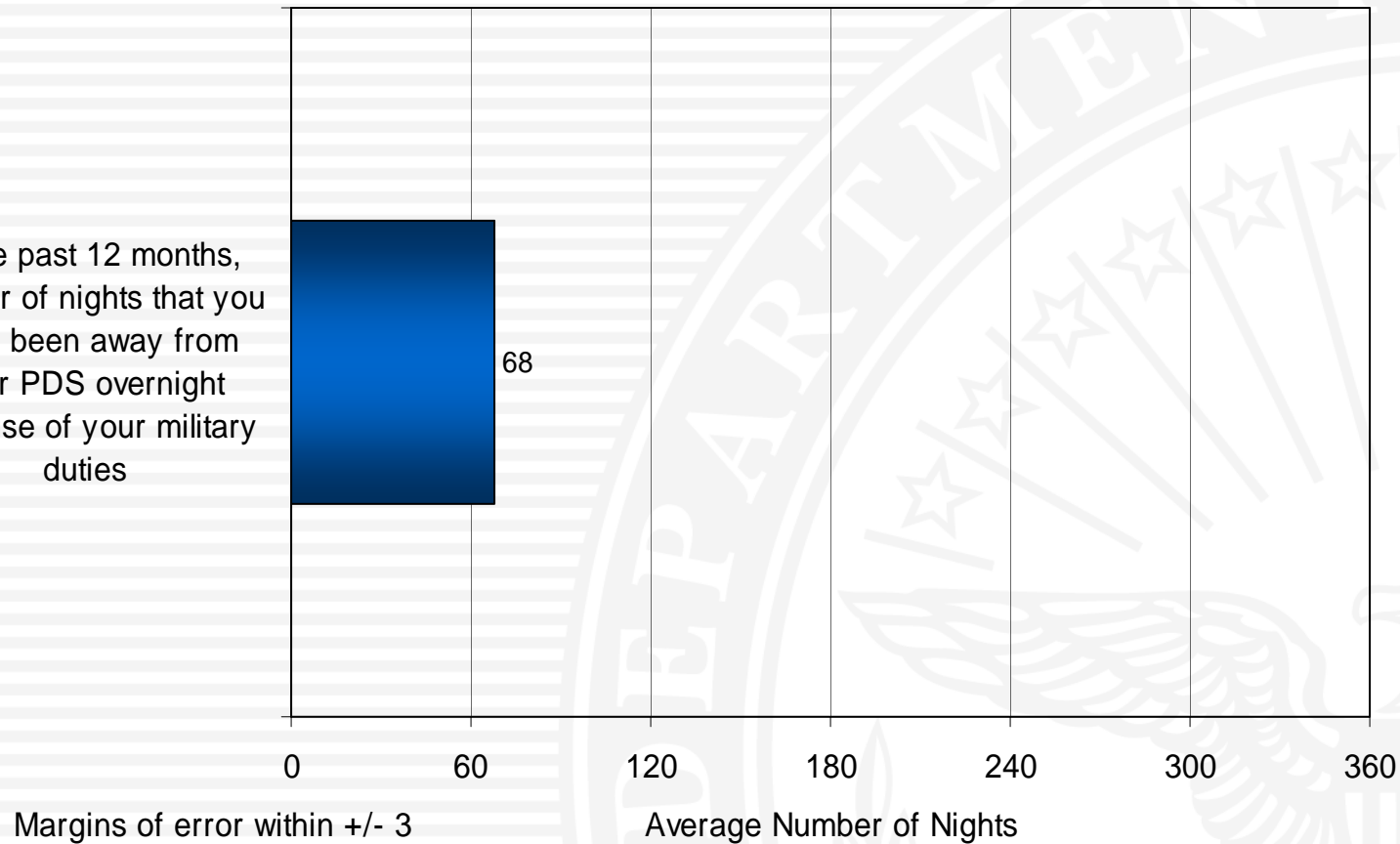
Margins of error within +/- 5 times

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Nights Away From PDS

In the past 12 months,  
number of nights that you  
have been away from  
your PDS overnight  
because of your military  
duties



# Tempo

## Nights Away From PDS

Average Number of Nights

| KEY:<br>More than average<br>Less than average | Total  | Army | Navy | Marine Corps | Air Force | 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 |    |
|--|--|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|----|
|  | Nights away from your PDS because of military duties | 68   | 87   | 63           | 81        | 43    | 64    | 71    | 78    | 61            | 88            | 86            | 62            | 69                    | 80                    | 92                 | 40                 | 56 |

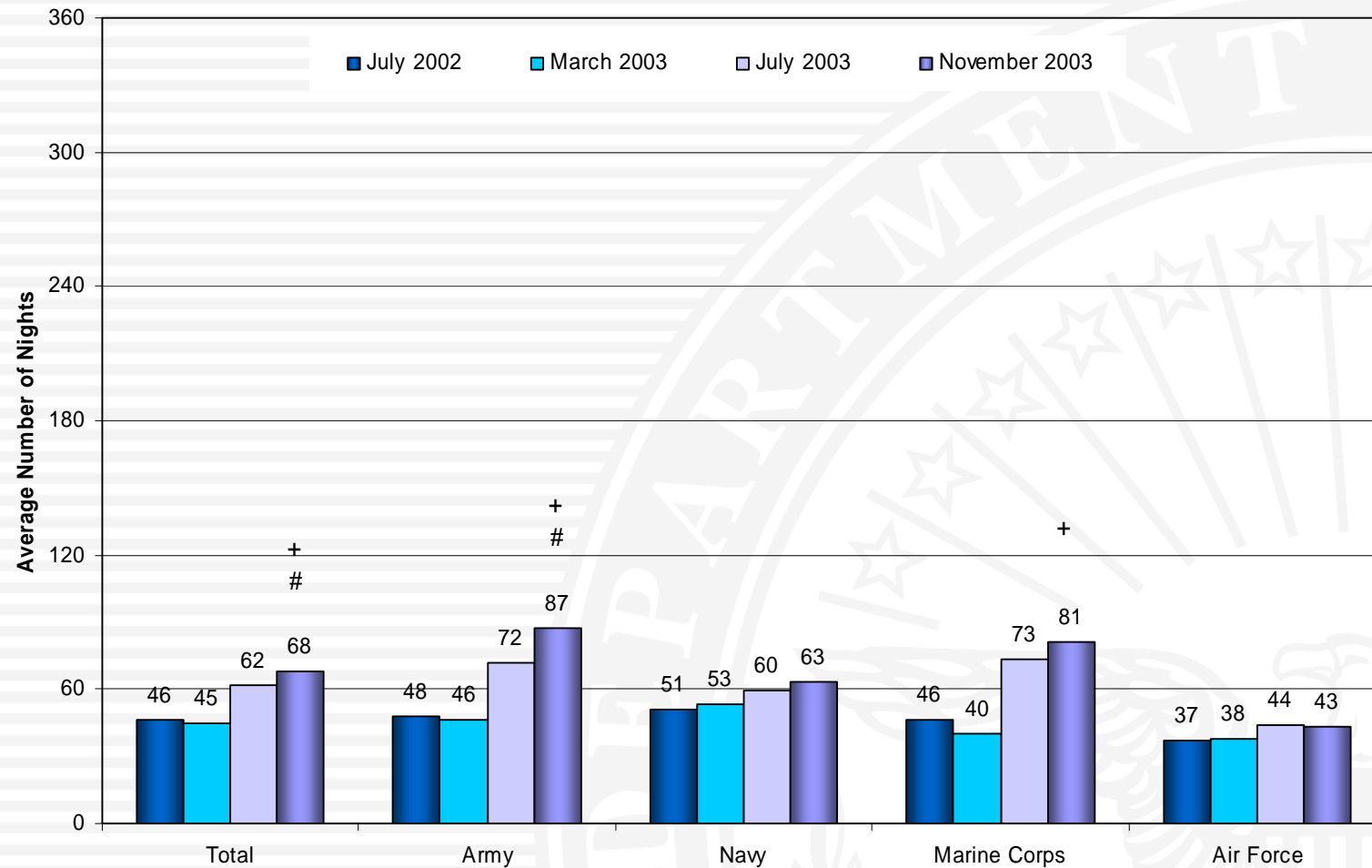
Margins of error within +/- 6 nights

| KEY:<br>More than average<br>Less than average | Total  | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | Nights away from your PDS because of military duties | 68       | 70       | 60      | 67       | 69                 | 72             | 63                 | 61                  | 65                  | 72                   | 69            | 73           | 76              | 37             | 54   | 73     |

Margins of error within +/- 6 nights

# Tempo

## Nights Away From PDS Trends



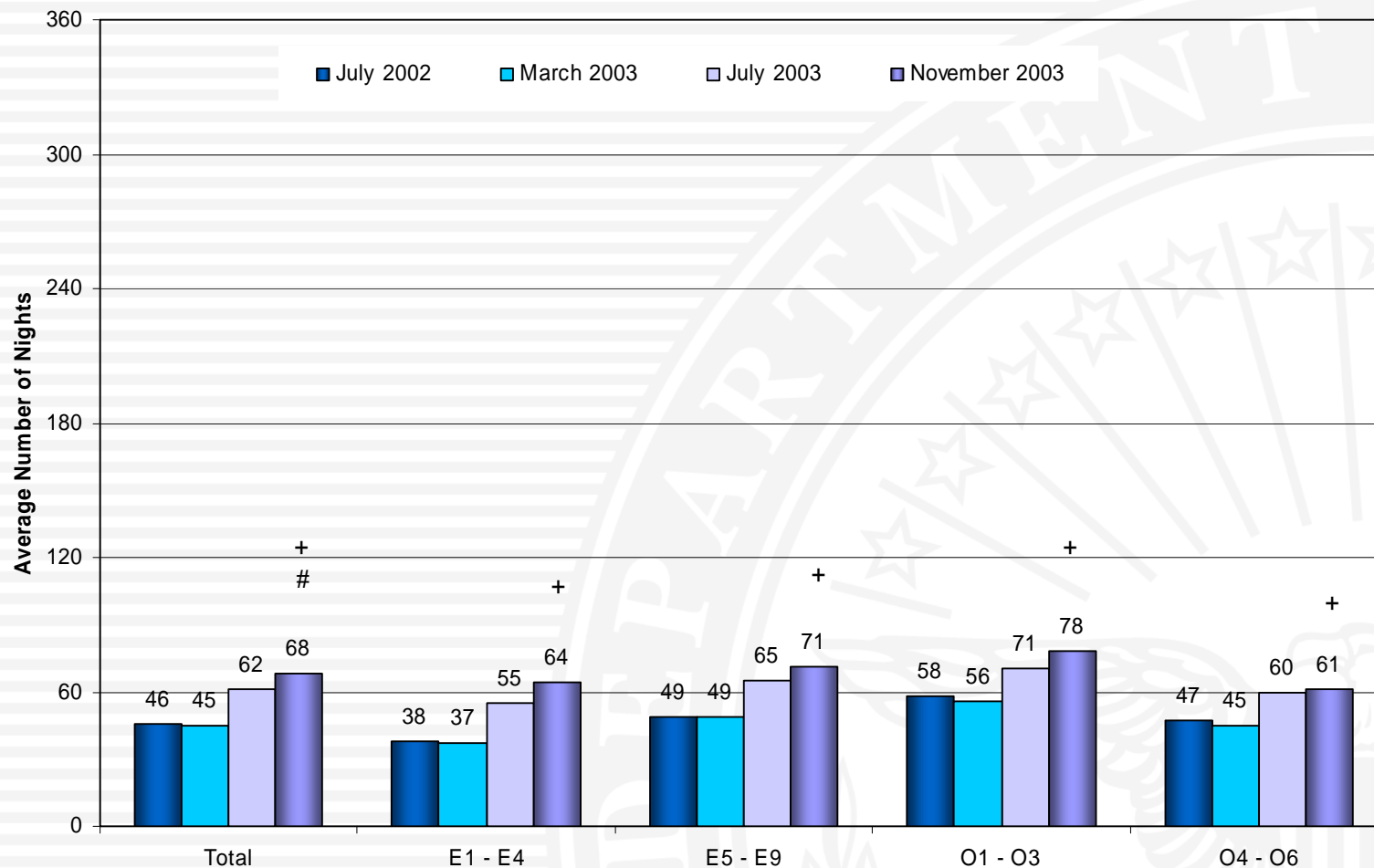
SOFA0207  
Q41  
SOFA0303  
Q14  
SOFA0307  
Q30  
SOFA0311  
Q29

Margins of error within +/- 6 nights

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Nights Away From PDS Trends



SOFA0207  
Q41  
SOFA0303  
Q14  
SOFA0307  
Q30  
SOFA0311  
Q29

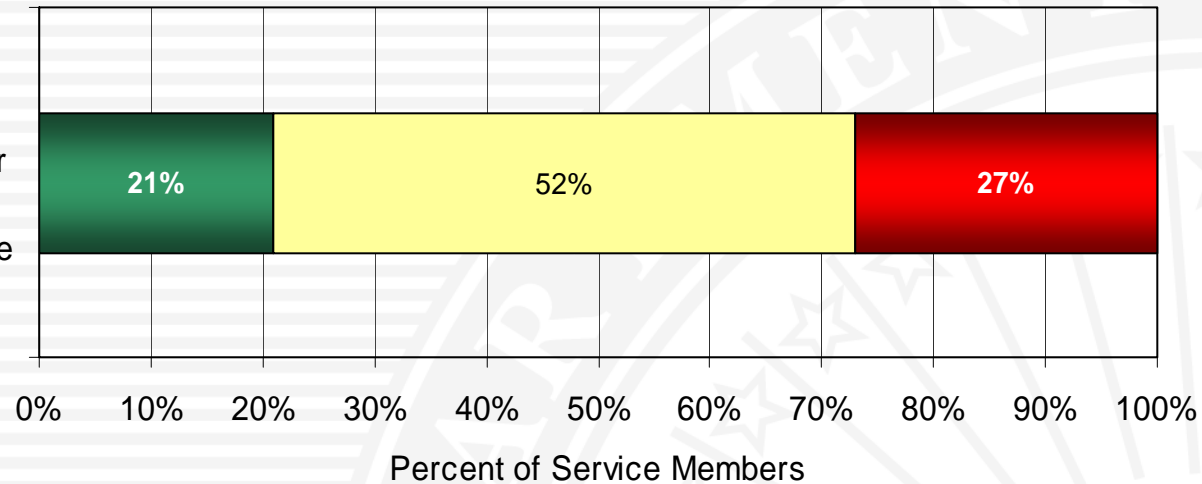
Margins of error within +/- 5

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Time Away Versus Expectations

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?



Margins of error within +/- 2%

■ Less than expected   ■ About expected   ■ More than expected

# Tempo

## Time Away Versus Expectations

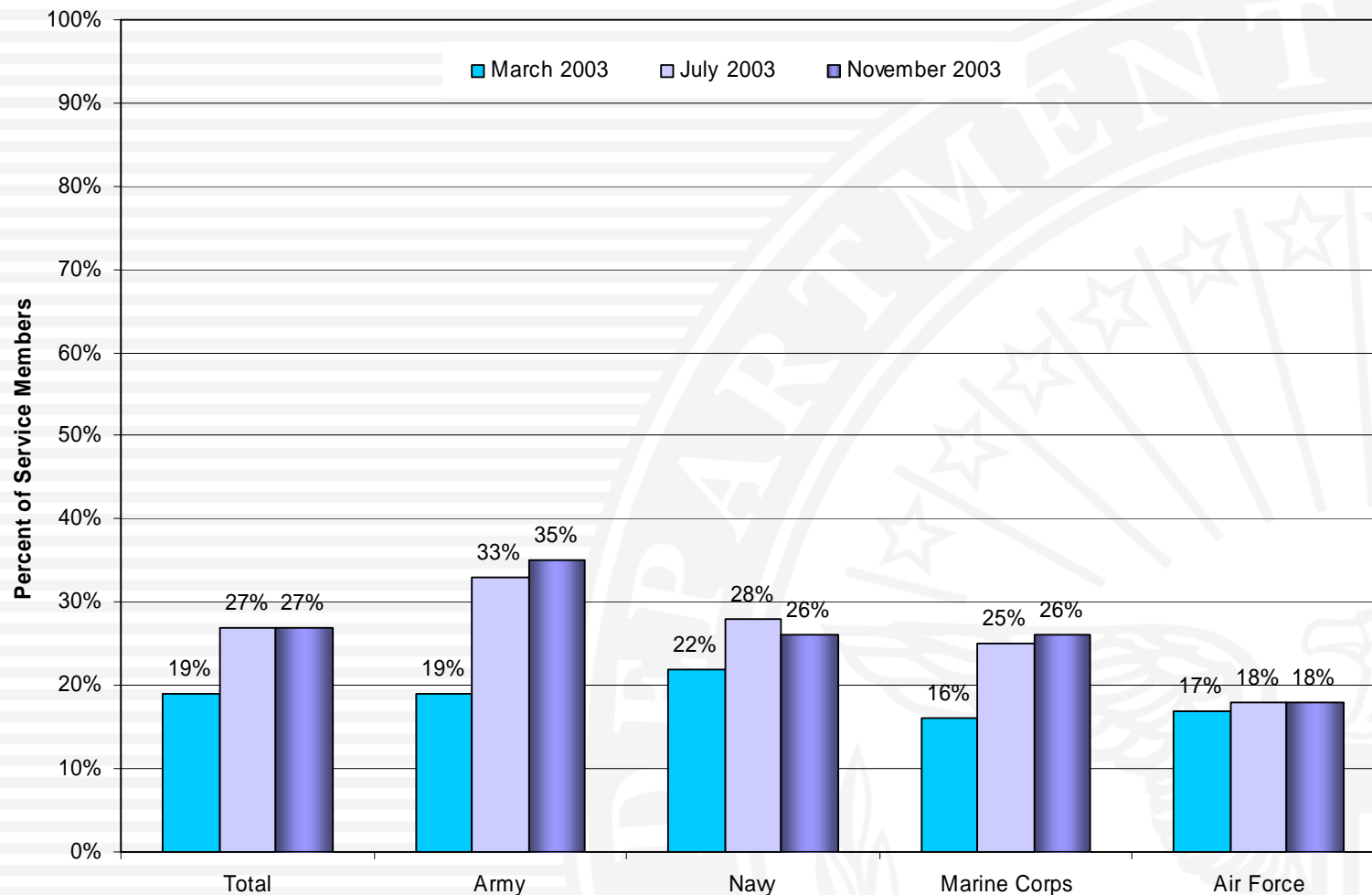
Percent of Service Members

| KEY:<br>Higher response of "Less than expected"<br>Lower response of "Less than expected"<br>Higher response of "More than expected" |      |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |
|--|------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|--|
|  |      | Total | Army | Navy | Marine Corps | Air Force | 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 |  |
| Time away from duty station vs. expectations   | Less | 21    | 18   | 17   | 24           | 28        | 23    | 20    | 17    | 20    | 18            | 15            | 17            | 15            | 24                    | 18                    | 30                 | 22                 |  |
|  | More | 27    | 35   | 26   | 26           | 18        | 27    | 26    | 29    | 24    | 34            | 36            | 26            | 24            | 26                    | 26                    | 17                 | 22                 |  |
| Margins of error within +/- 4%   |      |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |

| KEY:<br>Higher response of "Less than expected"<br>Lower response of "Less than expected"<br>Higher response of "More than expected" |      |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
|--|------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |      | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
| Time away from duty station vs. expectations   | Less | 21    | 21       | 20       | 21      | 21       | 20                 | 22             | 23                 | 22                  | 20                  | 20                   | 21            | 17           | 26              | 19             | 20   | 25     |
|  | More | 27    | 27       | 24       | 26      | 27       | 26                 | 28             | 24                 | 26                  | 27                  | 28                   | 28            | 29           | 17              | 21             | 28   | 18     |
| Margins of error within +/- 3%   |      |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Tempo

## More Time Away Versus Expectations Trends



SOFA0303  
Q15  
SOFA0307  
Q31  
SOFA0311  
Q32

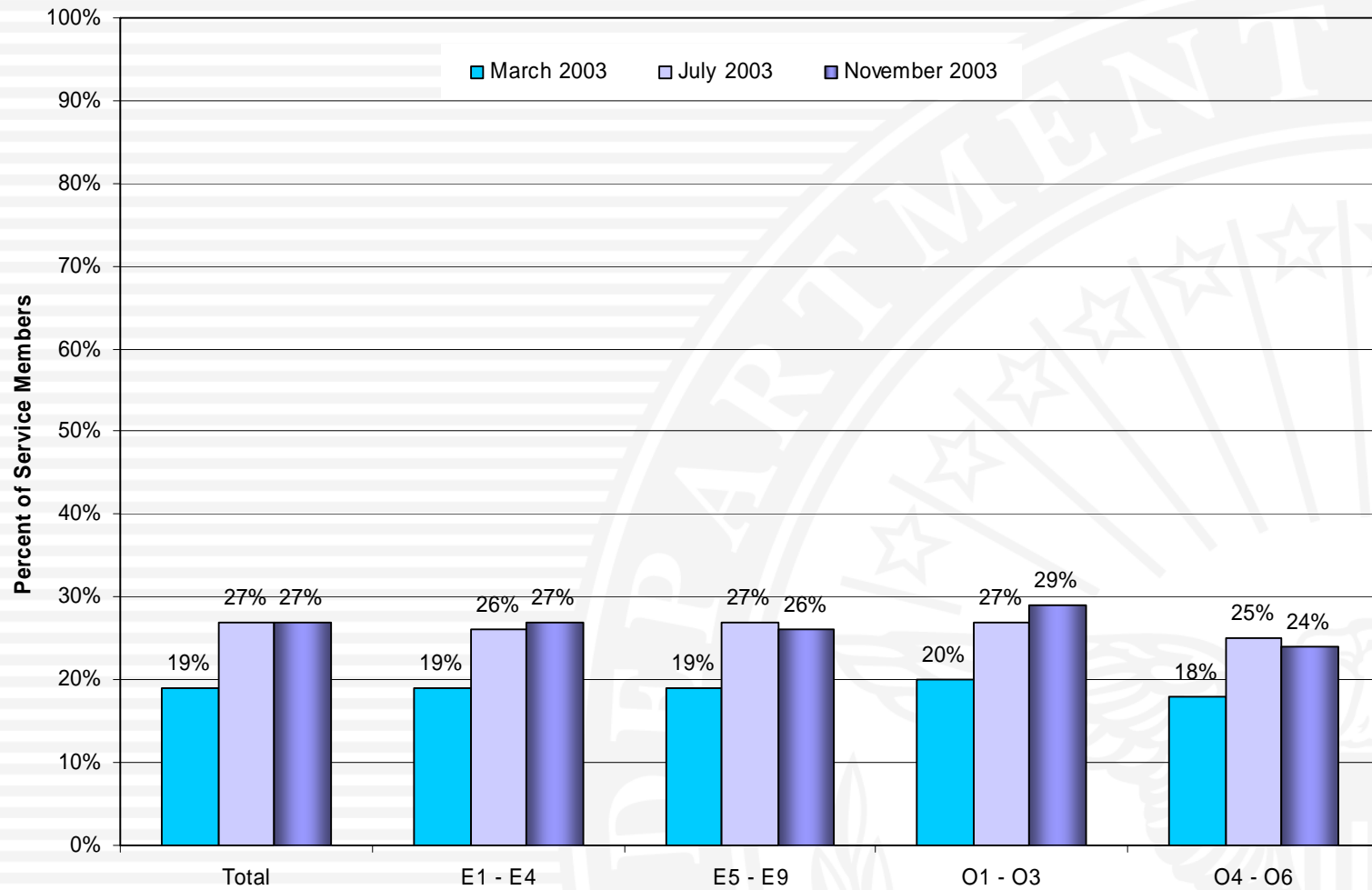
Margins of error within +/- 3%

# = Significant difference between July and November 2003



# Tempo

## More Time Away Than Expected Trends



SOFA0303

Q15

SOFA0307

Q31

SOFA0311

Q32

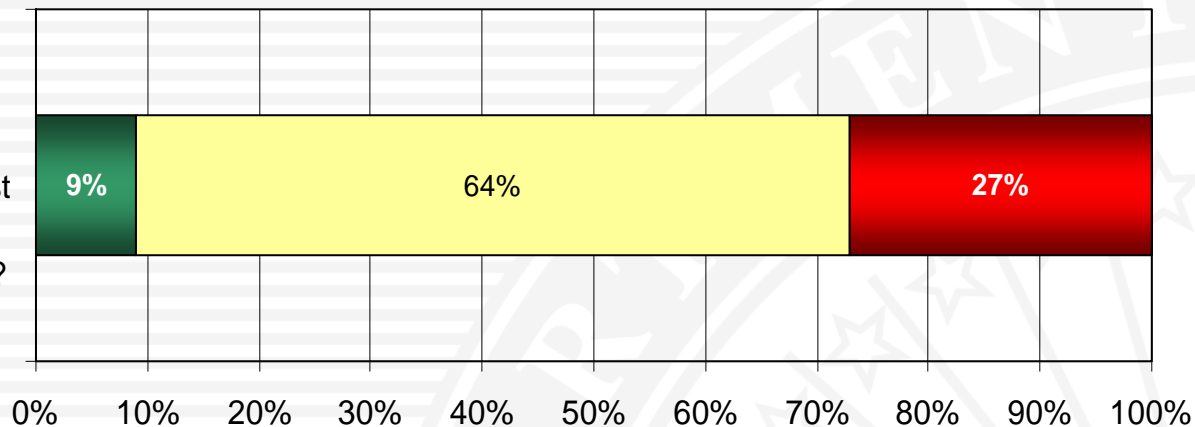
Margins of error within +/- 3%

# = Significant difference between July and November 2003

# Tempo

## Impact of Time Away

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?



Margins of error within +/- 2%

Percent of Service Members

■ Increased desire to stay   ■ Neither increased nor decreased desire to stay   ■ Decreased desire to stay

# Tempo

## Impact of Time Away

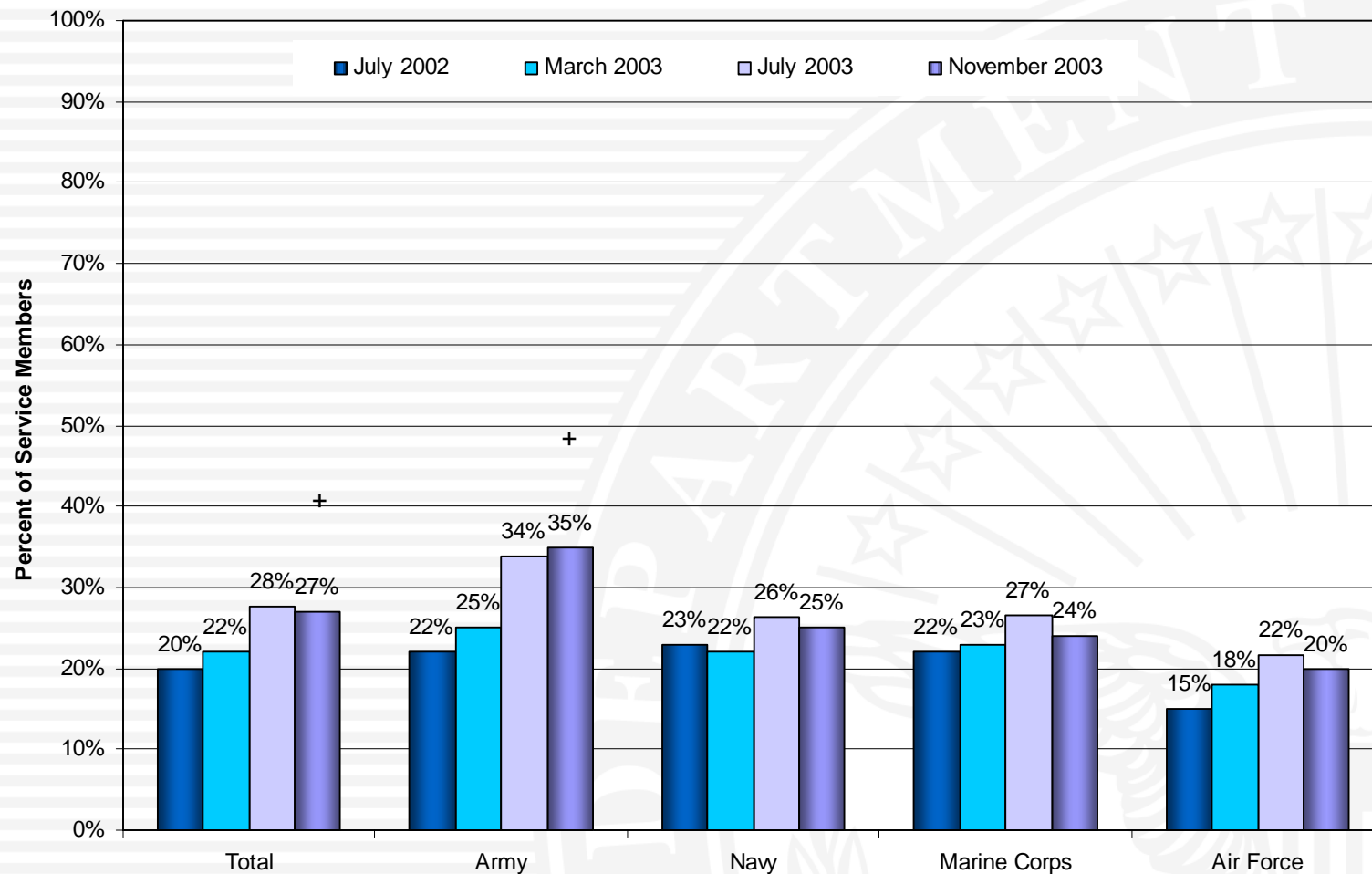
Percent of Service Members

| KEY:<br>More likely to increase desire to stay<br>Less likely to increase desire to stay<br>More likely to decrease desire to stay |                                       |           |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|--|---------------------------------------|-----------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |                                       | Total     | Army | Navy | Marine Corps | Air Force | 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 |
|  | Impact of time away on desire to stay | Increased | 9    | 8    | 9            | 13        | 10    | 10    | 9     | 10    | 8             | 8             | 7             | 9             | 7                     | 14                    | 10                 | 9                  |
|  | Decreased                             | 27        | 35   | 25   | 24           | 20        | 32    | 24    | 26    | 18    | 36            | 31            | 25            | 22            | 25                    | 19                    | 21                 | 17                 |
| Margins of error within +/- 3%   |                                       |           |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More likely to increase desire to stay<br>Less likely to increase desire to stay<br>More likely to decrease desire to stay |                                       |           |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
|--|---------------------------------------|-----------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |                                       | Total     | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|  | Impact of time away on desire to stay | Increased | 9        | 9        | 10      | 10       | 9                  | 8              | 11                 | 8                   | 11                  | 8                    | 8             | 10           | 8               | 8              | 11   | 9      |
|  | Decreased                             | 27        | 27       | 26       | 29      | 26       | 27                 | 27             | 26                 | 28                  | 26                  | 29                   | 28            | 23           | 24              | 23             | 28   | 24     |
| Margins of error within +/- 4%   |                                       |           |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Tempo

## Time Away Decreased Desire To Stay Trends



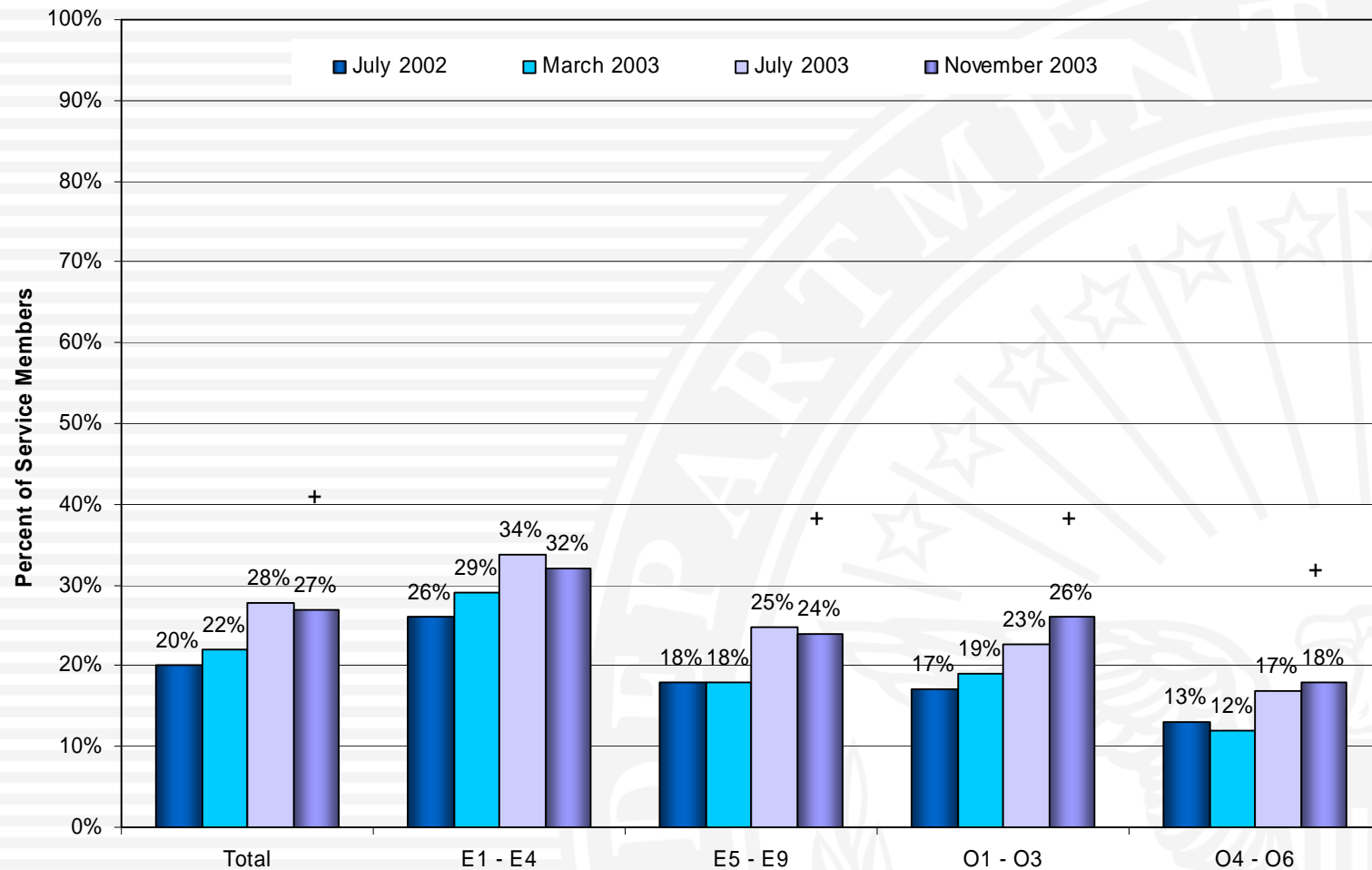
SOFA0702  
Q42  
SOFA0303  
Q16  
SOFS0307  
Q32  
SOFA0311  
Q33

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003  
# = Significant difference between July and November 2003

# Tempo

## Time Away Decreased Desire To Stay Trends



SOFA0702  
Q42  
SOFA0303  
Q16  
SOFS0307  
Q32  
SOFA0311  
Q33

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003

# = Significant difference between July and November 2003

# Tempo

## Tempo & Career Intentions

Percent of Service Members

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?

|  | Less time than expected | About the time expected | More time than expected |
|--|-------------------------|-------------------------|-------------------------|
| Decreased desire to stay                       | 20%                     | 16%                     | 55%                     |
| Neither increased nor decreased desire to stay | 67%                     | 76%                     | 37%                     |
| Increased desire to stay                       | 12%                     | 9%                      | 8%                      |
| Total  | 100%                    | 100%                    | 100%                    |

Margins of error within +/-3%

# Tempo

## Summary of Findings

### November 2003 Findings

- 69% reported having PCSed
  - Led by Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, non-minorities, singles with children, married with children, and male and female officers
- Time since last PCS move averaged 23 months
  - Longer times reported by Marine Corps, Air Force, E5-E9s, members living in the US, members living off base, married with children, and enlisted males
- Members reported working longer than normal duty days an average of 111 days in the past 12 months
  - More than average led by Army, Marine Corps, E5-E9s, commissioned officers, Air Force officers, members living off base, non-minorities, married with children, female officers, and males
- Members reported an average of 68 days away from PDS in the past 12 months
  - More than average led by Army, Marine Corps, O1-O3s, members living in the US, non-minorities, and males

# Tempo

## Summary of Findings

### November 2003 Findings (continued)

- 27% reported being away more and 21% reported being away less than expected
  - More time away than expected led by Army, members living in the US, and males
  - Less time away than expected led by Air Force, E1-E4s, and females
- 27% reported time away (or lack thereof) decreased desire to stay
  - Led by Army, Navy, E1-E4s, and males
- 55% of those with more time away than expected reported a decreased desire to stay



# Tempo

## Summary of Findings

### July 2003 – November 2003 Trends

- Number of times worked longer than normal duty days increased by 16 days
  - Led by Army, Marine Corps, Air Force, and across all paygrade groups
- Average number of nights away from PDS increased by 6 nights
  - Led by Army

SOFA0307

Q27, Q28, Q29, Q30, Q31, Q32

SOFA0311

Q26, Q27, Q28, Q29, Q32, Q33

# Tempo

## Summary of Findings

### July 2002 – November 2003 Trends

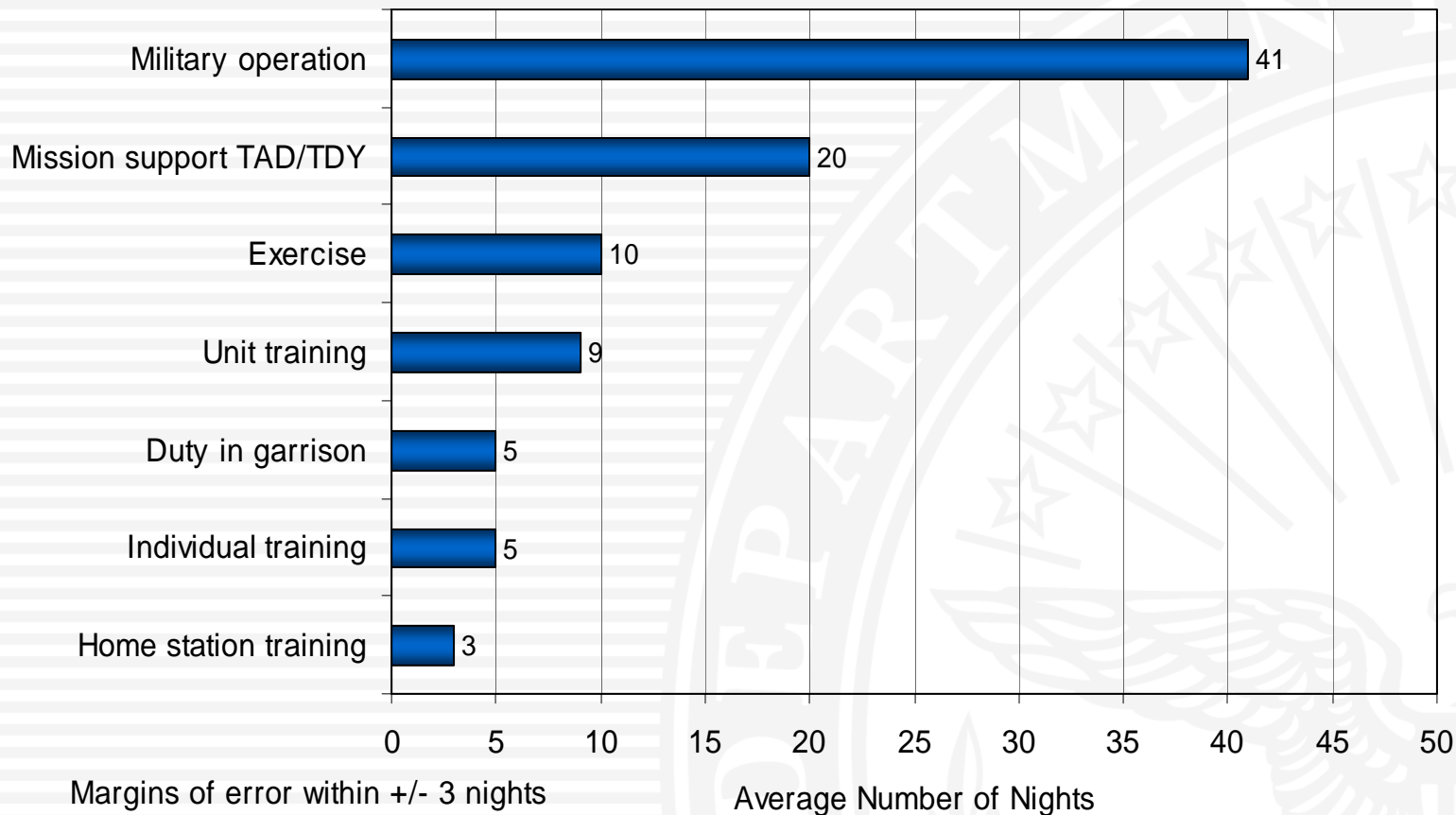
- Number of Air Force members ever PCSed decreased 7 percentage points
- Average number of months since last PCS move for Navy members decreased by 5 months
- Average number of times worked longer than normal duty days increased by 24 days
  - Across all Services and paygrade groups
- Average number of nights away from PDS increased by 22 nights
  - Led by Army, Marine Corps, and across all paygrade groups
- Decreased desire to stay due to time away increased 7 percentage points
  - Led by Army, E5-E9s, and commissioned officers

# Briefing Overview

- Introduction
- Leading indicators and related items
- ✓ OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

# OPS/PERSTEMPO

## Nights Away in Past 12 Months



# OPS/PERSTEMPO

## Nights Away in Past 12 Months

Average Number of Nights

|                       | KEY:<br>More than average<br>Less than average |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|-----------------------|--|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|                       | Total  | Army | Navy | Marine Corps | Air Force | 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 operation    | 41   | 57   | 39   | 54           | 17        | 42    | 42    | 40    | 27    | 58            | 51            | 40            | 36            | 54                    | 53                    | 16                 | 20                 |
| Mission support       | 20   | 22   | 15   | 20           | 22        | 17    | 21    | 19    | 24    | 21            | 23            | 14            | 19            | 19                    | 23                    | 23                 | 22                 |
| Exercise              | 10   | 15   | 11   | 10           | 2         | 10    | 10    | 9     | 5     | 16            | 11            | 12            | 8             | 10                    | 11                    | 2                  | 3                  |
| Unit training         | 9  | 13   | 10   | 11           | 2         | 11    | 8     | 8     | 3     | 15            | 7             | 10            | 8             | 12                    | 7                     | 1                  | 2                  |
| Duty in garrison      | 5  | 10   | 2    | 7            | 1         | 6     | 5     | 3     | 2     | 11            | 4             | 2             | 3             | 7                     | 4                     | 1                  | 1                  |
| Individual training   | 5  | 7    | 4    | 4            | 5         | 4     | 5     | 9     | 4     | 7             | 5             | 4             | 5             | 4                     | 4                     | 4                  | 11                 |
| Home station training | 3  | 5    | 2    | 3            | 1         | 4     | 3     | 2     | 1     | 5             | 3             | 3             | 1             | 3                     | 1                     | 1                  | 1                  |

Margins of error within +/- 6 nights

# OPS/PERSTEMPO

## Nights Away in Past 12 Months

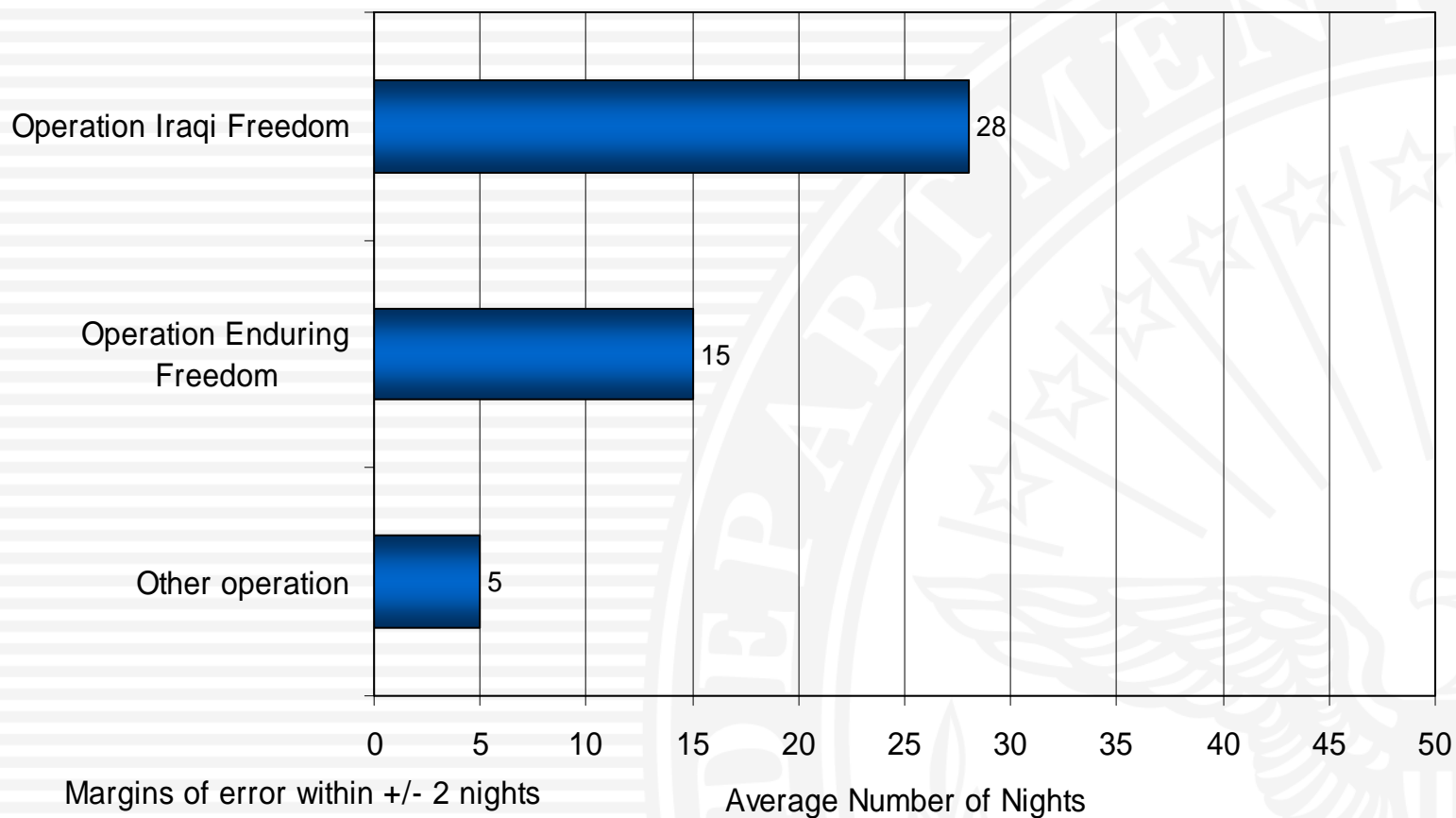
Average Number of Nights

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Military operation                             | 41    | 44       | 28       | 41      | 41       | 43                 | 38             | 37                 | 39                  | 42                  | 43                   | 46            | 39           | 19              | 27             | 45   | 20     |
| Mission support                                | 20    | 20       | 20       | 18      | 21       | 20                 | 20             | 18                 | 19                  | 21                  | 21                   | 20            | 22           | 14              | 19             | 21   | 15     |
| Exercise                                       | 10    | 9        | 14       | 11      | 9        | 9                  | 11             | 9                  | 11                  | 9                   | 10                   | 11            | 8            | 5               | 4              | 11   | 5      |
| Unit training                                  | 9     | 9        | 10       | 10      | 8        | 8                  | 10             | 7                  | 10                  | 9                   | 9                    | 11            | 4            | 6               | 3              | 10   | 4      |
| Duty in garrison                               | 5     | 5        | 6        | 5       | 5        | 5                  | 5              | 8                  | 5                   | 4                   | 5                    | 6             | 3            | 3               | 2              | 5    | 2      |
| Individual training                            | 5     | 5        | 6        | 5       | 5        | 5                  | 5              | 3                  | 5                   | 6                   | 6                    | 5             | 7            | 2               | 6              | 6    | 3      |
| Home station training                          | 3     | 3        | 3        | 3       | 3        | 2                  | 3              | 3                  | 3                   | 3                   | 3                    | 3             | 2            | 1               | 1              | 3    | 1      |

Margins of error within +/- 8 nights

# OPS/PERSTEMPO

## Nights Away in Past 12 Months by Operation



# OPS/PERSTEMPO

## Nights Away in Past 12 Months by Operation

Average Number of Nights

| KEY:<br>More than average<br>Less than average |                            |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |    |
|--|----------------------------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|----|
|  | Total                      | Army | Navy | Marine Corps | Air Force | 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 |    |
|  | Operation Iraqi Freedom    | 28   | 41   | 23           | 42        | 9     | 30    | 27    | 26    | 19            | 42            | 38            | 23            | 20                    | 42                    | 39                 | 9                  | 11 |
|  | Operation Enduring Freedom | 15   | 19   | 18           | 13        | 8     | 16    | 16    | 12    | 7             | 21            | 13            | 20            | 12                    | 14                    | 10                 | 8                  | 8  |
|  | Other operation            | 5    | 5    | 7            | 7         | 2     | 4     | 5     | 4     | 3             | 5             | 3             | 7             | 6                     | 4                     | 5                  | 2                  | 2  |

Margins of error within +/- 6 nights



# OPS/PERSTEMPO

## Nights Away in Past 12 Months by Operation

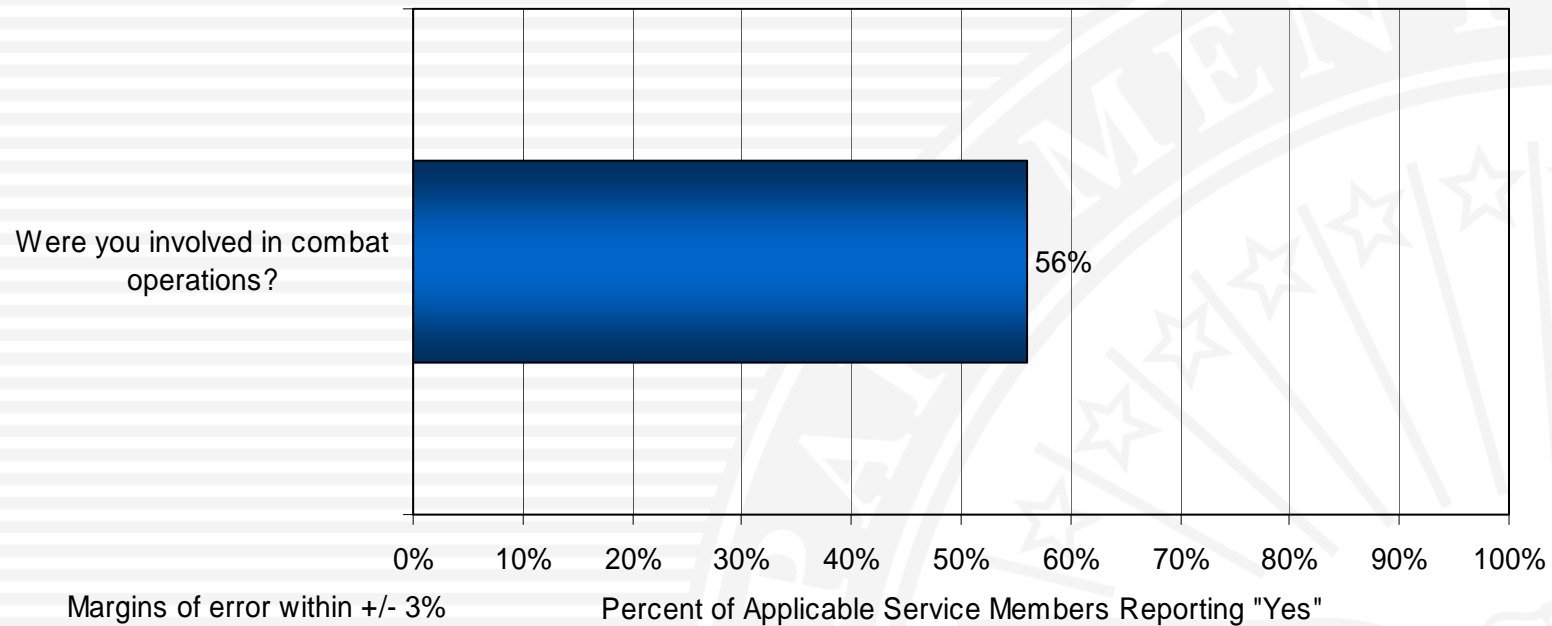
Average Number of Nights

| KEY:<br>More than average<br>Less than average |                            |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
|--|----------------------------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | Total                      | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|  | Operation Iraqi Freedom    | 28       | 30       | 18      | 28       | 28                 | 29             | 27                 | 27                  | 26                  | 28                   | 31            | 26           | 13              | 19             | 30   | 14     |
|  | Operation Enduring Freedom | 15       | 17       | 8       | 14       | 16                 | 15             | 15                 | 13                  | 14                  | 16                   | 18            | 11           | 8               | 7              | 17   | 5      |
| Other operation                                | 5                          | 4        | 7        | 5       | 5        | 4                  | 5              | 5                  | 4                   | 5                   | 5                    | 5             | 4            | 3               | 1              | 5    | 2      |

Margins of error within +/- 6 nights

# OPS/PERSTEMPO

## Involved in Combat Operation



# OPS/PERSTEMPO

## Involved in Combat Operation

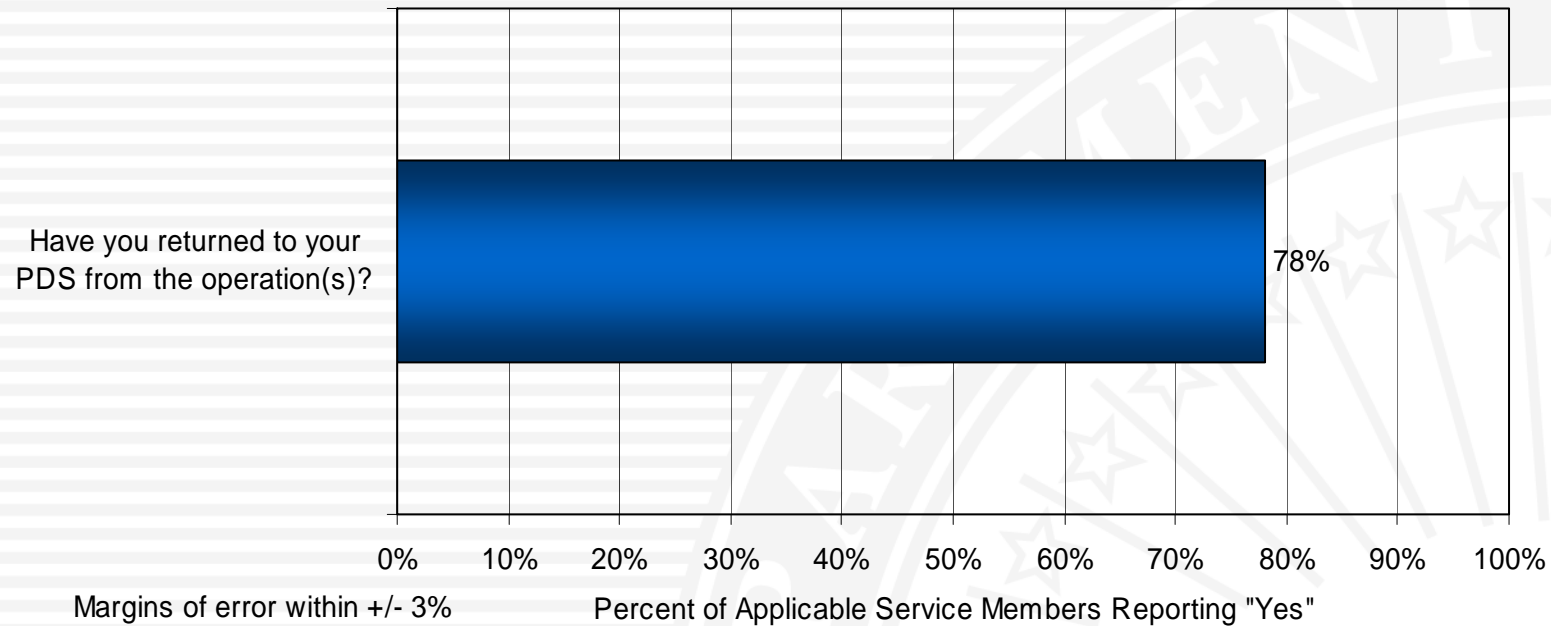
Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|--|
|  |     | Total | Army | Navy | Marine Corps | Air Force | 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 |  |
| Were you involved in combat operations?  | Yes | 56    | 68   | 44   | 63           | 40        | 58    | 54    | 59    | 51    | 68            | 69            | 44            | 40            | 62                    | 72                    | 35                 | 51                 |  |
|  | No  | 44    | 32   | 56   | 37           | 60        | 42    | 46    | 41    | 49    | 32            | 31            | 56            | 60            | 38                    | 28                    | 65                 | 49                 |  |
| Margins of error within +/- 4%   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |   |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | Were you involved in combat operations? | Yes | 56    | 58       | 45       | 57      | 55       | 57                 | 55             | 51                 | 57                  | 56                  | 57                   | 56            | 59           | 49              | 42             | 57   | 47     |
|  |   | No  | 44    | 42       | 55       | 43      | 45       | 43                 | 45             | 49                 | 43                  | 44                  | 43                   | 44            | 41           | 51              | 58             | 43   | 53     |
| Margins of error within +/- 7%   |   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# OPS/PERSTEMPO

## Returned to PDS After Operation(s)



# OPS/PERSTEMPO

## Returned to PDS After Operation(s)

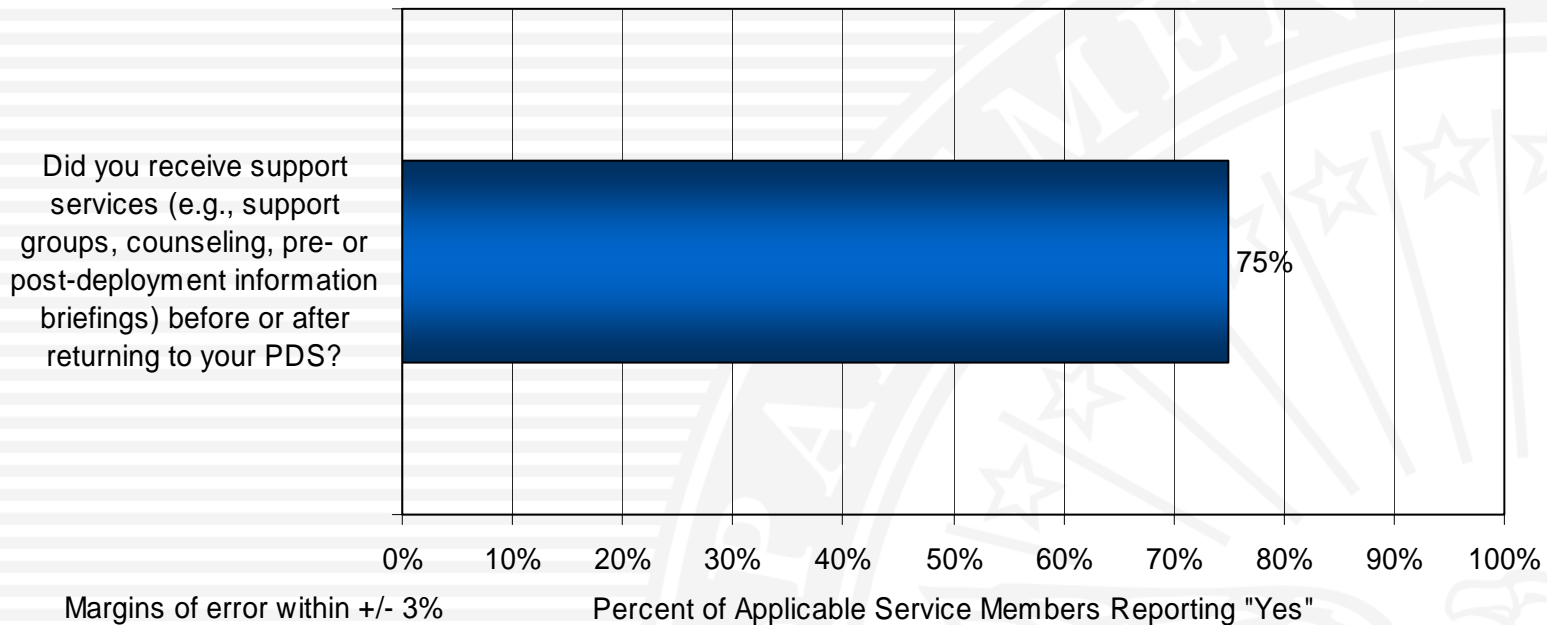
Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |   | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|---|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | Were you involved in combat operations? | Yes   | 64   | 85   | 95           | 87        | 78    | 77    | 80    | 85    | 63            | 69            | 85            | 89            | 94                    | 96                    | 89                 | 84                 |
|  | No                                      | 22    | 36   | 15   | 5            | 13        | 22    | 23    | 21    | 15    | 37            | 31            | 16            | 11            | 6                     | 4                     | 11                 | 16                 |
| Margins of error within +/- 5%   |   |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |   | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|---|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | Were you involved in combat operations? | Yes   | 79       | 71       | 73      | 81       | 80                 | 75             | 73                 | 80                  | 76                  | 81                   | 78            | 81           | 68              | 77             | 79   | 70     |
|  | No                                      | 22    | 21       | 29       | 27      | 19       | 20                 | 25             | 27                 | 20                  | 24                  | 19                   | 22            | 19           | 32              | 23             | 21   | 30     |
| Margins of error within +/- 9%   |   |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# OPS/PERSTEMPO

## Received Support Services Before or After Deployment



# OPS/PERSTEMPO

## Received Support Services Before or After Deployment

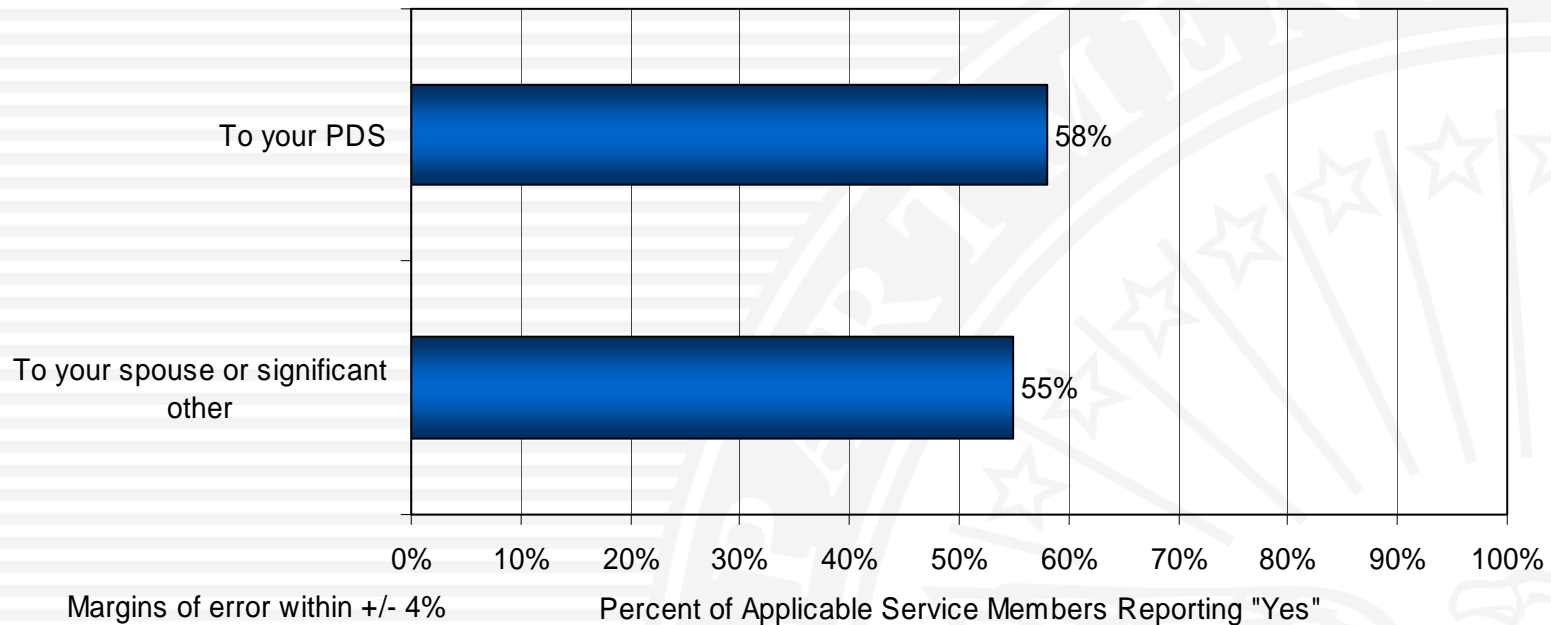
Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |    |  |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|----|--|
|  | Total | Army | Navy | Marine Corps | Air Force | 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 |    |  |
| Received Support Services before or after returning to PDS                             | Yes   | 75   | 79   | 66           | 84        | 72    | 78    | 75    | 71    | 61            | 80            | 74            | 69            | 54                    | 84                    | 80                 | 74                 | 68 |  |
|  | No    | 25   | 21   | 34           | 16        | 28    | 22    | 25    | 29    | 39            | 20            | 26            | 32            | 46                    | 16                    | 20                 | 26                 | 32 |  |
| Margins of error within +/- 7%   |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |    |  |

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

# OPS/PERSTEMPO

## Support Services Help in Adjusting After Deployment





# OPS/PERSTEMPO

## Support Services Help in Adjusting After Deployment

Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | 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 your PDS  | Yes | 58    | 59   | 61   | 56           | 55        | 59    | 57    | 62    | 59    | 59            | 60            | 61            | 61            | 56                    | 63                    | 54                 | 61                 |
|  | No  | 42    | 41   | 39   | 44           | 45        | 41    | 43    | 38    | 41    | 41            | 40            | 39            | 39            | 44                    | 37                    | 46                 | 39                 |
| To your spouse or significant other  | Yes | 55    | 59   | 59   | 52           | 44        | 56    | 55    | 53    | 49    | 60            | 53            | 60            | 53            | 52                    | 59                    | 43                 | 44                 |
|  | No  | 45    | 41   | 41   | 48           | 56        | 44    | 45    | 47    | 51    | 40            | 47            | 40            | 47            | 48                    | 41                    | 57                 | 56                 |

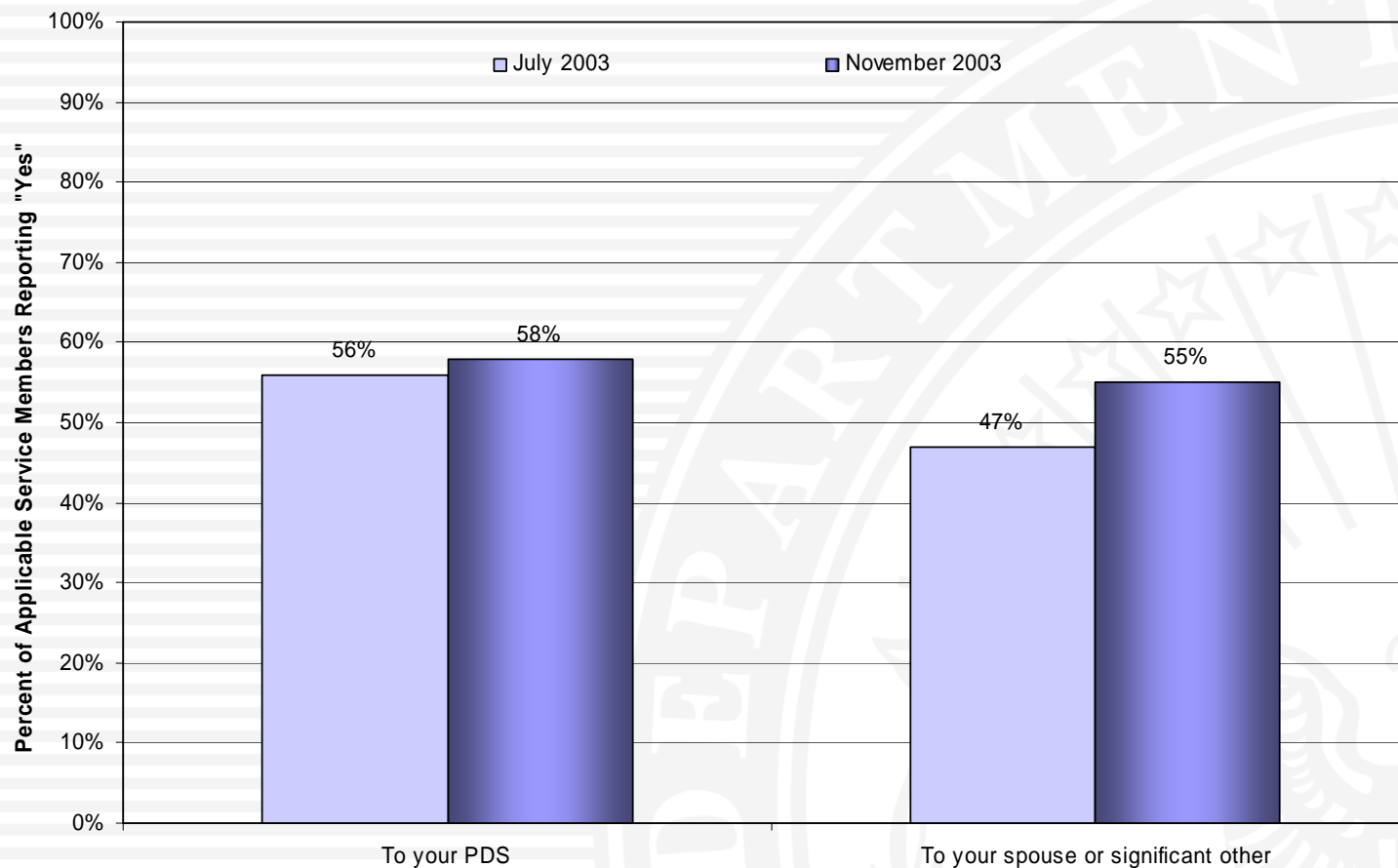
Margins of error within +/- 11%

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| To your PDS  | Yes | 58    | 58       | 61       | 58      | 59       | 54                 | 66             | 62                 | 57                  | 59                  | 58                   | 58            | 61           | 53              | 61             | 59   | 55     |
|  | No  | 42    | 42       | 39       | 42      | 41       | 46                 | 34             | 38                 | 43                  | 41                  | 42                   | 42            | 39           | 47              | 40             | 41   | 45     |
| To your spouse or significant other  | Yes | 55    | 55       | 56       | 55      | 55       | 51                 | 61             | 66                 | 55                  | 54                  | 55                   | 56            | 52           | 48              | 44             | 55   | 47     |
|  | No  | 45    | 45       | 44       | 45      | 45       | 49                 | 39             | 34                 | 45                  | 46                  | 45                   | 44            | 48           | 52              | 56             | 45   | 53     |

Margins of error within +/- 15%

# OPS/PERSTEMPO

## Support Services Help in Adjusting After Deployment Trends



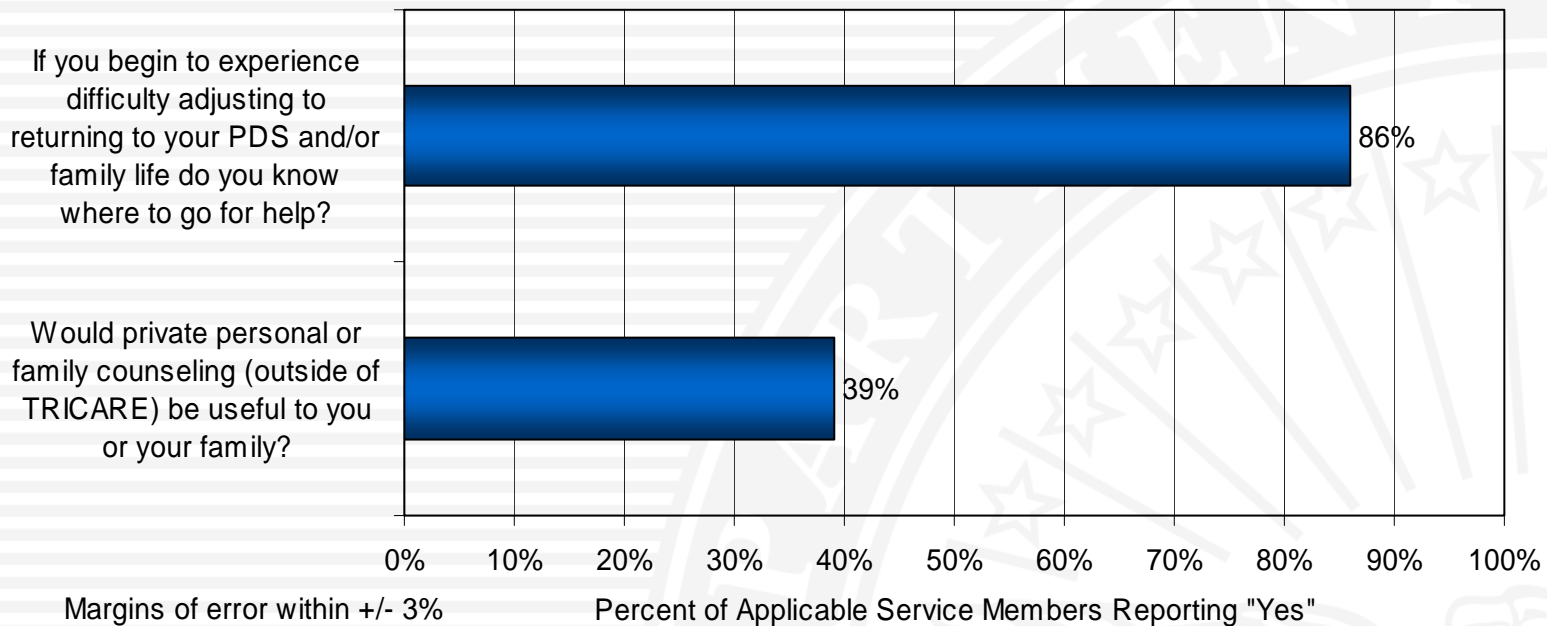
# = Significant difference between July and November 2003

SOFA0307  
Q41, Q42  
SOFA0311  
Q43, Q44

Margins of error within +/- 4%

# OPS/PERSTEMPO

## Support Services After Deployment



# OPS/PERSTEMPO

## Support Services After Deployment

Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Know where to go for help  | Yes | 86    | 87   | 83   | 85           | 91        | 80    | 90    | 92    | 89    | 86            | 92            | 82            | 90            | 84                    | 92                    | 91                 | 90                 |
|  | No  | 14    | 13   | 17   | 15           | 9         | 20    | 10    | 8     | 11    | 14            | 8             | 18            | 10            | 16                    | 8                     | 9                  | 10                 |
| Private personal or family counseling would be useful                                  | Yes | 39    | 43   | 42   | 37           | 28        | 41    | 41    | 31    | 26    | 44            | 33            | 43            | 33            | 38                    | 28                    | 30                 | 24                 |
|  | No  | 61    | 57   | 58   | 63           | 72        | 59    | 59    | 69    | 74    | 56            | 67            | 57            | 67            | 62                    | 72                    | 70                 | 76                 |

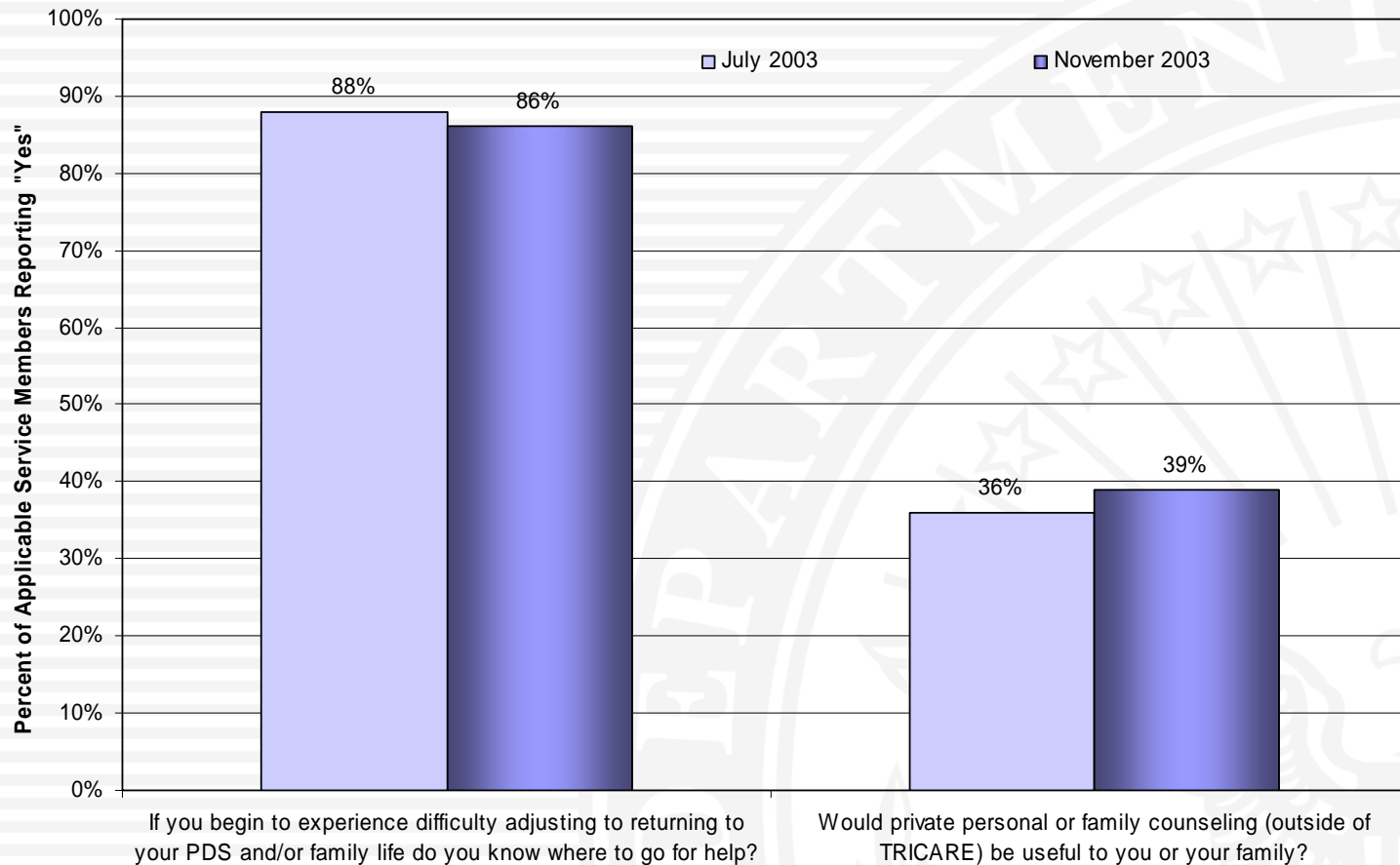
Margins of error within +/- 5%

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Know where to go for help  | Yes | 86    | 86       | 86       | 82      | 89       | 88                 | 83             | 91                 | 81                  | 88                  | 89                   | 85            | 91           | 86              | 93             | 86   | 87     |
|  | No  | 14    | 14       | 14       | 18      | 11       | 12                 | 17             | 9                  | 19                  | 12                  | 11                   | 15            | 9            | 14              | 7              | 14   | 13     |
| Private personal or family counseling would be useful                                  | Yes | 39    | 39       | 41       | 40      | 39       | 31                 | 55             | 44                 | 33                  | 43                  | 41                   | 41            | 30           | 44              | 36             | 39   | 42     |
|  | No  | 61    | 61       | 59       | 60      | 61       | 69                 | 45             | 56                 | 67                  | 57                  | 59                   | 59            | 70           | 56              | 64             | 61   | 58     |

Margins of error within +/- 6%

# OPS/PERSTEMPO

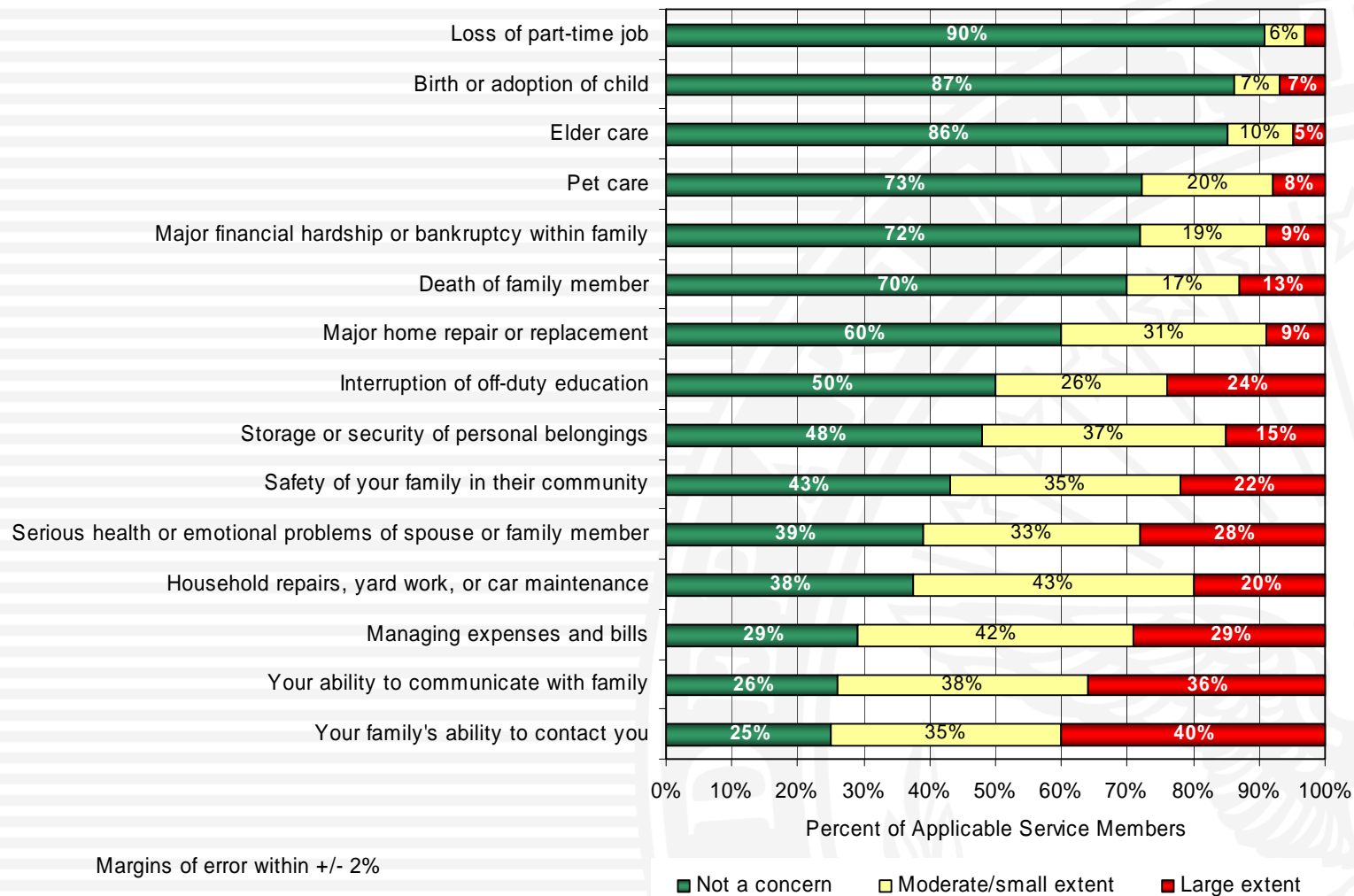
## Support Services After Deployment Trends



Margins of error within +/- 3%

# OPS/PERSTEMPO

## Concerns While Deployed During Past 12 Months



# OPS/PERSTEMPO

## Concerns While Deployed During Past 12 Months

Percent of Applicable Service Members

| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|---------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |               |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Loss of part-time job                                     | No concern    | 90    | 91   | 89   | 91           | 91        | 89    | 89    | 97    | 96    | 90            | 96            | 87            | 97            | 89                    | 98                    | 89                 | 96                 |
|   | Large concern | 3     | 2    | 4    | 4            | 3         | 3     | 4     | 0     | 0     | 3             | 0             | 5             | 1             | 4                     | 0                     | 4                  | 0                  |
| Birth or adoption of child                                | No concern    | 87    | 85   | 86   | 86           | 91        | 84    | 87    | 88    | 93    | 84            | 89            | 85            | 92            | 86                    | 91                    | 91                 | 91                 |
|   | Large concern | 7     | 8    | 7    | 6            | 5         | 8     | 7     | 6     | 3     | 9             | 6             | 7             | 4             | 7                     | 5                     | 5                  | 4                  |
| Elder care  | No concern    | 86    | 83   | 86   | 84           | 90        | 82    | 88    | 91    | 81    | 83            | 86            | 86            | 84            | 84                    | 89                    | 91                 | 88                 |
|   | Large concern | 5     | 6    | 4    | 5            | 2         | 6     | 4     | 2     | 5     | 7             | 4             | 4             | 4             | 5                     | 3                     | 2                  | 3                  |
| Pet care  | No concern    | 73    | 75   | 72   | 76           | 68        | 82    | 69    | 65    | 64    | 77            | 65            | 72            | 69            | 77                    | 67                    | 70                 | 61                 |
|   | Large concern | 8     | 7    | 7    | 7            | 10        | 6     | 8     | 12    | 7     | 6             | 10            | 7             | 9             | 7                     | 7                     | 9                  | 11                 |
| Financial hardship or bankruptcy in family                | No concern    | 72    | 67   | 70   | 71           | 82        | 66    | 71    | 84    | 87    | 64            | 83            | 67            | 83            | 69                    | 86                    | 80                 | 88                 |
|   | Large concern | 9     | 11   | 9    | 9            | 5         | 12    | 9     | 3     | 2     | 13            | 4             | 10            | 3             | 10                    | 2                     | 6                  | 3                  |
| Death of family member                                    | No concern    | 70    | 67   | 69   | 67           | 78        | 64    | 71    | 79    | 84    | 64            | 78            | 67            | 79            | 66                    | 78                    | 76                 | 84                 |
|   | Large concern | 13    | 15   | 13   | 14           | 9         | 18    | 12    | 6     | 6     | 17            | 7             | 15            | 6             | 15                    | 7                     | 10                 | 6                  |
| Home repair or replacement                                | No concern    | 60    | 60   | 53   | 68           | 62        | 71    | 53    | 59    | 58    | 61            | 58            | 53            | 53            | 70                    | 56                    | 63                 | 61                 |
|   | Large concern | 9     | 9    | 14   | 6            | 8         | 6     | 12    | 8     | 10    | 8             | 9             | 14            | 12            | 6                     | 8                     | 8                  | 8                  |
| Off-duty education interruption                           | No concern    | 50    | 42   | 55   | 58           | 52        | 45    | 44    | 68    | 78    | 36            | 69            | 51            | 74            | 56                    | 73                    | 45                 | 70                 |
|   | Large concern | 24    | 31   | 20   | 18           | 21        | 28    | 27    | 12    | 6     | 36            | 12            | 22            | 10            | 19                    | 9                     | 25                 | 11                 |
| Storage or security of personal belongings                | No concern    | 48    | 46   | 45   | 43           | 58        | 40    | 52    | 48    | 61    | 44            | 51            | 43            | 54            | 41                    | 54                    | 58                 | 56                 |
|   | Large concern | 15    | 17   | 15   | 15           | 10        | 20    | 13    | 11    | 6     | 18            | 10            | 17            | 9             | 16                    | 9                     | 11                 | 8                  |
| Safety of your family in their community                  | No concern    | 43    | 39   | 38   | 44           | 54        | 45    | 39    | 50    | 52    | 38            | 44            | 35            | 52            | 44                    | 49                    | 54                 | 55                 |
|   | Large concern | 22    | 25   | 24   | 23           | 14        | 26    | 23    | 13    | 9     | 27            | 16            | 27            | 11            | 24                    | 12                    | 15                 | 9                  |
| Health or emotional problems of family members            | No concern    | 39    | 34   | 39   | 39           | 49        | 38    | 37    | 52    | 49    | 31            | 46            | 37            | 48            | 37                    | 50                    | 47                 | 54                 |
|   | Large concern | 28    | 32   | 29   | 30           | 19        | 32    | 30    | 14    | 17    | 35            | 18            | 32            | 17            | 32                    | 15                    | 22                 | 14                 |
| Household repairs   | No concern    | 38    | 37   | 36   | 47           | 35        | 51    | 32    | 30    | 28    | 39            | 29            | 37            | 28            | 49                    | 29                    | 38                 | 28                 |
|   | Large concern | 20    | 20   | 20   | 15           | 21        | 14    | 23    | 21    | 20    | 20            | 21            | 20            | 20            | 15                    | 17                    | 21                 | 23                 |
| Managing expenses and bills                               | No concern    | 29    | 27   | 26   | 27           | 35        | 23    | 30    | 28    | 43    | 25            | 34            | 24            | 33            | 26                    | 33                    | 35                 | 36                 |
|   | Large concern | 29    | 30   | 31   | 31           | 25        | 34    | 28    | 28    | 16    | 32            | 22            | 32            | 25            | 32                    | 21                    | 26                 | 22                 |
| Ability to communicate with family                        | No concern    | 26    | 21   | 25   | 23           | 35        | 18    | 28    | 30    | 40    | 20            | 27            | 22            | 36            | 21                    | 34                    | 33                 | 40                 |
|   | Large concern | 36    | 42   | 37   | 40           | 25        | 47    | 35    | 26    | 17    | 45            | 29            | 41            | 22            | 42                    | 21                    | 28                 | 19                 |
| Family's ability to contact you                           | No concern    | 25    | 21   | 23   | 22           | 35        | 17    | 27    | 29    | 38    | 20            | 29            | 21            | 34            | 20                    | 31                    | 33                 | 39                 |
|   | Large concern | 40    | 47   | 38   | 46           | 29        | 53    | 38    | 29    | 18    | 50            | 33            | 42            | 23            | 49                    | 23                    | 33                 | 20                 |

Margins of error within +/- 3%

# OPS/PERSTEMPO

## Concerns While Deployed During Past 12 Months

Percent of Applicable Service Members

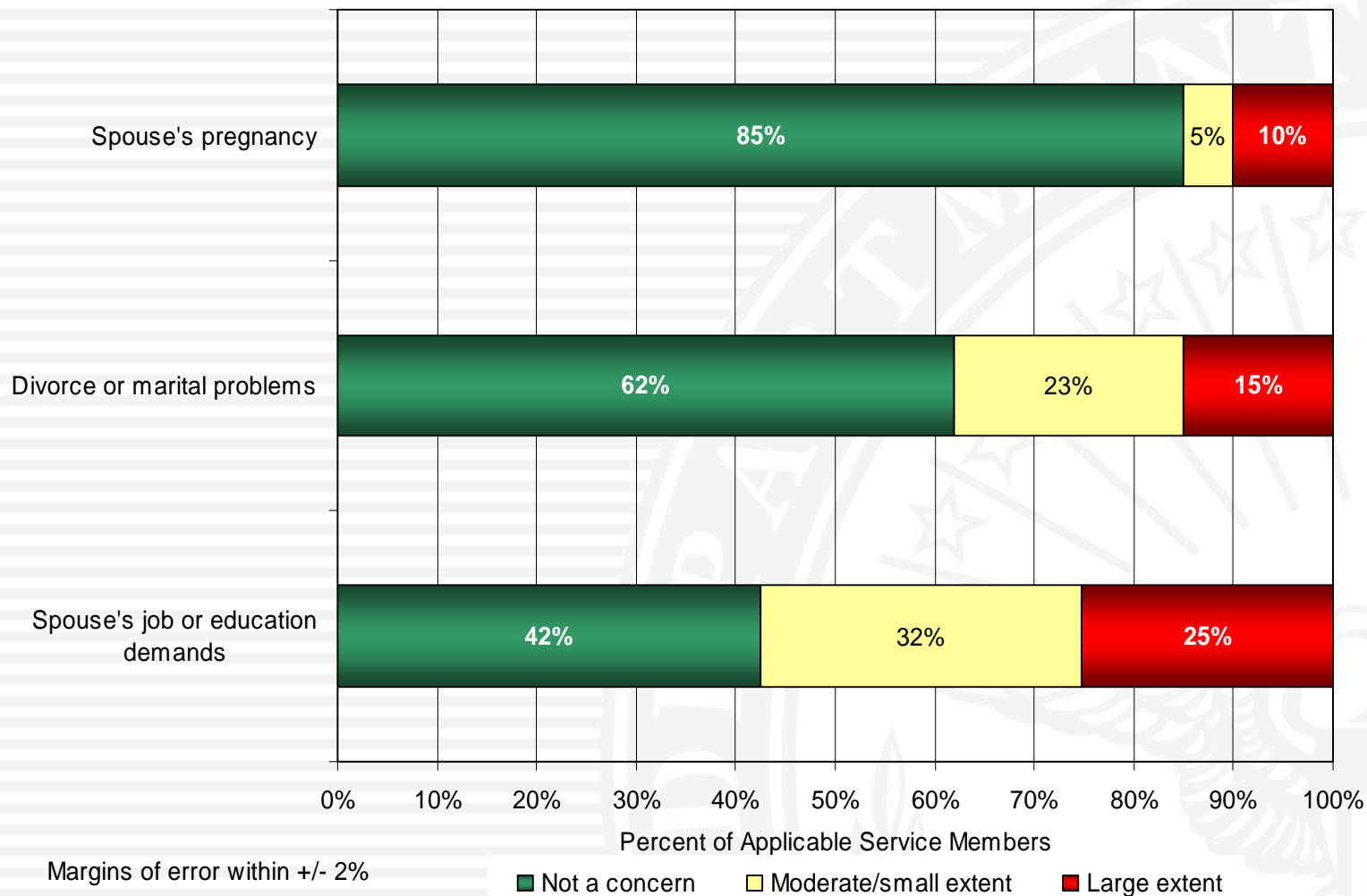
| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|---------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |               |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Loss of part-time job                                     | No concern    | 90    | 90       | 91       | 90      | 91       | 92                 | 88             | 86                 | 91                  | 90                  | 91                   | 89            | 93           | 96              | 98             | 90   | 94     |
|   | Large concern | 3     | 3        | 2        | 3       | 3        | 3                  | 4              | 6                  | 2                   | 4                   | 2                    | 4             | 2            | 0               | 0              | 3    | 2      |
| Birth or adoption of child                                | No concern    | 87    | 87       | 85       | 87      | 87       | 89                 | 83             | 86                 | 91                  | 83                  | 89                   | 85            | 90           | 91              | 94             | 86   | 92     |
|   | Large concern | 7     | 7        | 6        | 6       | 7        | 6                  | 8              | 6                  | 2                   | 11                  | 6                    | 7             | 5            | 5               | 3              | 7    | 5      |
| Elder care  | No concern    | 86    | 86       | 84       | 84      | 86       | 88                 | 82             | 82                 | 82                  | 87                  | 89                   | 85            | 86           | 89              | 89             | 85   | 89     |
|   | Large concern | 5     | 4        | 5        | 6       | 4        | 3                  | 7              | 9                  | 6                   | 3                   | 3                    | 5             | 4            | 4               | 4              | 5    | 4      |
| Pet care  | No concern    | 73    | 72       | 76       | 80      | 68       | 69                 | 79             | 74                 | 85                  | 69                  | 58                   | 75            | 66           | 71              | 56             | 73   | 68     |
|   | Large concern | 8     | 8        | 7        | 6       | 9        | 8                  | 6              | 9                  | 5                   | 6                   | 15                   | 6             | 8            | 13              | 20             | 7    | 15     |
| Financial hardship  | No concern    | 72    | 72       | 73       | 72      | 72       | 76                 | 64             | 65                 | 76                  | 71                  | 72                   | 68            | 85           | 77              | 88             | 71   | 80     |
|   | Large concern | 9     | 9        | 9        | 9       | 8        | 7                  | 12             | 12                 | 8                   | 9                   | 8                    | 10            | 3            | 9               | 2              | 9    | 7      |
| Death in the family                                       | No concern    | 70    | 70       | 69       | 67      | 72       | 74                 | 63             | 73                 | 65                  | 73                  | 71                   | 67            | 80           | 76              | 84             | 69   | 78     |
|   | Large concern | 13    | 13       | 14       | 15      | 12       | 11                 | 18             | 16                 | 14                  | 12                  | 13                   | 15            | 6            | 13              | 7              | 13   | 12     |
| Major home repair   | No concern    | 60    | 59       | 64       | 70      | 53       | 62                 | 57             | 59                 | 75                  | 52                  | 53                   | 59            | 56           | 70              | 69             | 59   | 70     |
|   | Large concern | 9     | 10       | 7        | 5       | 12       | 8                  | 11             | 8                  | 5                   | 11                  | 13                   | 10            | 10           | 6               | 7              | 10   | 6      |
| Off-duty education interruption                           | No concern    | 50    | 51       | 45       | 46      | 52       | 54                 | 41             | 44                 | 50                  | 50                  | 50                   | 45            | 43           | 71              | 71             | 50   | 50     |
|   | Large concern | 24    | 24       | 27       | 27      | 23       | 20                 | 33             | 31                 | 26                  | 22                  | 25                   | 27            | 31           | 10              | 14             | 24   | 24     |
| Storage or security of personal belongings                | No concern    | 48    | 49       | 45       | 48      | 49       | 50                 | 44             | 42                 | 35                  | 57                  | 51                   | 46            | 54           | 51              | 52             | 48   | 51     |
|   | Large concern | 15    | 14       | 16       | 17      | 13       | 12                 | 19             | 22                 | 20                  | 10                  | 15                   | 16            | 9            | 17              | 12             | 15   | 15     |
| Safety of your family in their community                  | No concern    | 43    | 43       | 46       | 46      | 42       | 46                 | 39             | 41                 | 60                  | 35                  | 34                   | 39            | 60           | 46              | 73             | 41   | 63     |
|   | Large concern | 22    | 22       | 22       | 21      | 22       | 19                 | 27             | 28                 | 14                  | 24                  | 29                   | 25            | 15           | 13              | 8              | 23   | 14     |
| Health or emotional problems of family members            | No concern    | 39    | 39       | 43       | 39      | 40       | 42                 | 35             | 36                 | 49                  | 34                  | 37                   | 36            | 49           | 43              | 56             | 39   | 47     |
|   | Large concern | 28    | 28       | 27       | 28      | 25       | 34                 | 34             | 20                 | 32                  | 29                  | 31                   | 16            | 29           | 15              | 28             | 28   | 26     |
| Household repairs   | No concern    | 38    | 36       | 45       | 48      | 31       | 37                 | 39             | 42                 | 56                  | 27                  | 31                   | 38            | 27           | 54              | 41             | 36   | 51     |
|   | Large concern | 20    | 20       | 17       | 15      | 23       | 19                 | 21             | 17                 | 11                  | 25                  | 23                   | 20            | 22           | 12              | 15             | 21   | 12     |
| Managing expenses and bills                               | No concern    | 29    | 28       | 32       | 29      | 29       | 28                 | 29             | 23                 | 24                  | 32                  | 30                   | 26            | 33           | 35              | 41             | 28   | 37     |
|   | Large concern | 29    | 30       | 26       | 28      | 30       | 28                 | 30             | 38                 | 31                  | 27                  | 28                   | 31            | 23           | 27              | 20             | 30   | 25     |
| Ability to communicate with family                        | No concern    | 26    | 25       | 27       | 22      | 28       | 26                 | 25             | 28                 | 29                  | 25                  | 22                   | 22            | 33           | 34              | 40             | 24   | 36     |
|   | Large concern | 36    | 36       | 36       | 40      | 34       | 34                 | 41             | 41                 | 32                  | 38                  | 40                   | 40            | 23           | 34              | 25             | 37   | 32     |
| Family's ability to contact you                           | No concern    | 25    | 25       | 25       | 21      | 27       | 26                 | 23             | 28                 | 27                  | 24                  | 22                   | 20            | 32           | 33              | 38             | 24   | 34     |
|   | Large concern | 40    | 40       | 43       | 46      | 37       | 38                 | 45             | 46                 | 38                  | 40                  | 45                   | 45            | 26           | 36              | 26             | 41   | 34     |

Margins of error within +/- 4%



# OPS/PERSTEMPO

## Extent of Concern of Married/Separated Members



# OPS/PERSTEMPO

## Extent of Concern of Married/Separated Members

Percent of Applicable Service Members

| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|---------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |               |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Spouse's pregnancy  | No concern    | 85    | 84   | 83   | 83           | 89        | 74    | 87    | 81    | 93    | 83            | 86            | 81            | 89            | 82                    | 86                    | 89                 | 88                 |
|   | Large concern | 10    | 12   | 11   | 11           | 7         | 19    | 8     | 13    | 3     | 12            | 8             | 12            | 6             | 11                    | 9                     | 7                  | 7                  |
| Divorce or marital status                                 | No concern    | 62    | 54   | 64   | 62           | 72        | 51    | 61    | 73    | 78    | 50            | 70            | 61            | 73            | 59                    | 73                    | 69                 | 79                 |
|   | Large concern | 15    | 21   | 15   | 16           | 8         | 26    | 15    | 8     | 4     | 24            | 8             | 17            | 8             | 18                    | 7                     | 9                  | 4                  |
| Spouse's career demands                                   | No concern    | 42    | 39   | 42   | 43           | 47        | 36    | 41    | 44    | 55    | 37            | 44            | 40            | 50            | 41                    | 49                    | 44                 | 54                 |
|   | Large concern | 25    | 28   | 27   | 24           | 20        | 29    | 26    | 25    | 15    | 30            | 23            | 29            | 18            | 26                    | 15                    | 21                 | 20                 |

Margins of error within +/- 6%

# OPS/PERSTEMPO

## Extent of Concern of Married/Separated Members

Percent of Applicable Service Members

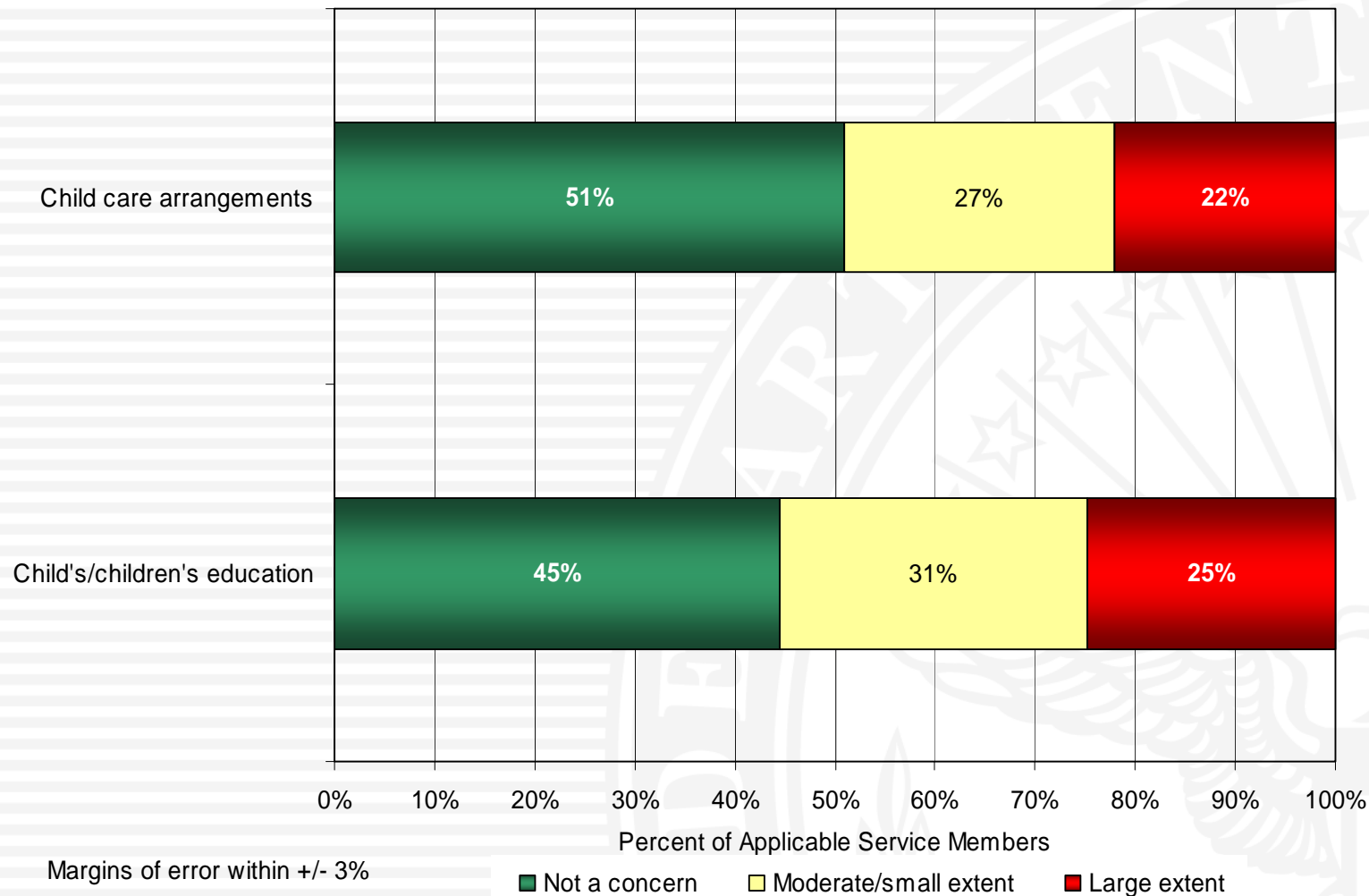
| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|---------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |               |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Spouse's pregnancy  | No concern    | 85    | 85       | 81       | 82      | 86       | 86                 | 82             | NA                 | NA                  | 84                  | 87                   | 83            | 86           | 97              | 98             | 83   | 97     |
|   | Large concern | 10    | 10       | 11       | 12      | 9        | 9                  | 12             | NA                 | NA                  | 11                  | 8                    | 12            | 8            | 3               | 1              | 11   | 2      |
| Divorce or marital status                                 | No concern    | 62    | 62       | 60       | 61      | 62       | 65                 | 55             | NA                 | NA                  | 61                  | 65                   | 58            | 74           | 57              | 76             | 62   | 62     |
|   | Large concern | 15    | 15       | 16       | 15      | 16       | 13                 | 20             | NA                 | NA                  | 15                  | 17                   | 17            | 6            | 27              | 10             | 15   | 22     |
| Spouse's career demands                                   | No concern    | 42    | 42       | 42       | 42      | 42       | 44                 | 39             | NA                 | NA                  | 44                  | 37                   | 38            | 50           | 57              | 44             | 41   | 53     |
|   | Large concern | 25    | 26       | 25       | 26      | 25       | 23                 | 30             | NA                 | NA                  | 25                  | 27                   | 28            | 19           | 22              | 25             | 26   | 23     |

Margins of error within +/- 5%

NA: Not Applicable

# OPS/PERSTEMPO

## Extent of Concern of Members With Children



# OPS/PERSTEMPO

## Extent of Concern of Members With Children

Percent of Applicable Service Members

| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|---------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |               |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Child care arrangements                                   | No concern    | 51    | 43   | 39   | 50           | 50        | 50    | 43    | 50    | 43    | 43            | 43            | 38            | 41            | 50                    | 49                    | 51                 | 48                 |
|   | Large concern | 22    | 29   | 26   | 19           | 20        | 25    | 27    | 19    | 19    | 30            | 23            | 27            | 20            | 20                    | 15                    | 21                 | 17                 |
| Child/children's education                                | No concern    | 45    | 50   | 49   | 50           | 56        | 43    | 52    | 52    | 57    | 49            | 53            | 47            | 56            | 49                    | 54                    | 56                 | 56                 |
|   | Large concern | 25    | 26   | 23   | 19           | 17        | 32    | 22    | 20    | 12    | 28            | 17            | 26            | 14            | 21                    | 12                    | 17                 | 16                 |

Margins of error within +/- 7%

| KEY:<br>Not a concern<br>Moderate concern<br>Large extent |               | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|---------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |               |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Child care arrangements                                   | No concern    | 51    | 45       | 44       | 42      | 46       | 46                 | 42             | 40                 | NA                  | 45                  | NA                   | 44            | 45           | 45              | 41             | 45   | 44     |
|   | Large concern | 22    | 25       | 26       | 25      | 25       | 22                 | 29             | 34                 | NA                  | 25                  | NA                   | 25            | 19           | 36              | 33             | 24   | 36     |
| Child/children's education                                | No concern    | 45    | 51       | 52       | 53      | 51       | 55                 | 46             | 42                 | NA                  | 53                  | NA                   | 52            | 57           | 30              | 36             | 53   | 31     |
|   | Large concern | 25    | 22       | 23       | 21      | 22       | 19                 | 27             | 32                 | NA                  | 21                  | NA                   | 22            | 13           | 46              | 39             | 20   | 44     |

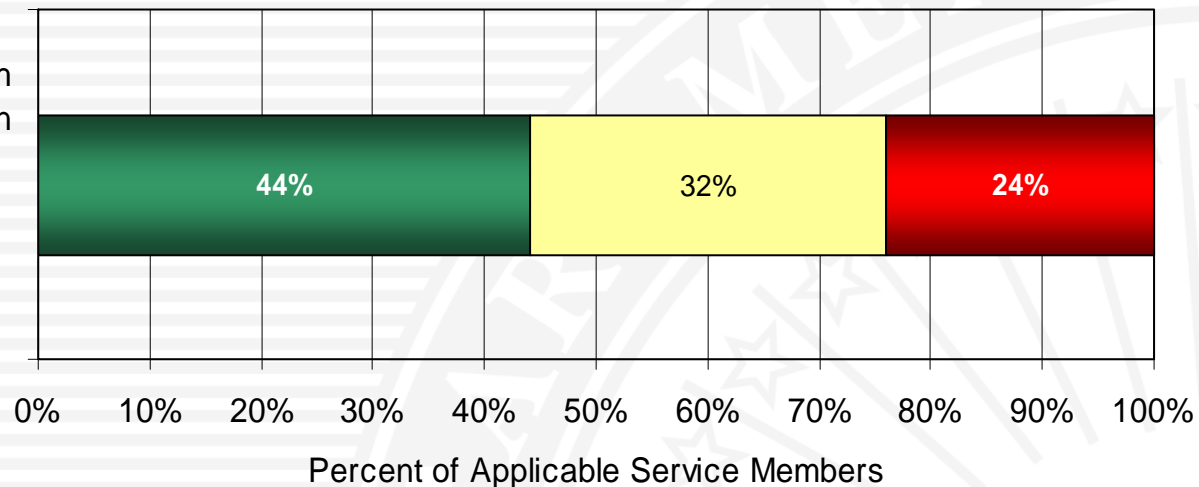
Margins of error within +/- 7%

NA: Not Applicable

# OPS/PERSTEMPO

## Satisfaction With Deployment Compensation and Incentives

How satisfied are you with deployment compensation and incentives (i.e., tax-free income, family separation pay, hazardous duty pay)?



Margins of error within +/- 2%

■ Satisfied    ■ Neither satisfied nor dissatisfied    ■ Dissatisfied

# OPS/PERSTEMPO

## Satisfaction With Deployment Compensation and Incentives

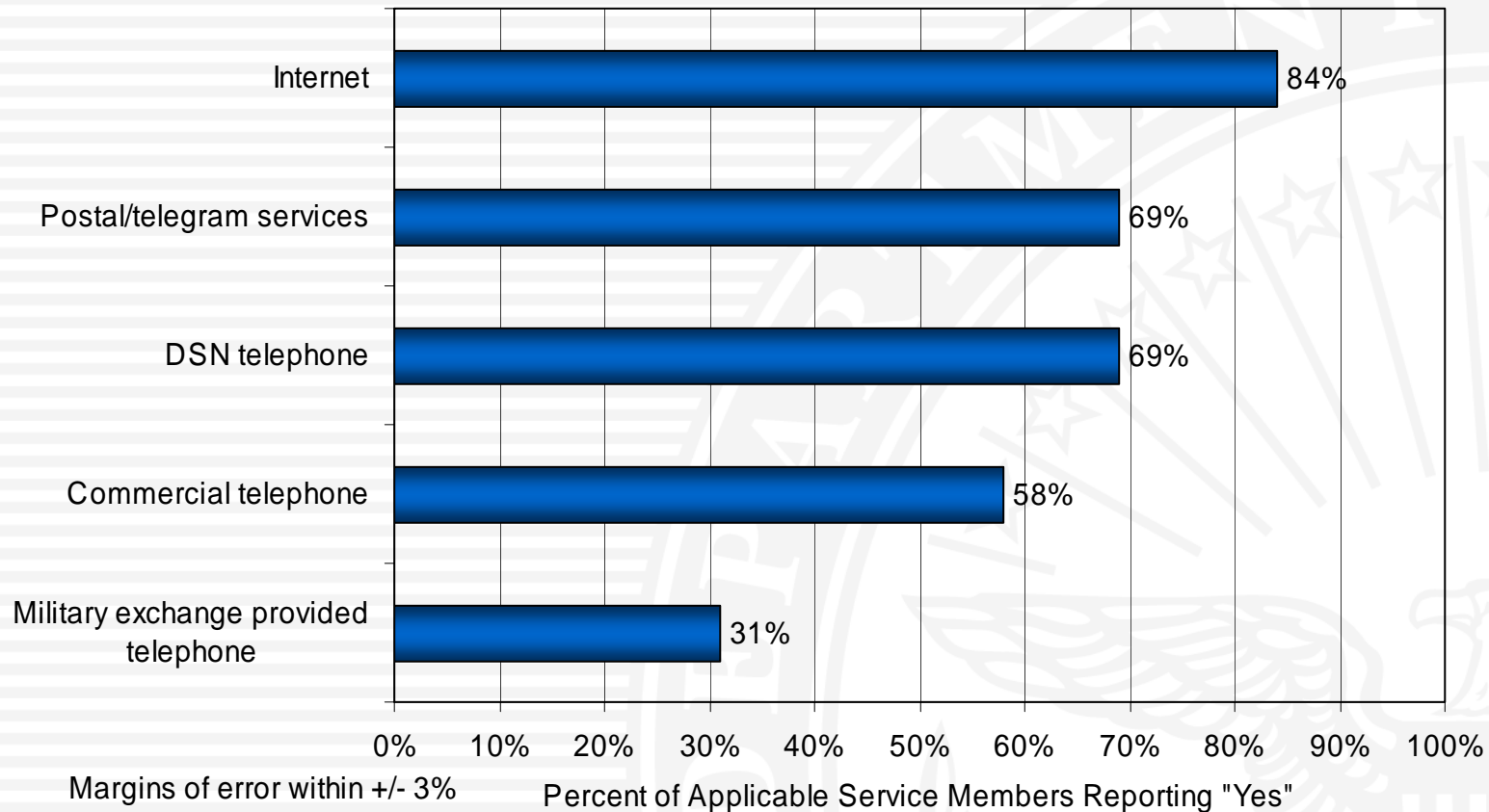
Percent of Applicable Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
| Deployment compensation satisfaction                          | SAT | 44    | 44   | 43   | 46           | 45        | 25    | 44    | 48    | 44    | 43            | 49            | 43            | 44            | 45                    | 52                    | 46                 | 42                 |
|   | DIS | 24    | 25   | 27   | 22           | 22        | 43    | 26    | 20    | 16    | 26            | 20            | 28            | 22            | 22                    | 17                    | 23                 | 17                 |
| Margins of error within +/- 4%                                |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |                                      | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |    |
|---|--------------------------------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|----|
|   | Deployment compensation satisfaction | SAT   | 44       | 44       | 46      | 43       | 45                 | 45             | 43                 | 46                  | 44                  | 43                   | 47            | 44           | 47              | 43             | 41   | 44     | 42 |
|   |                                      | DIS   | 24       | 25       | 23      | 25       | 24                 | 24             | 25                 | 24                  | 24                  | 25                   | 23            | 27           | 20              | 17             | 15   | 25     | 17 |
| Margins of error within +/- 5%                                |                                      |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |    |

# OPS/PERSTEMPO

## Communication Services Used While Away





# OPS/PERSTEMPO

## Communication Services Used While Away

Percent of Applicable Service Members

|                          |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--------------------------|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|                          |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| The Internet             | Yes | 84    | 85   | 84   | 69           | 96        | 78    | 86    | 93    | 94    | 83            | 93            | 83            | 94            | 66                    | 93                    | 96                 | 94                 |
|                          | No  | 16    | 15   | 16   | 31           | 4         | 22    | 14    | 7     | 6     | 17            | 7             | 17            | 6             | 34                    | 7                     | 4                  | 6                  |
| Postal/telegram services | Yes | 69    | 71   | 60   | 77           | 70        | 75    | 64    | 72    | 60    | 72            | 69            | 59            | 61            | 77                    | 76                    | 71                 | 67                 |
|                          | No  | 31    | 29   | 41   | 23           | 30        | 25    | 36    | 28    | 40    | 28            | 31            | 41            | 39            | 23                    | 24                    | 29                 | 33                 |
| DSN telephone            | Yes | 69    | 76   | 46   | 66           | 92        | 66    | 68    | 76    | 80    | 76            | 81            | 43            | 65            | 65                    | 75                    | 93                 | 89                 |
|                          | No  | 31    | 24   | 54   | 34           | 8         | 34    | 32    | 24    | 20    | 24            | 19            | 57            | 35            | 35                    | 25                    | 7                  | 11                 |
| Commercial telephones    | Yes | 58    | 57   | 66   | 50           | 52        | 51    | 60    | 65    | 72    | 57            | 60            | 63            | 84            | 48                    | 62                    | 46                 | 67                 |
|                          | No  | 42    | 43   | 34   | 50           | 48        | 49    | 40    | 35    | 28    | 43            | 40            | 37            | 16            | 52                    | 39                    | 54                 | 33                 |
| Military Exchange Phone  | Yes | 31    | 35   | 35   | 30           | 14        | 37    | 28    | 30    | 20    | 36            | 28            | 36            | 30            | 30                    | 34                    | 13                 | 17                 |
|                          | No  | 69    | 65   | 65   | 70           | 86        | 63    | 72    | 70    | 80    | 64            | 72            | 64            | 70            | 70                    | 66                    | 87                 | 83                 |

Margins of error within +/- 9%

# OPS/PERSTEMPO

## Communication Services Used While Away

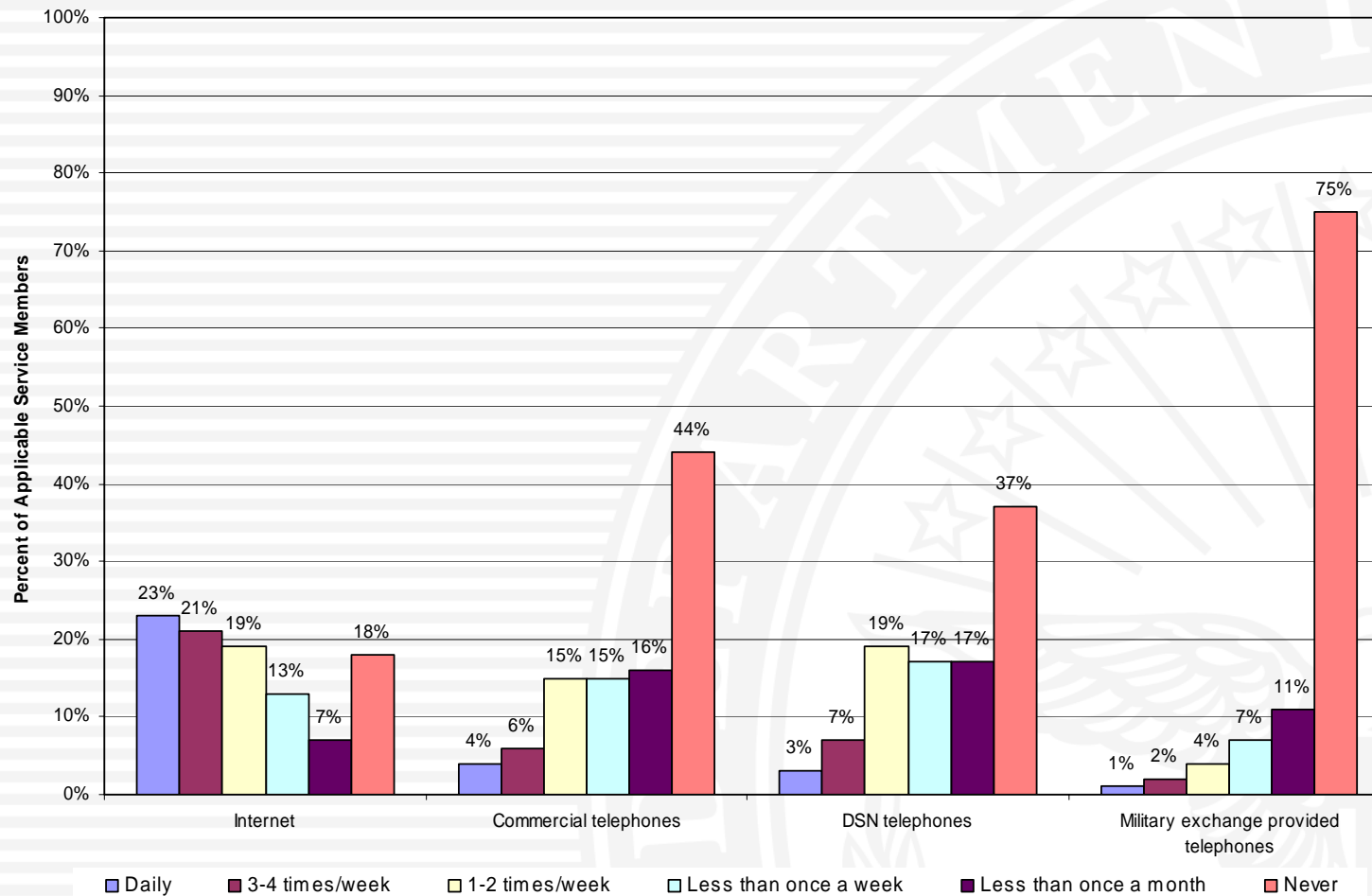
Percent of Applicable Service Members

|                          |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--------------------------|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|                          |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| The Internet             | Yes | 84    | 83       | 88       | 82      | 85       | 84                 | 84             | 85                 | 83                  | 86                  | 78                   | 82            | 93           | 88              | 99             | 83   | 90     |
|                          | No  | 16    | 17       | 12       | 18      | 15       | 16                 | 16             | 15                 | 17                  | 14                  | 22                   | 18            | 7            | 12              | 1              | 17   | 10     |
| Postal/telegram services | Yes | 69    | 69       | 64       | 72      | 66       | 69                 | 68             | 70                 | 71                  | 65                  | 73                   | 68            | 66           | 74              | 75             | 68   | 74     |
|                          | No  | 31    | 31       | 36       | 28      | 34       | 31                 | 32             | 30                 | 29                  | 35                  | 27                   | 32            | 34           | 26              | 25             | 32   | 26     |
| DSN telephone            | Yes | 69    | 67       | 76       | 70      | 68       | 68                 | 69             | 68                 | 64                  | 73                  | 68                   | 66            | 78           | 75              | 83             | 68   | 77     |
|                          | No  | 31    | 33       | 24       | 30      | 32       | 32                 | 31             | 32                 | 36                  | 27                  | 32                   | 34            | 22           | 25              | 17             | 32   | 23     |
| Commercial telephones    | Yes | 58    | 57       | 60       | 55      | 60       | 57                 | 58             | 64                 | 56                  | 59                  | 57                   | 55            | 68           | 62              | 67             | 57   | 63     |
|                          | No  | 42    | 43       | 40       | 45      | 40       | 43                 | 42             | 36                 | 44                  | 41                  | 43                   | 45            | 32           | 28              | 34             | 43   | 37     |
| Military Exchange Phone  | Yes | 31    | 31       | 32       | 33      | 30       | 28                 | 37             | 30                 | 32                  | 28                  | 37                   | 32            | 26           | 28              | 27             | 31   | 28     |
|                          | No  | 69    | 69       | 68       | 67      | 70       | 72                 | 63             | 70                 | 68                  | 72                  | 63                   | 68            | 74           | 72              | 73             | 69   | 72     |

Margins of error within +/- 9%

# OPS/PERSTEMPO

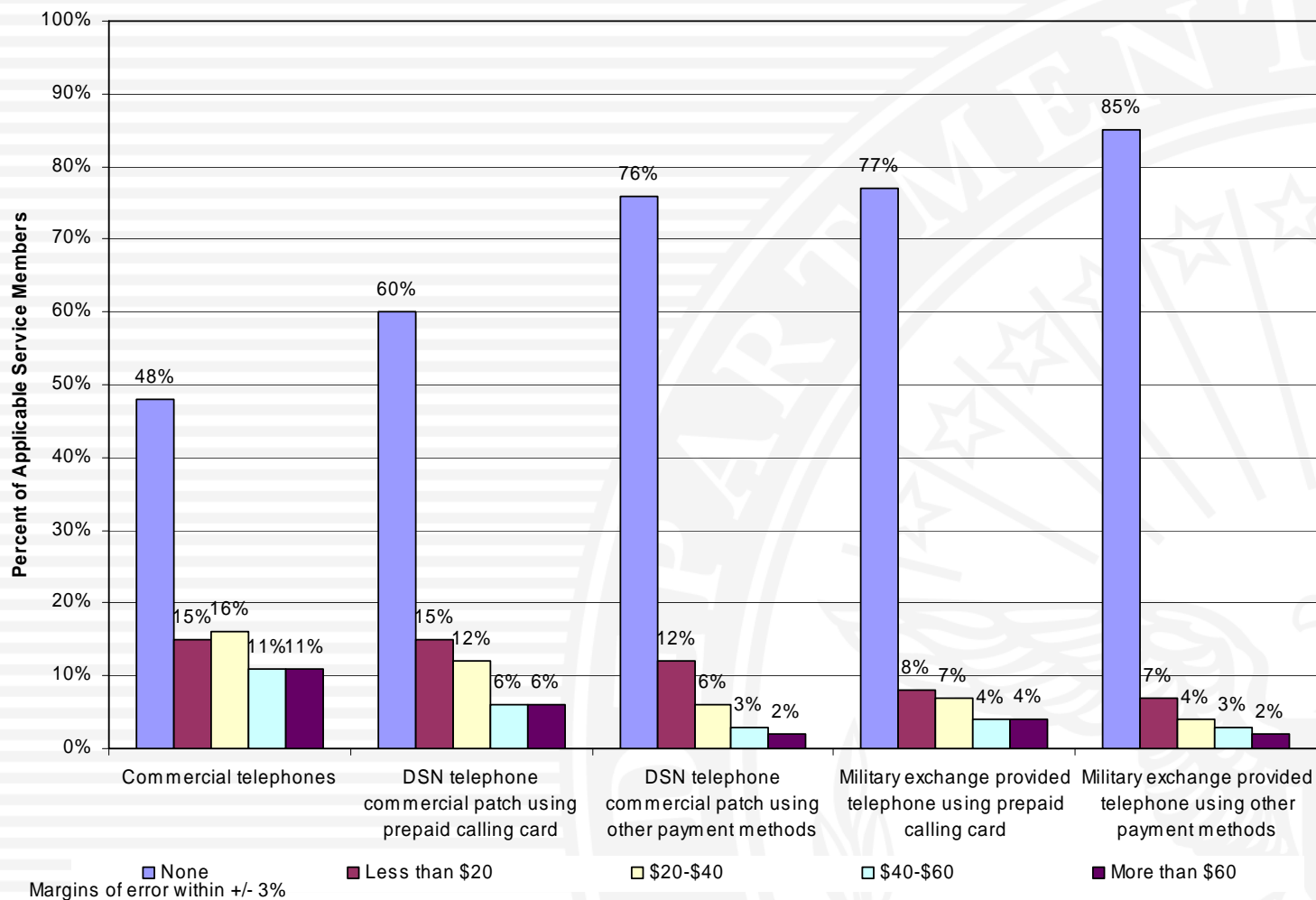
## Frequency of Communication Services Used While Away



Margins of error within +/- 3%

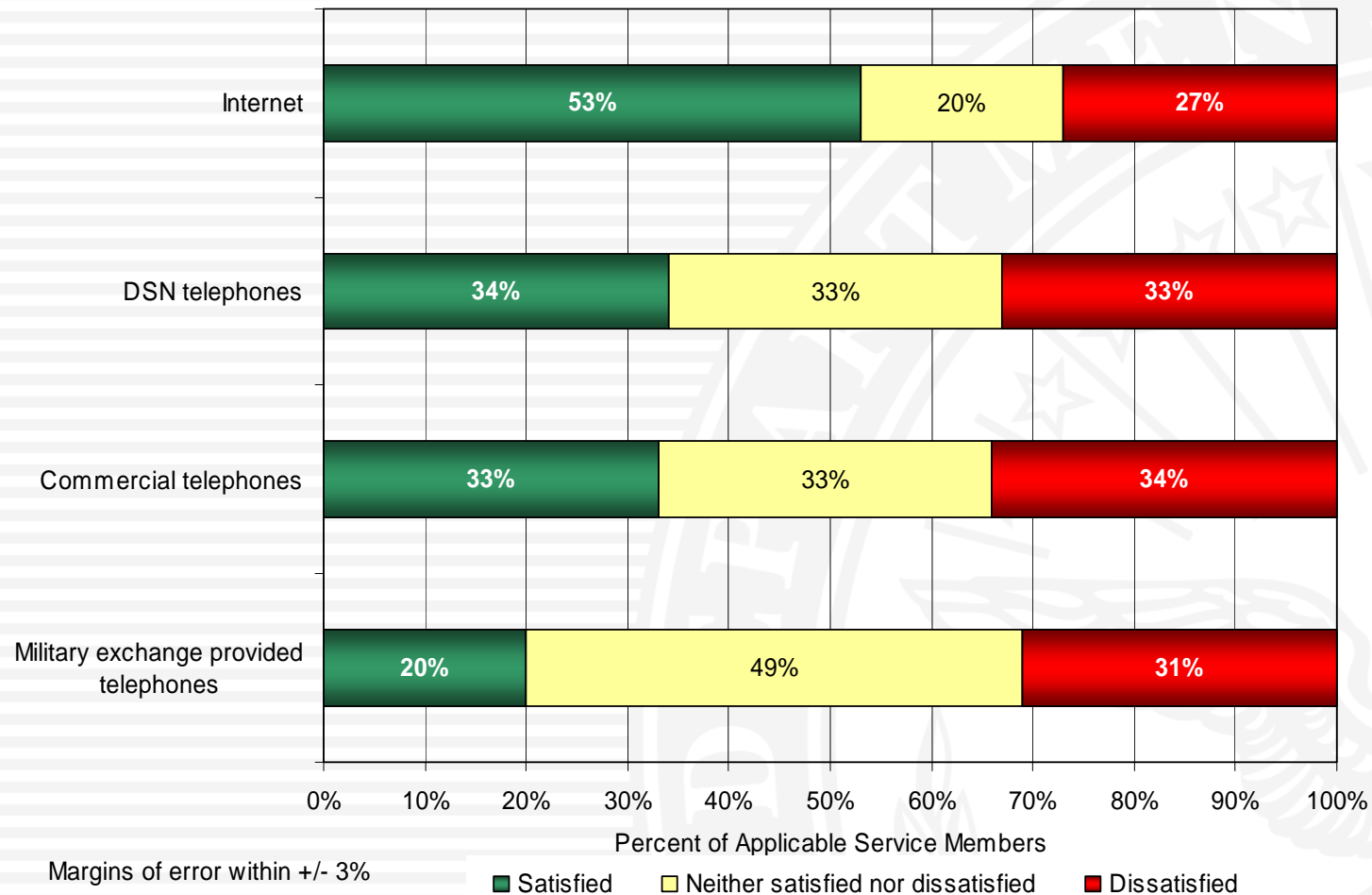
# OPS/PERSTEMPO

## Monthly Amount Spent To Use Telephone Services



# OPS/PERSTEMPO

## Satisfaction With Amount of Opportunities To Contact Family and Friends



# OPS/PERSTEMPO

## Satisfaction With Amount of Opportunities To Contact Family and Friends

Percent of Applicable Service Members

|                              |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|------------------------------|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|                              |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Internet                     | SAT | 53    | 47   | 59   | 43           | 69        | 44    | 57    | 65    | 69    | 45            | 59            | 57            | 72            | 41                    | 61                    | 70                 | 69                 |
|                              | DIS | 27    | 30   | 26   | 34           | 13        | 33    | 25    | 19    | 11    | 32            | 23            | 28            | 15            | 36                    | 18                    | 13                 | 11                 |
| DSN telephones               | SAT | 34    | 33   | 25   | 27           | 57        | 28    | 36    | 35    | 44    | 32            | 39            | 24            | 28            | 26                    | 36                    | 61                 | 47                 |
|                              | DIS | 33    | 39   | 27   | 43           | 18        | 39    | 29    | 32    | 19    | 40            | 35            | 28            | 22            | 44                    | 30                    | 16                 | 23                 |
| Commercial telephones        | SAT | 33    | 29   | 37   | 27           | 39        | 25    | 36    | 37    | 45    | 28            | 34            | 36            | 46            | 26                    | 34                    | 37                 | 44                 |
|                              | DIS | 34    | 40   | 29   | 38           | 23        | 41    | 31    | 31    | 18    | 41            | 37            | 31            | 19            | 39                    | 30                    | 25                 | 17                 |
| Military exchange telephones | SAT | 20    | 17   | 24   | 16           | 21        | 19    | 21    | 18    | 15    | 17            | 19            | 25            | 18            | 16                    | 16                    | 24                 | 14                 |
|                              | DIS | 31    | 38   | 23   | 39           | 18        | 37    | 28    | 27    | 20    | 39            | 33            | 24            | 20            | 40                    | 29                    | 18                 | 17                 |

Margins of error within +/- 9%

# OPS/PERSTEMPO

## Satisfaction With Amount of Opportunities To Contact Family and Friends

Percent of Applicable Service Members

|                              |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|------------------------------|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|                              |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Internet                     | SAT | 53    | 52       | 61       | 47      | 58       | 52                 | 56             | 61                 | 48                  | 56                  | 55                   | 50            | 65           | 61              | 63             | 53   | 61     |
|                              | DIS | 27    | 29       | 19       | 31      | 24       | 28                 | 26             | 15                 | 31                  | 25                  | 27                   | 30            | 17           | 21              | 21             | 28   | 21     |
| DSN telephones               | SAT | 34    | 33       | 39       | 32      | 35       | 33                 | 34             | 31                 | 29                  | 39                  | 30                   | 32            | 39           | 38              | 29             | 33   | 36     |
|                              | DIS | 33    | 34       | 27       | 37      | 30       | 33                 | 34             | 26                 | 38                  | 28                  | 37                   | 34            | 28           | 33              | 33             | 33   | 33     |
| Commercial telephones        | SAT | 33    | 31       | 40       | 29      | 35       | 31                 | 35             | 33                 | 30                  | 34                  | 33                   | 31            | 40           | 36              | 36             | 32   | 36     |
|                              | DIS | 34    | 36       | 26       | 39      | 31       | 35                 | 33             | 26                 | 35                  | 34                  | 37                   | 36            | 26           | 37              | 35             | 34   | 36     |
| Military exchange telephones | SAT | 20    | 19       | 23       | 17      | 21       | 16                 | 26             | 19                 | 19                  | 20                  | 22                   | 20            | 17           | 20              | 16             | 20   | 20     |
|                              | DIS | 31    | 32       | 26       | 36      | 27       | 32                 | 29             | 22                 | 34                  | 29                  | 33                   | 32            | 26           | 32              | 24             | 31   | 30     |

Margins of error within +/- 10%

# OPS/PERSTEMPO

## Summary of Findings

### November 2003 Findings

- Time away for operations averaged 41 nights
  - Longer times reported by Army, Marine Corps, members living in the US, and males
- Time away for Operation Iraqi Freedom averaged 28 nights
  - Longer times reported by Army, Marine Corps, members living in the US, and males
- 56% of deployed members reported involvement in combat operations
  - Led by Army, Marine Corps, members living in the US, and males
- 75% of deployed members reported receiving support services before or after deployment
  - 58% of those who received services reported services helped them adjust to their return to PDS
  - 55% of those who received services reported services helped them adjust to their return to spouse/significant other



# OPS/PERSTEMPO

## Summary of Findings

### November 2003 Findings (continued)

- 86% of returning participants knew where to go for help if they began to experience difficulty returning to their PDS and/or family life
  - Led by Air Force, E5-E9s, O1-O3s, Army officers, Marine Corps officers, members living off base, and male and female officers
- 39% of returning participants reported private counseling (outside of TRICARE) would be useful
  - Led by Army enlisted, minorities, married with children, and enlisted males
- Of deployed members, 40% reported their *family's ability to contact them* and 36% reported *their ability to communicate with family* were a large concern
- 25% of married/separated, deployed members reported their *spouse's job or education demands* were a large concern
- 25% of deployed members with children reported their *child's/children's education* was a large concern and 22% reported *child care arrangements* were a large concern
- 44% of deployed members were satisfied and 24% were dissatisfied with *deployment compensation and incentives*

# OPS/PERSTEMPO

## Summary of Findings

### November 2003 Findings (continued)

- Deployed members used the Internet (84%), postal/telegram services (69%), and DSN telephone (69%) to contact family and friends
  - 23% used the Internet daily
- 53% of deployed members satisfied with the amount of opportunity to use the Internet to contact family and friends
  - Led by Navy, Air Force, E5-E9s, commissioned officers, Marine Corps officers, members living overseas, members living off base, and male officers

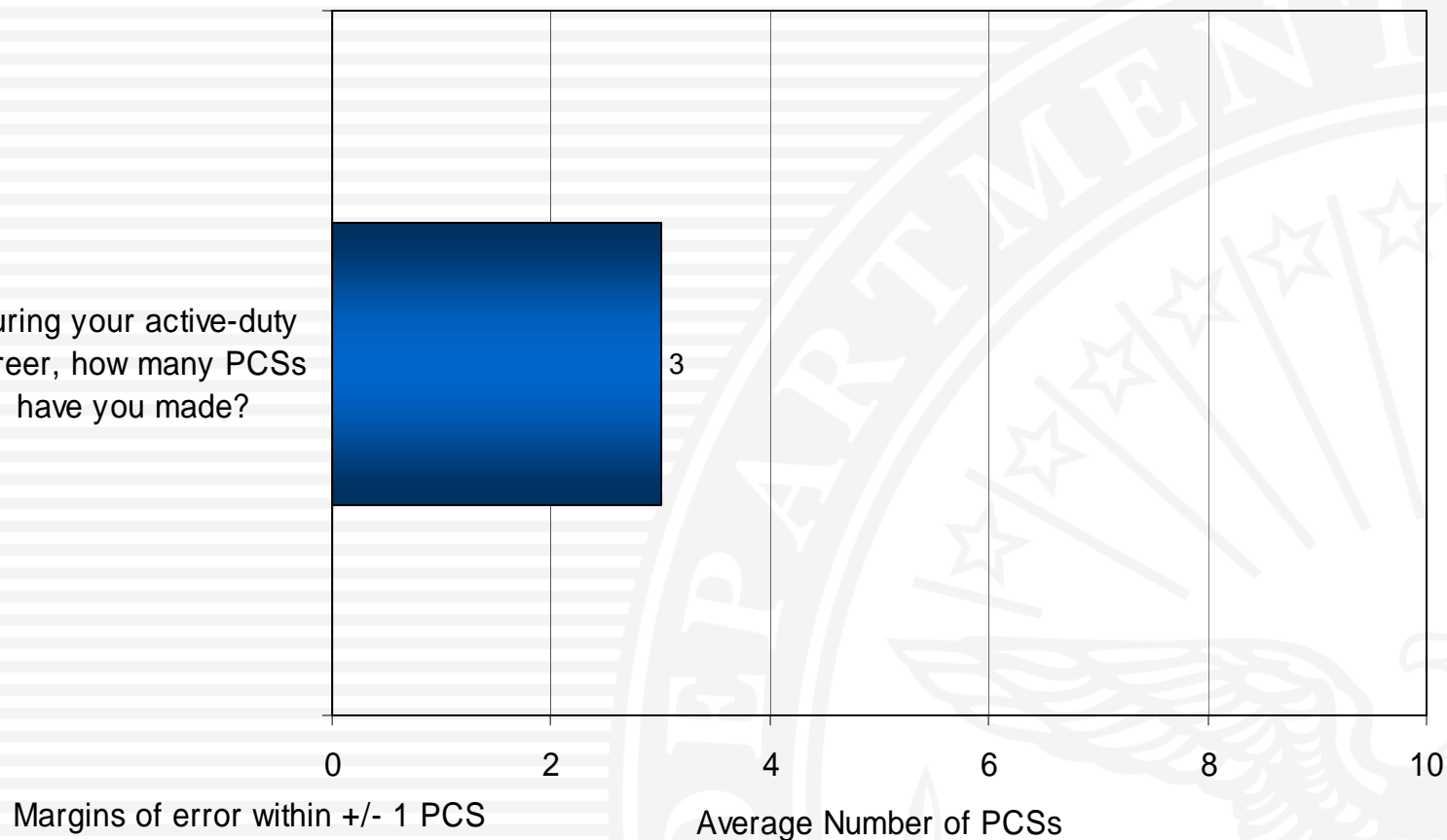
# Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- ✓ Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

# PCS Moves

## PCSs Made During Career

During your active-duty career, how many PCSs have you made?



# PCS Moves

## PCSs Made During Career

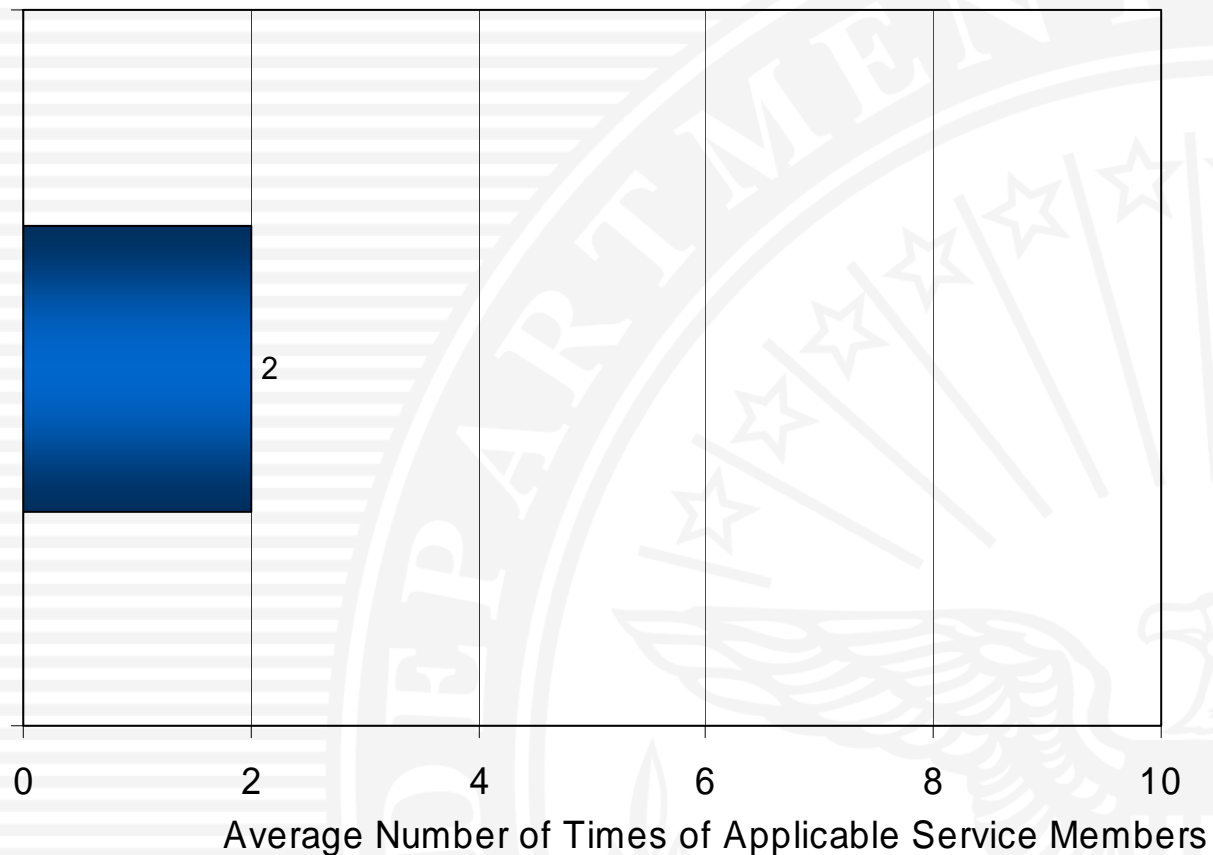
| KEY:<br>More than average<br>Less than average | Total | Army | Navy | Marine Corps | Air Force | E1-E4 | E5-E9 | O1-O3 | O4-O6 | Army Enlisted | Army Officers | Navy Enlisted | Navy Officers | Marine Corps Enlisted | Marine Corps Officers | Air Force Enlisted | Air Force Officers |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | 3     | 3    | 3    | 2            | 3         | 1     | 4     | 4     | 8     | 3             | 6             | 3             | 6             | 2                     | 6                     | 2                  | 5                  |
| Margins of error within +/- 1 PCS              |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | 3     | 3        | 3        | 2       | 4        | 3                  | 3              | 4                  | 1                   | 4                   | 3                    | 2             | 6            | 2               | 4              | 3    | 2      |
| Margins of error within +/- 1 PCS              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# PCS Moves

## Number of Family Moves Because of PCS

During your active-duty career, how many times did your family members move to a new location because of your PCS?



Margins of error within +/- 1 time

# PCS Moves

## Number of Family Moves Because of PCS

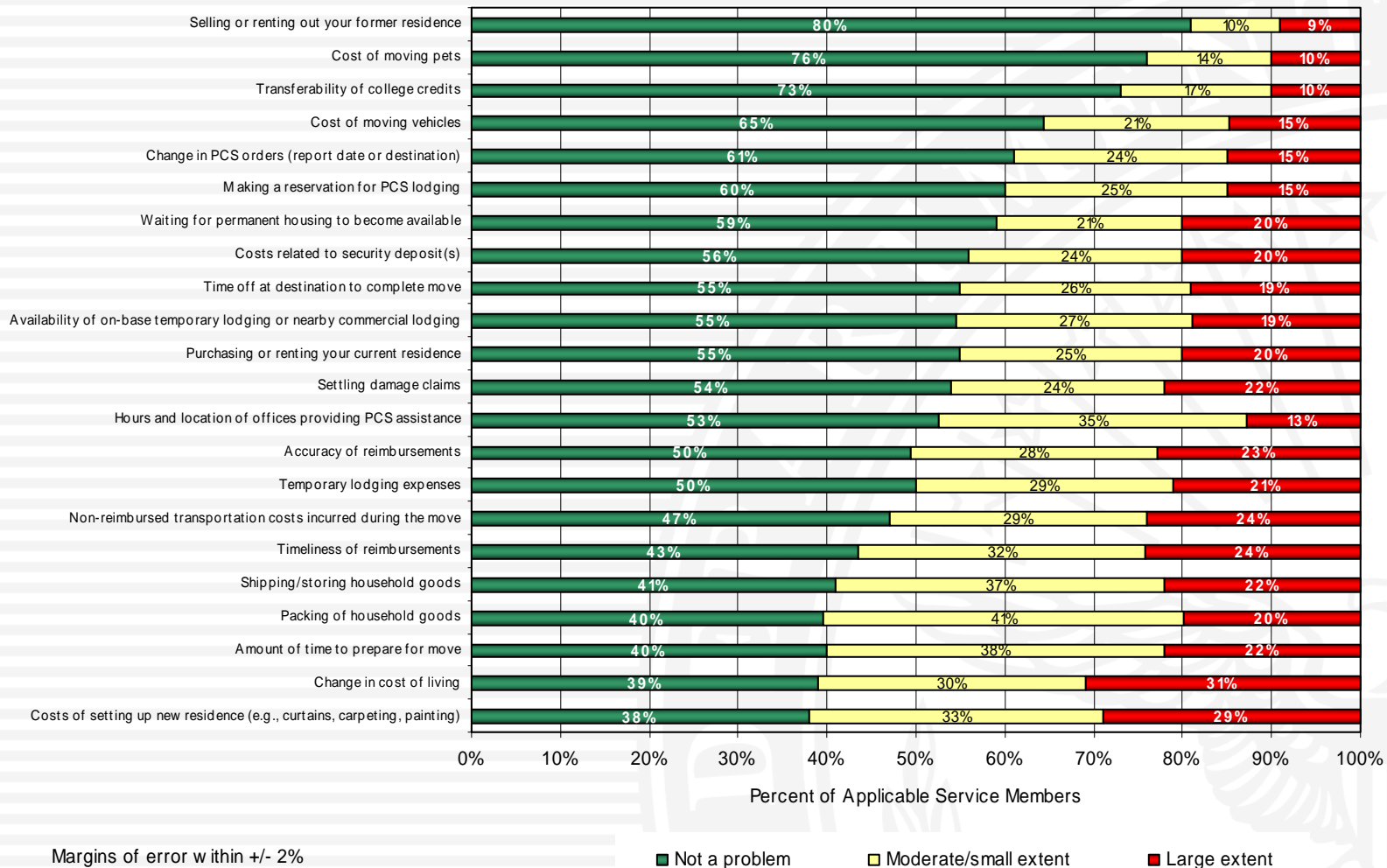
Average Number of Times of Applicable Service Members

| KEY:<br>More than average<br>Less than average | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | 2     | 2    | 2    | 1            | 2         | 0     | 3     | 3     | 6     | 2             | 5             | 1             | 5             | 1                     | 4                     | 2                  | 4                  |
| Number of times family moved due to PCS        |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Margins of error within +/- 1 time             |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | 2     | 2        | 2        | 1       | 2        | 2                  | 2              | 2                  | NA                  | 3                   | 1                    | 2             | 5            | 1               | 3              | 2    | 1      |
| Number of times family moved due to PCS        |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Margins of error within +/- 1 time             |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| NA: Not Applicable                             |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# PCS Moves

## Extent of Problems With PCS Moves





# PCS Moves

## Extent of Problems With PCS Moves

Percent of Applicable Service Members

| KEY:<br>Not a problem<br>Moderate extent<br>Large extent |              |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |
|--|--------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|--|
|  |              | Total | Army | Navy | Marine Corps | Air Force | 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 |  |
| Selling or renting out your former residence             | No problem   | 80    | 80   | 81   | 84           | 79        | 88    | 81    | 78    | 64    | 82            | 73            | 84            | 69            | 86                    | 76                    | 82                 | 72                 |  |
|  | Large extent | 9     | 10   | 9    | 6            | 9         | 4     | 9     | 10    | 17    | 9             | 14            | 8             | 14            | 5                     | 10                    | 8                  | 14                 |  |
| Cost of moving pets                                      | No problem   | 76    | 74   | 80   | 80           | 72        | 86    | 74    | 72    | 71    | 76            | 70            | 81            | 75            | 81                    | 74                    | 73                 | 64                 |  |
|  | Large extent | 10    | 12   | 8    | 8            | 12        | 6     | 12    | 10    | 10    | 11            | 12            | 8             | 9             | 8                     | 9                     | 13                 | 10                 |  |
| Transferability of college credits                       | No problem   | 73    | 69   | 78   | 75           | 74        | 73    | 68    | 87    | 90    | 65            | 86            | 75            | 89            | 72                    | 88                    | 70                 | 87                 |  |
|  | Large extent | 10    | 12   | 8    | 9            | 9         | 11    | 12    | 4     | 3     | 14            | 5             | 9             | 3             | 10                    | 4                     | 11                 | 3                  |  |
| Cost of moving vehicles                                  | No problem   | 65    | 62   | 67   | 64           | 66        | 70    | 65    | 61    | 58    | 47            | 54            | 61            | 57            | 60                    | 62                    | 54                 | 60                 |  |
|  | Large extent | 15    | 17   | 13   | 15           | 13        | 14    | 15    | 13    | 14    | 24            | 19            | 16            | 17            | 15                    | 11                    | 20                 | 13                 |  |
| Change in PCS orders                                     | No problem   | 61    | 52   | 65   | 64           | 67        | 59    | 60    | 63    | 66    | 49            | 60            | 65            | 64            | 63                    | 67                    | 67                 | 68                 |  |
|  | Large extent | 15    | 21   | 11   | 13           | 13        | 17    | 16    | 12    | 12    | 23            | 14            | 11            | 11            | 14                    | 11                    | 14                 | 11                 |  |
| Making a reservation for PCS lodging                     | No problem   | 60    | 57   | 63   | 63           | 61        | 69    | 59    | 56    | 55    | 58            | 53            | 65            | 57            | 65                    | 57                    | 62                 | 56                 |  |
|  | Large extent | 15    | 18   | 13   | 13           | 13        | 12    | 16    | 15    | 15    | 18            | 18            | 13            | 15            | 13                    | 13                    | 13                 | 12                 |  |
| Waiting for permanent housing to become available        | No problem   | 59    | 54   | 63   | 63           | 60        | 66    | 55    | 63    | 61    | 53            | 57            | 62            | 67            | 63                    | 62                    | 59                 | 62                 |  |
|  | Large extent | 20    | 24   | 19   | 18           | 17        | 16    | 22    | 19    | 20    | 24            | 24            | 19            | 16            | 18                    | 19                    | 17                 | 18                 |  |
| Costs related to security deposits                       | No problem   | 56    | 54   | 57   | 59           | 57        | 66    | 53    | 52    | 63    | 54            | 54            | 57            | 57            | 60                    | 57                    | 56                 | 60                 |  |
|  | Large extent | 20    | 21   | 20   | 17           | 18        | 16    | 23    | 17    | 11    | 22            | 16            | 21            | 15            | 18                    | 16                    | 20                 | 13                 |  |
| Time off at destination to complete move                 | No problem   | 55    | 48   | 60   | 60           | 56        | 56    | 53    | 55    | 60    | 47            | 54            | 61            | 57            | 60                    | 62                    | 54                 | 60                 |  |
|  | Large extent | 19    | 23   | 16   | 14           | 18        | 20    | 20    | 17    | 14    | 24            | 19            | 16            | 17            | 15                    | 11                    | 20                 | 13                 |  |
| Availability of on-base temporary lodging                | No problem   | 55    | 50   | 59   | 57           | 55        | 64    | 53    | 50    | 50    | 51            | 47            | 61            | 53            | 59                    | 50                    | 57                 | 50                 |  |
|  | Large extent | 19    | 24   | 16   | 16           | 15        | 16    | 20    | 20    | 18    | 25            | 21            | 16            | 19            | 16                    | 19                    | 15                 | 17                 |  |
| Purchasing or renting your current residence             | No problem   | 55    | 58   | 21   | 59           | 53        | 71    | 56    | 39    | 41    | 62            | 45            | 57            | 37            | 62                    | 45                    | 58                 | 39                 |  |
|  | Large extent | 20    | 19   | 53   | 17           | 19        | 11    | 20    | 26    | 25    | 18            | 24            | 20            | 28            | 16                    | 23                    | 16                 | 26                 |  |
| Settling damage claims                                   | No problem   | 54    | 48   | 60   | 63           | 52        | 72    | 52    | 47    | 39    | 50            | 41            | 63            | 45            | 66                    | 49                    | 56                 | 42                 |  |
|  | Large extent | 22    | 27   | 19   | 19           | 20        | 15    | 23    | 24    | 25    | 27            | 27            | 17            | 24            | 18                    | 25                    | 18                 | 23                 |  |
| Hours and location of offices providing PCS assistance   | No problem   | 53    | 47   | 57   | 58           | 54        | 52    | 54    | 47    | 53    | 47            | 47            | 59            | 49            | 59                    | 56                    | 56                 | 51                 |  |
|  | Large extent | 13    | 16   | 10   | 10           | 12        | 16    | 16    | 14    | 10    | 17            | 13            | 10            | 11            | 11                    | 8                     | 11                 | 12                 |  |
| Accuracy of reimbursements                               | No problem   | 50    | 44   | 52   | 48           | 55        | 55    | 48    | 47    | 55    | 43            | 46            | 53            | 47            | 48                    | 47                    | 54                 | 57                 |  |
|  | Large extent | 23    | 26   | 22   | 24           | 18        | 22    | 25    | 21    | 14    | 28            | 20            | 23            | 21            | 24                    | 21                    | 20                 | 13                 |  |
| Temporary lodging expenses                               | No problem   | 50    | 46   | 54   | 56           | 50        | 60    | 49    | 45    | 48    | 47            | 43            | 56            | 45            | 59                    | 47                    | 50                 | 49                 |  |
|  | Large extent | 21    | 26   | 29   | 16           | 17        | 17    | 23    | 21    | 16    | 27            | 23            | 19            | 19            | 16                    | 17                    | 18                 | 16                 |  |
| Non-reimbursed transportation costs                      | No problem   | 47    | 41   | 50   | 49           | 51        | 56    | 46    | 39    | 41    | 42            | 36            | 51            | 42            | 51                    | 41                    | 54                 | 41                 |  |
|  | Large extent | 24    | 29   | 23   | 23           | 20        | 22    | 26    | 24    | 21    | 30            | 27            | 23            | 22            | 23                    | 22                    | 20                 | 21                 |  |
| Timeliness of reimbursements                             | No problem   | 43    | 38   | 47   | 43           | 48        | 48    | 42    | 41    | 48    | 37            | 39            | 48            | 42            | 44                    | 38                    | 46                 | 51                 |  |
|  | Large extent | 24    | 28   | 23   | 26           | 20        | 25    | 26    | 22    | 15    | 29            | 24            | 24            | 21            | 26                    | 23                    | 22                 | 13                 |  |
| Shipping/storing household goods                         | No problem   | 41    | 36   | 46   | 44           | 41        | 48    | 42    | 30    | 30    | 38            | 29            | 49            | 31            | 47                    | 34                    | 44                 | 31                 |  |
|  | Large extent | 22    | 25   | 20   | 20           | 20        | 23    | 21    | 24    | 23    | 26            | 24            | 20            | 24            | 19                    | 24                    | 19                 | 23                 |  |
| Packing of household goods                               | No problem   | 40    | 34   | 46   | 46           | 39        | 47    | 41    | 30    | 29    | 36            | 29            | 50            | 31            | 49                    | 34                    | 42                 | 29                 |  |
|  | Large extent | 20    | 24   | 17   | 18           | 19        | 18    | 20    | 20    | 22    | 24            | 20            | 15            | 22            | 18                    | 20                    | 18                 | 20                 |  |
| Amount of time to prepare for move                       | No problem   | 40    | 34   | 46   | 45           | 41        | 44    | 41    | 33    | 34    | 35            | 32            | 49            | 35            | 47                    | 37                    | 43                 | 35                 |  |
|  | Large extent | 22    | 26   | 19   | 20           | 19        | 20    | 22    | 22    | 22    | 27            | 23            | 18            | 22            | 20                    | 18                    | 18                 | 21                 |  |
| Change in cost of living                                 | No problem   | 39    | 37   | 41   | 41           | 38        | 49    | 35    | 37    | 42    | 37            | 39            | 42            | 38            | 42                    | 39                    | 38                 | 40                 |  |
|  | Large extent | 31    | 33   | 30   | 28           | 31        | 25    | 35    | 26    | 23    | 35            | 26            | 30            | 27            | 29                    | 24                    | 34                 | 22                 |  |
| Costs of setting up new residence                        | No problem   | 38    | 37   | 42   | 44           | 33        | 58    | 36    | 25    | 24    | 40            | 24            | 46            | 26            | 48                    | 28                    | 36                 | 24                 |  |
|  | Large extent | 29    | 31   | 25   | 24           | 31        | 19    | 31    | 31    | 30    | 31            | 33            | 25            | 28            | 23                    | 27                    | 31                 | 32                 |  |

Margins of error within +/- 5%

# PCS Moves

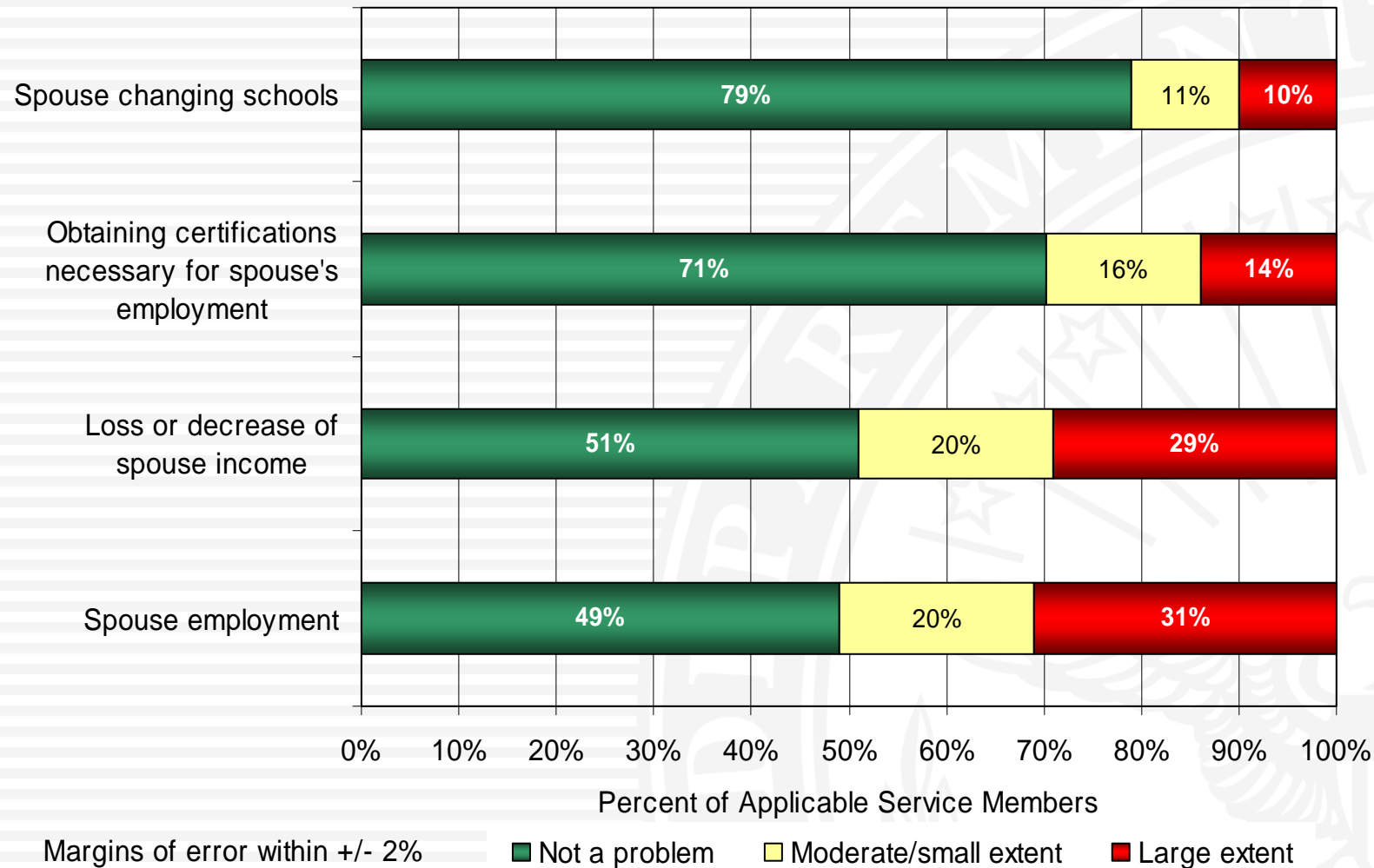
## Extent of Problems With PCS Moves

Percent of Applicable Service Members

| KEY:<br>Not a problem<br>Moderate extent<br>Large extent |              | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Selling or renting your former residence                 | No problem   | 80    | 80       | 80       | 84      | 79       | 81                 | 80             | 78                 | 90                  | 77                  | 79                   | 82            | 72           | 85              | 74             | 80   | 82     |
|  | Large extent | 9     | 9        | 9        | 7       | 10       | 9                  | 9              | 3                  | 12                  | 9                   | 8                    | 14            | 8            | 10              | 9              | 8    | 8      |
| Cost of moving pets                                      | No problem   | 76    | 75       | 77       | 77      | 75       | 73                 | 81             | 82                 | 89                  | 70                  | 71                   | 76            | 82           | 71              | 71             | 75   | 79     |
|  | Large extent | 10    | 10       | 12       | 10      | 11       | 11                 | 9              | 8                  | 5                   | 12                  | 13                   | 11            | 8            | 10              | 12             | 11   | 9      |
| Transferability of college credits                       | No problem   | 73    | 74       | 72       | 72      | 74       | 77                 | 67             | 73                 | 78                  | 71                  | 75                   | 70            | 87           | 69              | 90             | 73   | 74     |
|  | Large extent | 10    | 10       | 9        | 10      | 9        | 8                  | 12             | 11                 | 8                   | 10                  | 10                   | 11            | 4            | 11              | 3              | 10   | 9      |
| Cost of moving vehicles                                  | No problem   | 65    | 63       | 70       | 68      | 63       | 73                 | 81             | 68                 | 77                  | 59                  | 63                   | 76            | 71           | 82              | 71             | 63   | 74     |
|  | Large extent | 15    | 15       | 12       | 14      | 15       | 11                 | 9              | 12                 | 10                  | 17                  | 16                   | 11            | 10           | 8               | 12             | 15   | 10     |
| Change in PCS orders                                     | No problem   | 61    | 63       | 50       | 58      | 62       | 63                 | 56             | 61                 | 61                  | 60                  | 62                   | 59            | 64           | 62              | 67             | 65   | 63     |
|  | Large extent | 15    | 14       | 22       | 17      | 15       | 14                 | 19             | 15                 | 15                  | 16                  | 15                   | 16            | 12           | 17              | 13             | 15   | 16     |
| Making a reservation for PCS lodging                     | No problem   | 60    | 60       | 62       | 64      | 59       | 62                 | 59             | 62                 | 73                  | 54                  | 62                   | 61            | 55           | 67              | 57             | 60   | 65     |
|  | Large extent | 15    | 15       | 13       | 13      | 16       | 14                 | 16             | 14                 | 9                   | 17                  | 15                   | 15            | 15           | 13              | 17             | 15   | 14     |
| Waiting for permanent housing to become available        | No problem   | 59    | 60       | 54       | 53      | 62       | 61                 | 55             | 59                 | 82                  | 49                  | 58                   | 57            | 60           | 63              | 71             | 58   | 65     |
|  | Large extent | 20    | 21       | 19       | 22      | 20       | 19                 | 23             | 20                 | 6                   | 26                  | 22                   | 21            | 21           | 17              | 15             | 21   | 17     |
| Costs related to security deposits                       | No problem   | 56    | 55       | 59       | 70      | 49       | 58                 | 53             | 50                 | 67                  | 52                  | 57                   | 55            | 57           | 60              | 57             | 56   | 59     |
|  | Large extent | 20    | 20       | 18       | 14      | 22       | 18                 | 22             | 23                 | 13                  | 22                  | 19                   | 21            | 15           | 19              | 16             | 20   | 18     |
| Time off at destination to complete move                 | No problem   | 55    | 56       | 49       | 57      | 53       | 56                 | 52             | 54                 | 61                  | 53                  | 51                   | 53            | 58           | 59              | 54             | 54   | 58     |
|  | Large extent | 19    | 18       | 23       | 17      | 20       | 18                 | 21             | 23                 | 14                  | 20                  | 20                   | 20            | 16           | 20              | 18             | 19   | 19     |
| Availability of on-base temporary lodging                | No problem   | 55    | 54       | 56       | 58      | 53       | 55                 | 53             | 57                 | 67                  | 49                  | 55                   | 55            | 49           | 63              | 55             | 55   | 53     |
|  | Large extent | 19    | 19       | 16       | 17      | 20       | 18                 | 20             | 16                 | 11                  | 22                  | 20                   | 19            | 19           | 16              | 20             | 18   | 20     |
| Hours and location of offices providing PCS assistance   | No problem   | 53    | 55       | 43       | 51      | 53       | 53                 | 53             | 54                 | 56                  | 51                  | 54                   | 53            | 49           | 57              | 52             | 52   | 56     |
|  | Large extent | 13    | 11       | 18       | 14      | 12       | 13                 | 12             | 12                 | 12                  | 13                  | 14                   | 13            | 12           | 10              | 12             | 13   | 10     |
| Accuracy of reimbursements                               | No problem   | 50    | 50       | 48       | 53      | 48       | 51                 | 46             | 52                 | 58                  | 45                  | 50                   | 48            | 49           | 56              | 56             | 48   | 56     |
|  | Large extent | 23    | 23       | 23       | 22      | 23       | 21                 | 25             | 22                 | 18                  | 25                  | 23                   | 25            | 19           | 20              | 15             | 23   | 19     |
| Temporary lodging expenses                               | No problem   | 50    | 50       | 52       | 56      | 48       | 51                 | 50             | 51                 | 64                  | 45                  | 49                   | 51            | 45           | 58              | 48             | 49   | 56     |
|  | Large extent | 21    | 21       | 19       | 20      | 21       | 20                 | 23             | 19                 | 12                  | 25                  | 21                   | 22            | 19           | 18              | 20             | 21   | 18     |
| Non-reimbursed transportation costs                      | No problem   | 47    | 46       | 49       | 50      | 45       | 46                 | 48             | 48                 | 58                  | 41                  | 47                   | 47            | 39           | 59              | 41             | 45   | 55     |
|  | Large extent | 24    | 24       | 24       | 22      | 25       | 23                 | 26             | 23                 | 17                  | 28                  | 24                   | 26            | 24           | 18              | 22             | 25   | 19     |
| Timeliness of reimbursements                             | No problem   | 43    | 43       | 44       | 46      | 42       | 44                 | 43             | 45                 | 51                  | 40                  | 44                   | 42            | 43           | 50              | 47             | 42   | 50     |
|  | Large extent | 24    | 24       | 25       | 22      | 25       | 23                 | 27             | 23                 | 20                  | 26                  | 25                   | 26            | 20           | 22              | 16             | 25   | 21     |
| Shipping/storing household goods                         | No problem   | 41    | 42       | 35       | 42      | 40       | 39                 | 43             | 45                 | 48                  | 38                  | 39                   | 43            | 30           | 46              | 35             | 40   | 44     |
|  | Large extent | 22    | 21       | 26       | 23      | 21       | 22                 | 22             | 20                 | 18                  | 23                  | 24                   | 22            | 24           | 18              | 21             | 22   | 19     |
| Packing of household goods                               | No problem   | 40    | 41       | 36       | 41      | 39       | 38                 | 43             | 44                 | 48                  | 36                  | 40                   | 42            | 29           | 44              | 34             | 39   | 42     |
|  | Large extent | 20    | 19       | 22       | 20      | 19       | 19                 | 20             | 18                 | 13                  | 22                  | 21                   | 20            | 20           | 17              | 22             | 20   | 18     |
| Amount of time to prepare for move                       | No problem   | 40    | 42       | 34       | 41      | 40       | 21                 | 41             | 43                 | 46                  | 37                  | 41                   | 42            | 34           | 43              | 34             | 40   | 41     |
|  | Large extent | 22    | 21       | 24       | 20      | 22       | 40                 | 23             | 21                 | 16                  | 23                  | 25                   | 21            | 22           | 22              | 24             | 21   | 23     |
| Change in cost of living                                 | No problem   | 39    | 39       | 40       | 45      | 36       | 41                 | 35             | 37                 | 49                  | 35                  | 40                   | 38            | 39           | 41              | 40             | 39   | 41     |
|  | Large extent | 31    | 31       | 30       | 27      | 33       | 28                 | 35             | 32                 | 23                  | 35                  | 28                   | 33            | 25           | 31              | 25             | 31   | 30     |
| Costs of setting up new residence                        | No problem   | 38    | 37       | 41       | 49      | 32       | 36                 | 41             | 39                 | 58                  | 30                  | 35                   | 41            | 24           | 42              | 26             | 38   | 38     |
|  | Large extent | 29    | 30       | 26       | 23      | 32       | 30                 | 27             | 28                 | 16                  | 34                  | 30                   | 29            | 31           | 25              | 32             | 29   | 27     |
| Margins of error within +/- 5%                           |              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# PCS Moves

## Extent of Spouse Job and Education Problems With PCS Moves



# PCS Moves

## Extent of Spouse Job and Education Problems With PCS Moves

Percent of Applicable Service Members

|  |              | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|--------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |              |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Spouse changing schools                        | No problem   | 79    | 76   | 80   | 78           | 83        | 78    | 77    | 86    | 90    | 73            | 85            | 78            | 89            | 76                    | 85                    | 82                 | 88                 |
|  | Large extent | 10    | 12   | 10   | 8            | 7         | 11    | 11    | 7     | 4     | 13            | 7             | 12            | 5             | 9                     | 7                     | 8                  | 5                  |
| Obtaining certifications necessary for spouses | No problem   | 71    | 66   | 72   | 67           | 78        | 65    | 70    | 75    | 80    | 63            | 75            | 70            | 77            | 64                    | 75                    | 78                 | 79                 |
|  | Large extent | 14    | 16   | 13   | 14           | 11        | 13    | 14    | 13    | 10    | 17            | 13            | 13            | 11            | 15                    | 11                    | 11                 | 11                 |
| Loss or decrease in spouse income              | No problem   | 51    | 47   | 55   | 47           | 52        | 49    | 48    | 55    | 64    | 43            | 58            | 54            | 61            | 44                    | 57                    | 50                 | 58                 |
|  | Large extent | 29    | 33   | 27   | 30           | 26        | 33    | 31    | 26    | 18    | 36            | 23            | 28            | 20            | 32                    | 20                    | 27                 | 23                 |
| Spouse employment                              | No problem   | 49    | 44   | 51   | 46           | 53        | 47    | 47    | 49    | 58    | 41            | 53            | 51            | 53            | 44                    | 54                    | 52                 | 54                 |
|  | Large extent | 31    | 35   | 29   | 34           | 26        | 35    | 32    | 30    | 21    | 38            | 28            | 30            | 25            | 36                    | 26                    | 27                 | 24                 |

Margins of error within +/- 7%

# PCS Moves

## Extent of Spouse Job and Education Problems With PCS Moves

Percent of Applicable Service Members

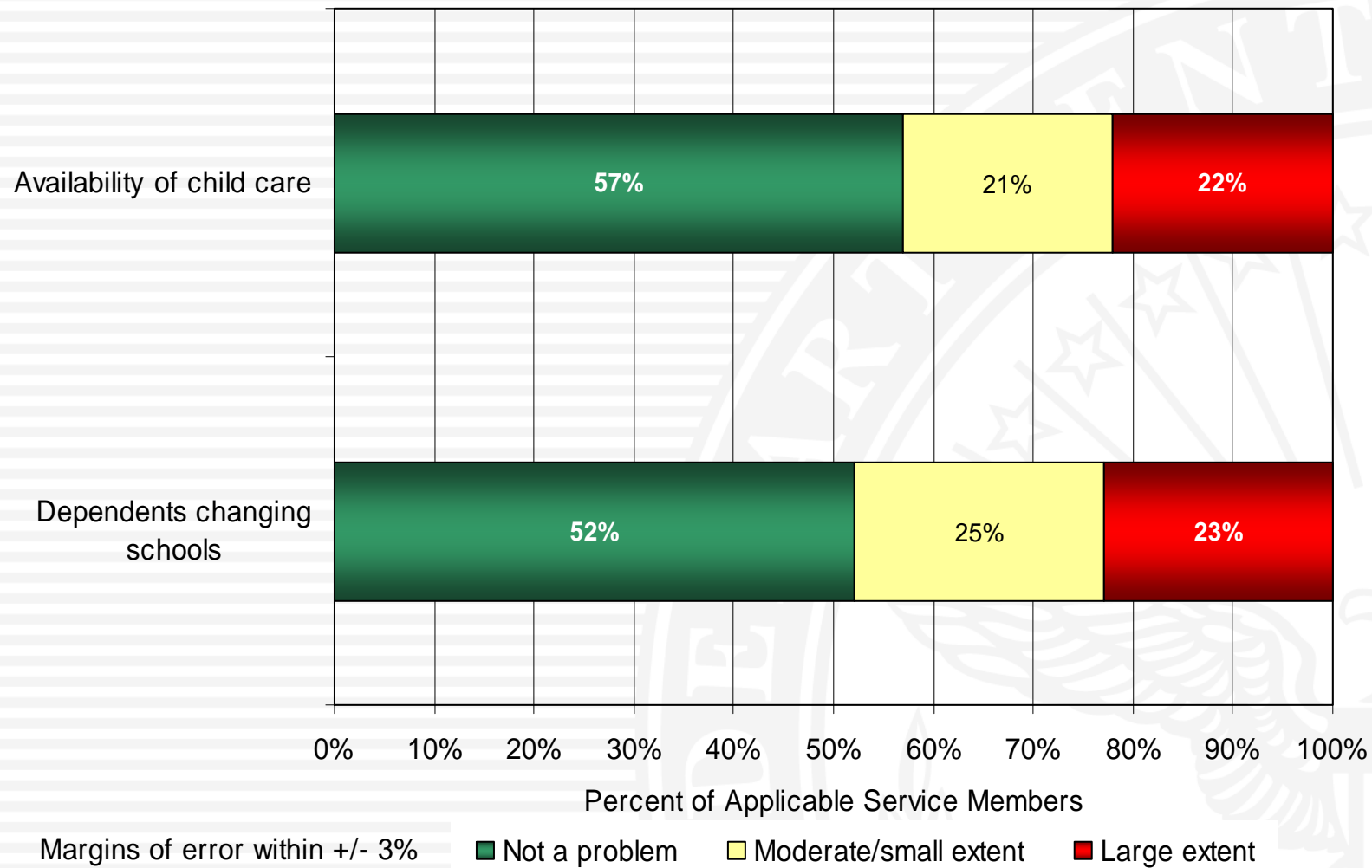
| KEY:<br>Not a problem<br>Moderate extent<br>Large extent |              | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Spouse changing schools                                  | No problem   | 79    | 80       | 77       | 78      | 80       | 83                 | 73             | NA                 | NA                  | 79                  | 81                   | 76            | 87           | 87              | 90             | 78   | 88     |
|  | Large extent | 10    | 10       | 10       | 10      | 10       | 8                  | 12             | NA                 | NA                  | 10                  | 9                    | 13            | 6            | 7               | 4              | 10   | 6      |
| Obtaining certifications necessary for spouses           | No problem   | 71    | 72       | 64       | 68      | 72       | 75                 | 63             | NA                 | NA                  | 71                  | 70                   | 68            | 76           | 83              | 83             | 70   | 83     |
|  | Large extent | 14    | 13       | 17       | 13      | 14       | 11                 | 18             | NA                 | NA                  | 13                  | 15                   | 15            | 12           | 9               | 10             | 14   | 9      |
| Loss or decrease in spouse income                        | No problem   | 51    | 52       | 43       | 47      | 52       | 53                 | 46             | NA                 | NA                  | 50                  | 52                   | 46            | 59           | 62              | 59             | 49   | 61     |
|  | Large extent | 29    | 28       | 33       | 31      | 28       | 27                 | 33             | NA                 | NA                  | 29                  | 29                   | 32            | 22           | 24              | 25             | 29   | 24     |
| Spouse employment  | No problem   | 49    | 50       | 42       | 46      | 50       | 51                 | 45             | NA                 | NA                  | 49                  | 49                   | 45            | 54           | 67              | 53             | 47   | 64     |
|  | Large extent | 31    | 30       | 36       | 32      | 30       | 29                 | 35             | NA                 | NA                  | 31                  | 32                   | 34            | 25           | 23              | 32             | 32   | 25     |

Margins of error within +/- 6%

NA: Not Applicable

# PCS Moves

## Extent of Child Care Problems With PCS Moves



# PCS Moves

## Extent of Child Care Problems With PCS Moves

Percent of Applicable Service Members

| KEY:<br>Not a problem<br>Moderate extent<br>Large extent |              | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|--------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |              |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Availability of child care                               | No problem   | 57    | 50   | 54   | 55           | 53        | 74    | 50    | 60    | 41    | 50            | 50            | 55            | 48            | 56                    | 51                    | 54                 | 48                 |
|  | Large extent | 22    | 25   | 22   | 20           | 22        | 11    | 25    | 16    | 28    | 25            | 24            | 22            | 22            | 20                    | 23                    | 22                 | 23                 |
| Dependents changing schools                              | No problem   | 52    | 54   | 59   | 57           | 58        | 47    | 56    | 59    | 66    | 52            | 61            | 58            | 64            | 55                    | 64                    | 56                 | 64                 |
|  | Large extent | 23    | 25   | 22   | 23           | 18        | 34    | 22    | 17    | 13    | 28            | 15            | 24            | 13            | 25                    | 14                    | 19                 | 14                 |

Margins of error within +/- 7%

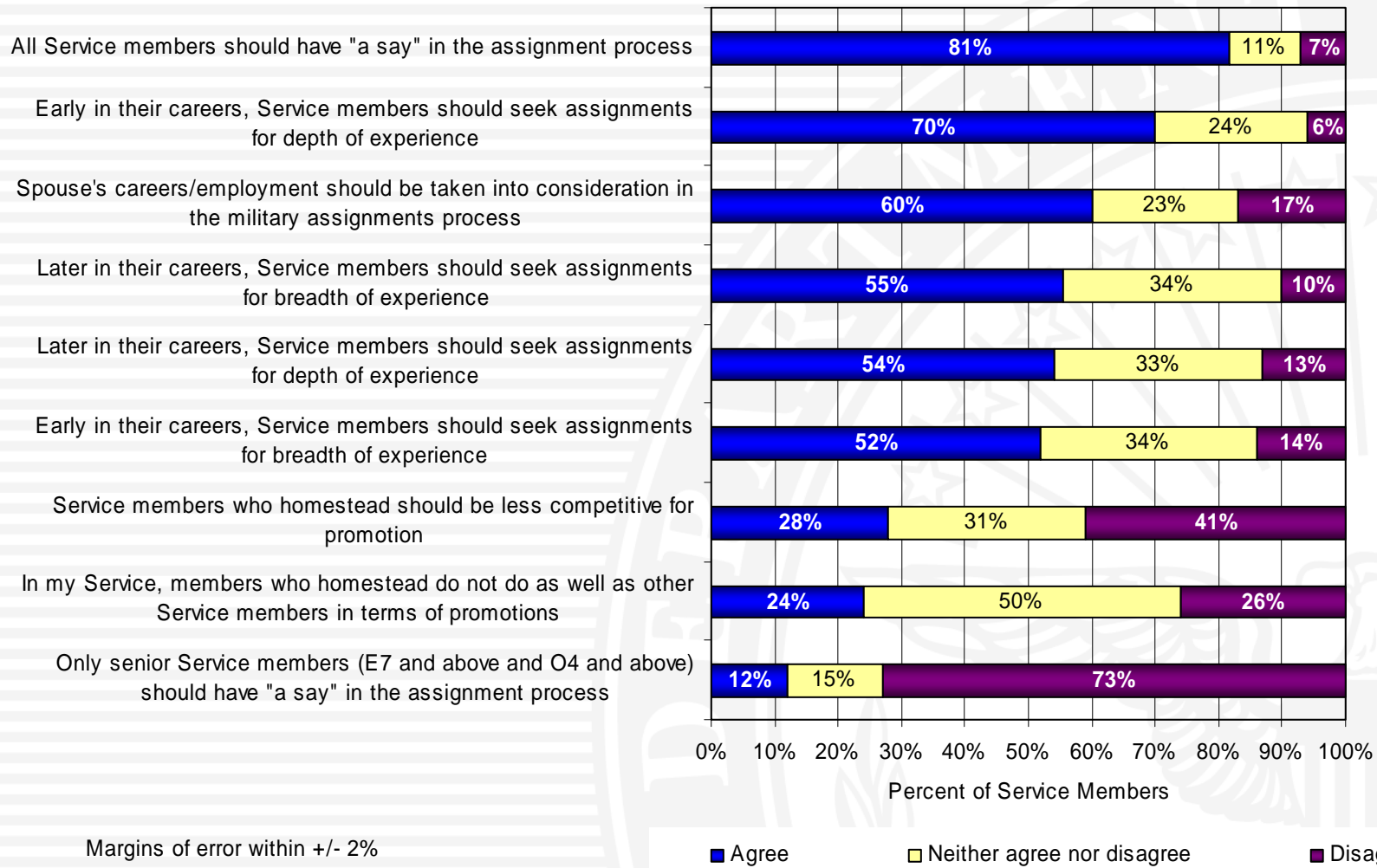
| KEY:<br>Not a problem<br>Moderate extent<br>Large extent |              | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Availability of child care                               | No problem   | 57    | 52       | 53       | 48      | 54       | 52                 | 52             | 64                 | NA                  | 51                  | NA                   | 53            | 49           | 54              | 52             | 52   | 53     |
|  | Large extent | 22    | 24       | 20       | 25      | 22       | 22                 | 24             | 18                 | NA                  | 24                  | NA                   | 23            | 23           | 24              | 27             | 23   | 24     |
| Dependents changing schools                              | No problem   | 52    | 58       | 49       | 53      | 58       | 61                 | 51             | 56                 | NA                  | 57                  | NA                   | 57            | 65           | 41              | 45             | 59   | 41     |
|  | Large extent | 23    | 21       | 27       | 21      | 22       | 18                 | 27             | 25                 | NA                  | 21                  | NA                   | 21            | 12           | 41              | 34             | 19   | 40     |

Margins of error within +/- 6%

NA: Not Applicable

# PCS Moves

## Assignment Opinions





# PCS Moves

## Assignment Opinions

Percent of Service Members

| KEY:<br>More likely to agree<br>Less likely to agree<br>More likely to disagree |          | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|----------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |          |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Members have a "say" in assignment process                                      | Agree    | 81    | 81   | 86   | 72           | 82        | 83    | 79    | 86    | 84    | 80            | 82            | 86            | 87            | 72                    | 71                    | 81                 | 87                 |
|   | Disagree | 7     | 8    | 5    | 13           | 7         | 5     | 10    | 5     | 8     | 8             | 8             | 5             | 5             | 13                    | 13                    | 7                  | 5                  |
| Early in career seek assignments for depth experience                           | Agree    | 70    | 73   | 72   | 70           | 64        | 66    | 72    | 70    | 76    | 73            | 73            | 73            | 67            | 70                    | 75                    | 61                 | 77                 |
|   | Disagree | 6     | 5    | 6    | 4            | 7         | 4     | 6     | 9     | 8     | 5             | 8             | 5             | 10            | 4                     | 6                     | 7                  | 8                  |
| Spouse career should be taken into consideration                                | Agree    | 60    | 67   | 64   | 58           | 50        | 71    | 54    | 59    | 44    | 69            | 56            | 65            | 55            | 60                    | 45                    | 50                 | 48                 |
|   | Disagree | 17    | 13   | 15   | 16           | 24        | 8     | 22    | 19    | 32    | 11            | 22            | 14            | 23            | 14                    | 32                    | 23                 | 28                 |
| Later in career seek assignments for breadth of experience                      | Agree    | 55    | 55   | 56   | 54           | 55        | 48    | 59    | 61    | 70    | 54            | 60            | 55            | 59            | 52                    | 68                    | 51                 | 73                 |
|   | Disagree | 10    | 11   | 11   | 9            | 10        | 9     | 11    | 12    | 11    | 10            | 14            | 10            | 12            | 9                     | 8                     | 10                 | 10                 |
| Later in career seek assignments for depth of experience                        | Agree    | 54    | 58   | 57   | 53           | 48        | 53    | 58    | 52    | 46    | 57            | 59            | 57            | 56            | 54                    | 47                    | 51                 | 37                 |
|   | Disagree | 13    | 12   | 12   | 13           | 16        | 10    | 13    | 18    | 27    | 12            | 15            | 12            | 14            | 12                    | 19                    | 11                 | 34                 |
| Early in career seek for breadth of experience                                  | Agree    | 52    | 52   | 57   | 49           | 47        | 49    | 55    | 51    | 46    | 51            | 57            | 57            | 58            | 50                    | 43                    | 50                 | 36                 |
|   | Disagree | 14    | 14   | 12   | 15           | 17        | 10    | 14    | 23    | 33    | 13            | 19            | 11            | 16            | 13                    | 30                    | 11                 | 41                 |
| Homesteaders should be less competitive for promotion                           | Agree    | 28    | 30   | 28   | 27           | 26        | 22    | 32    | 31    | 33    | 30            | 32            | 28            | 28            | 26                    | 30                    | 23                 | 35                 |
|   | Disagree | 41    | 36   | 43   | 40           | 47        | 37    | 45    | 42    | 44    | 35            | 41            | 43            | 46            | 40                    | 42                    | 48                 | 43                 |
| Homesteaders don't do as well in terms of promotion                             | Agree    | 24    | 23   | 26   | 20           | 24        | 18    | 24    | 30    | 44    | 22            | 27            | 25            | 34            | 19                    | 25                    | 19                 | 46                 |
|   | Disagree | 26    | 28   | 23   | 29           | 25        | 23    | 31    | 19    | 19    | 28            | 26            | 24            | 19            | 30                    | 23                    | 29                 | 12                 |
| Only senior members have a say in assignment process                            | Agree    | 12    | 14   | 8    | 15           | 11        | 7     | 15    | 10    | 14    | 13            | 16            | 8             | 11            | 15                    | 13                    | 11                 | 9                  |
|   | Disagree | 73    | 71   | 79   | 66           | 74        | 75    | 71    | 79    | 71    | 71            | 71            | 79            | 78            | 65                    | 69                    | 73                 | 77                 |
| Margins of error within +/- 4%  |          |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

# PCS Moves

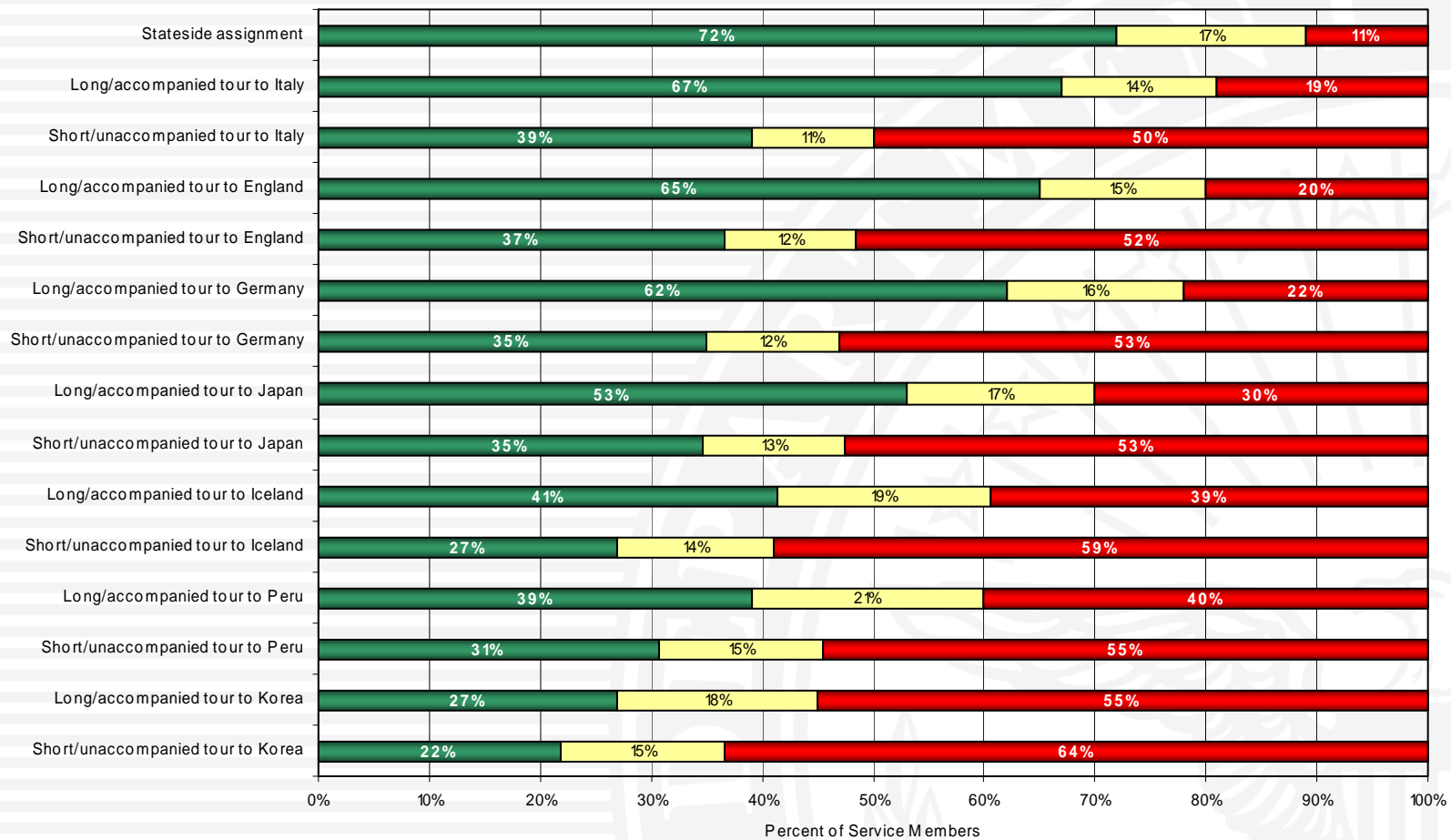
## Assignment Opinions

Percent of Service Members

| KEY:<br>More likely to agree<br>Less likely to agree<br>More likely to disagree |          | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|----------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |          |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Members have a "say" in assignment process                                      | Agree    | 81    | 82       | 81       | 81      | 82       | 82                 | 81             | 80                 | 82                  | 81                  | 83                   | 80            | 83           | 84              | 90             | 81   | 85     |
|   | Disagree | 7     | 7        | 8        | 7       | 8        | 8                  | 7              | 9                  | 6                   | 9                   | 6                    | 8             | 7            | 5               | 4              | 8    | 5      |
| Early in career seek assignments for depth experience                           | Agree    | 70    | 71       | 68       | 69      | 70       | 70                 | 70             | 71                 | 67                  | 73                  | 68                   | 70            | 74           | 64              | 70             | 71   | 65     |
|   | Disagree | 6     | 6        | 5        | 5       | 6        | 6                  | 5              | 6                  | 5                   | 6                   | 6                    | 5             | 8            | 6               | 9              | 6    | 7      |
| Spouse career should be taken into consideration                                | Agree    | 60    | 61       | 60       | 64      | 58       | 58                 | 65             | 62                 | 64                  | 55                  | 68                   | 62            | 51           | 60              | 58             | 61   | 60     |
|   | Disagree | 17    | 17       | 16       | 14      | 19       | 20                 | 12             | 16                 | 14                  | 21                  | 12                   | 15            | 26           | 16              | 19             | 17   | 17     |
| Later in career seek assignments for breadth of experience                      | Agree    | 55    | 56       | 52       | 52      | 57       | 56                 | 54             | 53                 | 51                  | 60                  | 52                   | 54            | 65           | 52              | 63             | 55   | 54     |
|   | Disagree | 10    | 11       | 10       | 9       | 11       | 10                 | 10             | 12                 | 9                   | 11                  | 10                   | 10            | 12           | 9               | 12             | 11   | 10     |
| Later in career seek assignments for depth of experience                        | Agree    | 54    | 54       | 55       | 54      | 54       | 54                 | 55             | 57                 | 52                  | 57                  | 51                   | 55            | 49           | 54              | 51             | 54   | 54     |
|   | Disagree | 13    | 13       | 13       | 11      | 14       | 13                 | 13             | 12                 | 12                  | 14                  | 14                   | 12            | 22           | 10              | 20             | 13   | 12     |
| Early in career seek for breadth of experience                                  | Agree    | 52    | 52       | 48       | 50      | 53       | 51                 | 53             | 53                 | 49                  | 54                  | 50                   | 53            | 48           | 49              | 53             | 52   | 49     |
|   | Disagree | 14    | 14       | 15       | 13      | 15       | 16                 | 11             | 11                 | 13                  | 16                  | 14                   | 12            | 27           | 11              | 22             | 15   | 12     |
| Homesteaders should be less competitive for promotion                           | Agree    | 28    | 28       | 29       | 27      | 29       | 29                 | 27             | 31                 | 27                  | 29                  | 27                   | 29            | 32           | 19              | 31             | 29   | 21     |
|   | Disagree | 41    | 43       | 36       | 37      | 44       | 43                 | 39             | 40                 | 36                  | 45                  | 44                   | 40            | 43           | 46              | 44             | 41   | 45     |
| Homesteaders don't do as well in terms of promotion                             | Agree    | 24    | 24       | 22       | 20      | 26       | 24                 | 23             | 23                 | 20                  | 27                  | 23                   | 22            | 35           | 19              | 32             | 24   | 21     |
|   | Disagree | 26    | 26       | 26       | 25      | 27       | 25                 | 27             | 31                 | 22                  | 29                  | 27                   | 27            | 20           | 27              | 20             | 26   | 26     |
| Only senior members have a say in assignment process                            | Agree    | 12    | 12       | 11       | 10      | 12       | 11                 | 13             | 13                 | 9                   | 15                  | 8                    | 12            | 13           | 7               | 8              | 12   | 8      |
|   | Disagree | 73    | 73       | 73       | 72      | 74       | 75                 | 70             | 71                 | 74                  | 71                  | 78                   | 72            | 73           | 79              | 80             | 72   | 80     |
| Margins of error within +/- 5%  |          |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# PCS Moves

## Quality of Life Assignments



Margins of error within +/- 2%

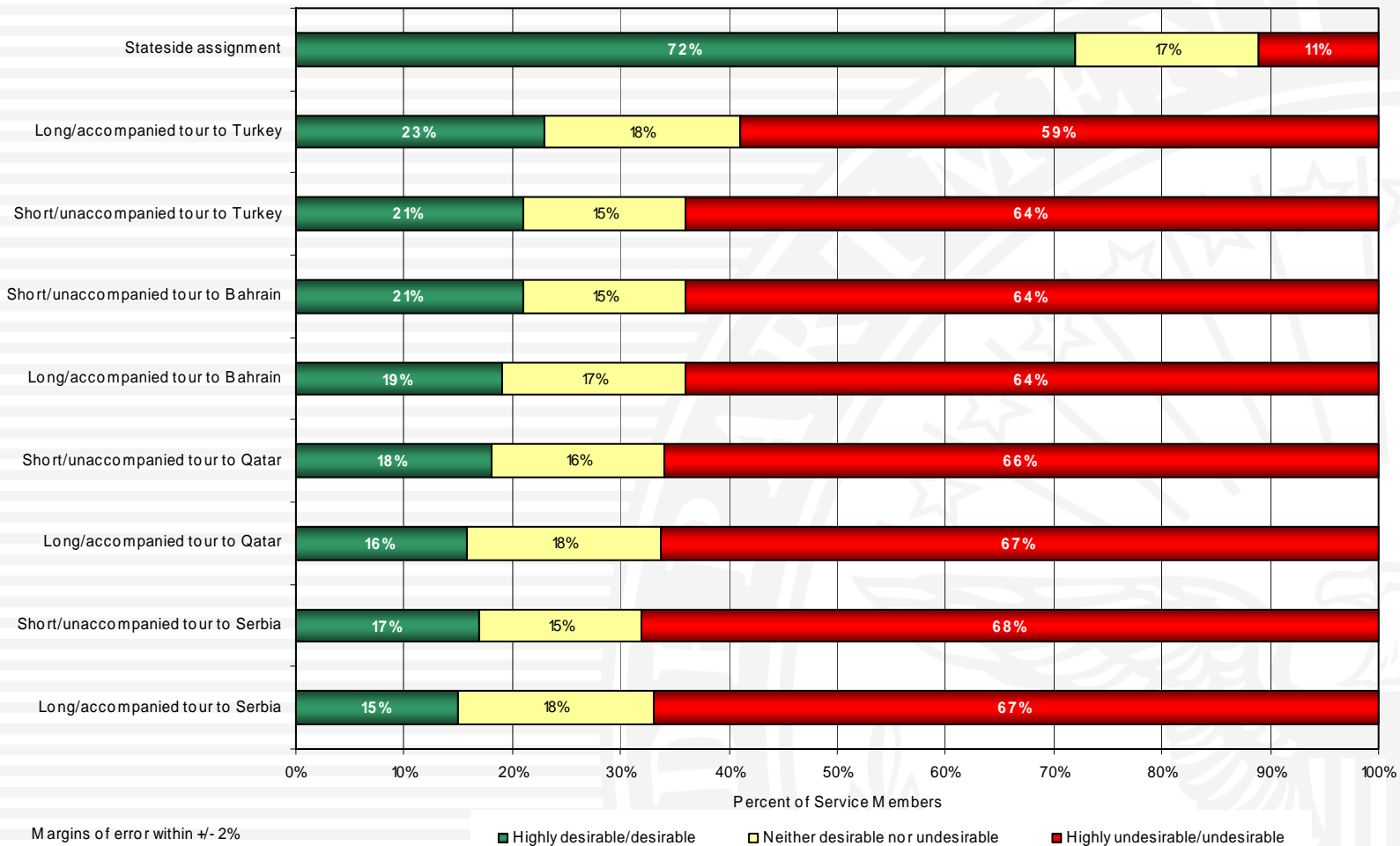
■ Highly desirable/desirable

■ Neither desirable nor undesirable

■ Highly undesirable/undesirable

# PCS Moves

## Quality of Life Assignments (Continued)



# PCS Moves

## Quality of Life Assignments

Percent of Service Members

| KEY:<br>More desirable<br>Less desirable<br>More undesirable |             | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |             |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Stateside assignment   | Desirable   | 72    | 74   | 75   | 67           | 67        | 69    | 72    | 78    | 77    | 74            | 76            | 74            | 82            | 65                    | 80                    | 65                 | 75                 |
|  | Undesirable | 11    | 10   | 10   | 11           | 15        | 11    | 12    | 7     | 9     | 10            | 8             | 10            | 6             | 12                    | 6                     | 16                 | 9                  |
| Long / accompanied tour to Italy                             | Desirable   | 67    | 70   | 59   | 72           | 70        | 71    | 63    | 77    | 63    | 70            | 71            | 58            | 65            | 72                    | 71                    | 69                 | 74                 |
|  | Undesirable | 19    | 17   | 24   | 15           | 16        | 15    | 22    | 13    | 23    | 17            | 18            | 25            | 21            | 15                    | 17                    | 17                 | 16                 |
| Short / unaccompanied tour to Italy                          | Desirable   | 39    | 39   | 38   | 53           | 35        | 60    | 26    | 35    | 14    | 42            | 26            | 40            | 25            | 55                    | 32                    | 37                 | 24                 |
|  | Undesirable | 50    | 51   | 49   | 35           | 56        | 30    | 62    | 58    | 76    | 48            | 65            | 46            | 68            | 32                    | 56                    | 53                 | 68                 |
| Long / accompanied tour to England                           | Desirable   | 65    | 69   | 61   | 66           | 63        | 65    | 62    | 77    | 69    | 67            | 74            | 59            | 73            | 65                    | 72                    | 61                 | 72                 |
|  | Undesirable | 20    | 18   | 22   | 17           | 21        | 18    | 23    | 14    | 19    | 19            | 15            | 23            | 16            | 17                    | 14                    | 22                 | 18                 |
| Short / unaccompanied tour to England                        | Desirable   | 37    | 35   | 38   | 51           | 30        | 55    | 24    | 34    | 13    | 37            | 25            | 40            | 26            | 54                    | 32                    | 32                 | 22                 |
|  | Undesirable | 52    | 53   | 50   | 36           | 60        | 33    | 63    | 58    | 77    | 51            | 64            | 47            | 67            | 33                    | 56                    | 58                 | 71                 |
| Long / accompanied tour to Germany                           | Desirable   | 62    | 63   | 55   | 64           | 67        | 63    | 59    | 72    | 65    | 63            | 65            | 54            | 66            | 63                    | 69                    | 66                 | 74                 |
|  | Undesirable | 22    | 22   | 27   | 18           | 18        | 19    | 25    | 16    | 21    | 22            | 21            | 28            | 20            | 19                    | 16                    | 19                 | 16                 |
| Short / unaccompanied tour to Germany                        | Desirable   | 35    | 33   | 33   | 49           | 32        | 54    | 22    | 31    | 13    | 35            | 21            | 35            | 24            | 52                    | 30                    | 35                 | 22                 |
|  | Undesirable | 53    | 56   | 52   | 37           | 59        | 34    | 65    | 60    | 78    | 53            | 69            | 49            | 68            | 35                    | 56                    | 56                 | 70                 |
| Long / accompanied tour to Japan                             | Desirable   | 53    | 59   | 46   | 48           | 55        | 56    | 52    | 54    | 41    | 60            | 52            | 47            | 41            | 48                    | 48                    | 56                 | 51                 |
|  | Undesirable | 30    | 26   | 35   | 32           | 29        | 26    | 33    | 29    | 40    | 25            | 33            | 35            | 40            | 32                    | 32                    | 29                 | 31                 |
| Short / unaccompanied tour to Japan                          | Desirable   | 35    | 39   | 33   | 40           | 30        | 51    | 25    | 29    | 11    | 41            | 24            | 35            | 18            | 42                    | 26                    | 32                 | 19                 |
|  | Undesirable | 53    | 50   | 54   | 45           | 59        | 36    | 62    | 61    | 79    | 47            | 64            | 51            | 72            | 43                    | 59                    | 56                 | 71                 |
| Long / accompanied tour to Iceland                           | Desirable   | 41    | 42   | 37   | 49           | 41        | 49    | 37    | 42    | 25    | 43            | 38            | 38            | 30            | 49                    | 41                    | 42                 | 35                 |
|  | Undesirable | 39    | 40   | 43   | 33           | 38        | 31    | 44    | 39    | 56    | 38            | 47            | 42            | 52            | 32                    | 40                    | 37                 | 44                 |
| Short / unaccompanied tour to Iceland                        | Desirable   | 27    | 26   | 26   | 42           | 24        | 44    | 17    | 22    | 7     | 28            | 16            | 28            | 13            | 44                    | 22                    | 27                 | 16                 |
|  | Undesirable | 59    | 61   | 58   | 42           | 64        | 41    | 70    | 67    | 84    | 59            | 74            | 55            | 78            | 40                    | 66                    | 62                 | 75                 |
| Long / accompanied tour to Peru                              | Desirable   | 39    | 39   | 36   | 46           | 38        | 45    | 35    | 41    | 27    | 40            | 34            | 37            | 32            | 47                    | 39                    | 38                 | 37                 |
|  | Undesirable | 40    | 41   | 42   | 34           | 41        | 32    | 45    | 41    | 57    | 39            | 49            | 41            | 50            | 32                    | 44                    | 40                 | 45                 |
| Short / unaccompanied tour to Peru                           | Desirable   | 31    | 31   | 30   | 44           | 26        | 45    | 22    | 27    | 9     | 33            | 19            | 32            | 18            | 46                    | 27                    | 28                 | 18                 |
|  | Undesirable | 55    | 54   | 54   | 41           | 62        | 38    | 64    | 62    | 81    | 52            | 68            | 51            | 73            | 38                    | 60                    | 59                 | 72                 |
| Long / accompanied tour to Korea                             | Desirable   | 27    | 28   | 27   | 31           | 23        | 30    | 26    | 24    | 20    | 28            | 24            | 28            | 20            | 31                    | 27                    | 24                 | 21                 |
|  | Undesirable | 55    | 55   | 53   | 48           | 61        | 50    | 59    | 58    | 65    | 55            | 57            | 51            | 65            | 48                    | 55                    | 61                 | 61                 |
| Short / unaccompanied tour to Korea                          | Desirable   | 22    | 20   | 23   | 30           | 19        | 31    | 17    | 16    | 8     | 22            | 12            | 25            | 11            | 32                    | 20                    | 20                 | 13                 |
|  | Undesirable | 64    | 65   | 61   | 52           | 70        | 53    | 69    | 72    | 82    | 64            | 73            | 58            | 81            | 50                    | 66                    | 68                 | 78                 |

Margins of error within +/- 4%

# PCS Moves

## Quality of Life Assignments

Percent of Service Members

| KEY:<br>More desirable<br>Less desirable<br>More undesirable |             | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |             |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Stateside assignment   | Desirable   | 72    | 72       | 70       | 70      | 72       | 72                 | 71             | 71                 | 67                  | 74                  | 74                   | 70            | 78           | 74              | 76             | 71   | 74     |
|  | Undesirable | 11    | 11       | 14       | 11      | 11       | 10                 | 12             | 14                 | 11                  | 11                  | 11                   | 12            | 7            | 11              | 9              | 11   | 11     |
| Long / accompanied tour to Italy                             | Desirable   | 67    | 67       | 70       | 71      | 64       | 67                 | 68             | 62                 | 67                  | 67                  | 70                   | 66            | 71           | 71              | 69             | 67   | 70     |
|  | Undesirable | 19    | 19       | 17       | 16      | 21       | 19                 | 18             | 17                 | 18                  | 20                  | 16                   | 19            | 17           | 17              | 19             | 19   | 18     |
| Short / unaccompanied tour to Italy                          | Desirable   | 39    | 38       | 44       | 51      | 31       | 37                 | 43             | 35                 | 81                  | 14                  | 19                   | 42            | 40           | 25              | 32             | 39   | 39     |
|  | Undesirable | 50    | 51       | 47       | 39      | 58       | 53                 | 45             | 50                 | 10                  | 75                  | 70                   | 46            | 51           | 67              | 61             | 49   | 53     |
| Long / accompanied tour to England                           | Desirable   | 65    | 64       | 67       | 67      | 63       | 66                 | 62             | 60                 | 61                  | 66                  | 70                   | 63            | 73           | 64              | 70             | 65   | 65     |
|  | Undesirable | 20    | 20       | 19       | 19      | 21       | 19                 | 21             | 18                 | 22                  | 20                  | 17                   | 20            | 16           | 23              | 21             | 20   | 13     |
| Short / unaccompanied tour to England                        | Desirable   | 37    | 36       | 40       | 47      | 29       | 36                 | 38             | 31                 | 78                  | 11                  | 17                   | 39            | 24           | 36              | 30             | 37   | 35     |
|  | Undesirable | 52    | 52       | 49       | 41      | 60       | 54                 | 48             | 51                 | 12                  | 77                  | 72                   | 48            | 67           | 54              | 64             | 51   | 55     |
| Long / accompanied tour to Germany                           | Desirable   | 62    | 62       | 64       | 65      | 60       | 64                 | 59             | 58                 | 59                  | 64                  | 67                   | 61            | 69           | 61              | 67             | 62   | 62     |
|  | Undesirable | 22    | 22       | 22       | 20      | 23       | 21                 | 24             | 21                 | 22                  | 22                  | 20                   | 22            | 18           | 24              | 21             | 22   | 23     |
| Short / unaccompanied tour to Germany                        | Desirable   | 35    | 34       | 38       | 46      | 27       | 34                 | 36             | 31                 | 74                  | 10                  | 16                   | 37            | 22           | 35              | 27             | 35   | 34     |
|  | Undesirable | 53    | 54       | 50       | 42      | 61       | 55                 | 50             | 54                 | 14                  | 78                  | 73                   | 50            | 69           | 54              | 64             | 53   | 56     |
| Long / accompanied tour to Japan                             | Desirable   | 53    | 52       | 59       | 57      | 50       | 50                 | 59             | 55                 | 51                  | 54                  | 55                   | 54            | 49           | 54              | 46             | 53   | 52     |
|  | Undesirable | 30    | 31       | 26       | 27      | 33       | 33                 | 26             | 24                 | 30                  | 32                  | 29                   | 29            | 33           | 31              | 38             | 30   | 32     |
| Short / unaccompanied tour to Japan                          | Desirable   | 35    | 34       | 39       | 44      | 28       | 32                 | 39             | 34                 | 67                  | 14                  | 18                   | 38            | 21           | 32              | 22             | 36   | 30     |
|  | Undesirable | 53    | 53       | 49       | 43      | 59       | 56                 | 46             | 51                 | 19                  | 74                  | 70                   | 49            | 68           | 56              | 68             | 52   | 58     |
| Long / accompanied tour to Iceland                           | Desirable   | 41    | 41       | 45       | 47      | 37       | 43                 | 39             | 37                 | 42                  | 39                  | 46                   | 43            | 35           | 41              | 34             | 42   | 39     |
|  | Undesirable | 39    | 40       | 37       | 34      | 43       | 38                 | 41             | 39                 | 35                  | 44                  | 36                   | 37            | 46           | 42              | 49             | 39   | 43     |
| Short / unaccompanied tour to Iceland                        | Desirable   | 27    | 27       | 30       | 38      | 20       | 28                 | 27             | 22                 | 58                  | 9                   | 12                   | 30            | 16           | 25              | 16             | 28   | 23     |
|  | Undesirable | 59    | 60       | 55       | 48      | 67       | 60                 | 57             | 61                 | 24                  | 80                  | 77                   | 55            | 74           | 63              | 75             | 58   | 65     |
| Long / accompanied tour to Peru                              | Desirable   | 39    | 37       | 46       | 43      | 36       | 36                 | 43             | 38                 | 44                  | 34                  | 41                   | 40            | 36           | 40              | 33             | 39   | 39     |
|  | Undesirable | 40    | 42       | 35       | 35      | 44       | 43                 | 37             | 40                 | 32                  | 48                  | 39                   | 39            | 48           | 40              | 48             | 40   | 41     |
| Short / unaccompanied tour to Peru                           | Desirable   | 31    | 30       | 37       | 39      | 25       | 28                 | 36             | 28                 | 61                  | 13                  | 15                   | 34            | 19           | 29              | 21             | 31   | 27     |
|  | Undesirable | 55    | 56       | 49       | 45      | 62       | 59                 | 48             | 56                 | 21                  | 75                  | 73                   | 51            | 70           | 57              | 69             | 54   | 59     |
| Long / accompanied tour to Korea                             | Desirable   | 27    | 26       | 29       | 28      | 26       | 24                 | 32             | 31                 | 26                  | 27                  | 28                   | 27            | 22           | 31              | 22             | 26   | 30     |
|  | Undesirable | 55    | 56       | 53       | 52      | 58       | 59                 | 49             | 48                 | 52                  | 59                  | 55                   | 55            | 60           | 51              | 61             | 56   | 53     |
| Short / unaccompanied tour to Korea                          | Desirable   | 22    | 21       | 23       | 27      | 18       | 19                 | 27             | 23                 | 40                  | 10                  | 12                   | 23            | 13           | 23              | 14             | 22   | 22     |
|  | Undesirable | 64    | 64       | 63       | 57      | 69       | 69                 | 56             | 60                 | 41                  | 78                  | 76                   | 61            | 76           | 64              | 76             | 63   | 66     |

Margins of error within +/- 5%

# PCS Moves

## Quality of Life Assignments (Continued)

Percent of Service Members

| KEY:<br>More desirable<br>Less desirable<br>More undesirable |             | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |             |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Stateside assignment   | Desirable   | 72    | 74   | 75   | 67           | 67        | 69    | 72    | 78    | 77    | 74            | 76            | 74            | 82            | 65                    | 80                    | 65                 | 75                 |
|  | Undesirable | 11    | 10   | 10   | 11           | 15        | 11    | 12    | 7     | 9     | 10            | 8             | 10            | 6             | 12                    | 6                     | 16                 | 9                  |
| Long / accompanied tour to Turkey                            | Desirable   | 23    | 22   | 20   | 25           | 26        | 26    | 21    | 24    | 17    | 23            | 19            | 20            | 19            | 25                    | 22                    | 26                 | 23                 |
|  | Undesirable | 59    | 61   | 61   | 54           | 57        | 52    | 64    | 59    | 66    | 60            | 66            | 60            | 65            | 53                    | 64                    | 57                 | 56                 |
| Short / unaccompanied tour to Turkey                         | Desirable   | 21    | 19   | 19   | 30           | 20        | 30    | 15    | 18    | 7     | 20            | 13            | 21            | 12            | 32                    | 19                    | 22                 | 12                 |
|  | Undesirable | 64    | 66   | 65   | 51           | 68        | 52    | 72    | 70    | 84    | 64            | 76            | 63            | 79            | 49                    | 67                    | 65                 | 77                 |
| Long / accompanied tour to Bahrain                           | Desirable   | 19    | 17   | 26   | 22           | 14        | 23    | 18    | 15    | 13    | 18            | 13            | 28            | 18            | 23                    | 16                    | 15                 | 12                 |
|  | Undesirable | 64    | 66   | 58   | 56           | 71        | 55    | 64    | 70    | 75    | 65            | 73            | 56            | 69            | 54                    | 70                    | 70                 | 74                 |
| Short / unaccompanied tour to Bahrain                        | Desirable   | 21    | 19   | 26   | 28           | 14        | 28    | 18    | 17    | 8     | 21            | 13            | 28            | 15            | 29                    | 18                    | 15                 | 11                 |
|  | Undesirable | 64    | 66   | 58   | 53           | 74        | 54    | 70    | 73    | 82    | 64            | 75            | 56            | 76            | 51                    | 69                    | 73                 | 79                 |
| Long / accompanied tour to Qatar                             | Desirable   | 16    | 18   | 14   | 19           | 12        | 20    | 13    | 14    | 11    | 19            | 14            | 14            | 12            | 19                    | 14                    | 12                 | 12                 |
|  | Undesirable | 67    | 65   | 66   | 60           | 73        | 58    | 72    | 72    | 77    | 64            | 72            | 65            | 75            | 58                    | 72                    | 72                 | 76                 |
| Short / unaccompanied tour to Qatar                          | Desirable   | 18    | 20   | 16   | 25           | 14        | 25    | 14    | 15    | 8     | 22            | 13            | 17            | 11            | 26                    | 16                    | 15                 | 10                 |
|  | Undesirable | 66    | 64   | 66   | 56           | 74        | 55    | 72    | 74    | 83    | 62            | 75            | 64            | 80            | 54                    | 70                    | 73                 | 80                 |
| Long / accompanied tour to Serbia                            | Desirable   | 15    | 15   | 14   | 19           | 13        | 19    | 12    | 14    | 9     | 16            | 12            | 15            | 10            | 20                    | 13                    | 13                 | 12                 |
|  | Undesirable | 67    | 66   | 67   | 59           | 72        | 58    | 73    | 71    | 80    | 65            | 73            | 66            | 77            | 58                    | 71                    | 71                 | 76                 |
| Short / unaccompanied tour to Serbia                         | Desirable   | 17    | 18   | 15   | 26           | 12        | 25    | 12    | 15    | 7     | 20            | 11            | 16            | 10            | 26                    | 18                    | 13                 | 10                 |
|  | Undesirable | 68    | 66   | 69   | 54           | 76        | 56    | 75    | 74    | 85    | 64            | 77            | 66            | 82            | 53                    | 64                    | 75                 | 80                 |

Margins of error within +/- 4%



# PCS Moves

## Quality of Life Assignments (Continued)

Percent of Service Members

| KEY:<br>More desirable<br>Less desirable<br>More undesirable |             | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |             |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Stateside assignment   | Desirable   | 72    | 72       | 70       | 70      | 72       | 72                 | 71             | 71                 | 67                  | 74                  | 74                   | 70            | 78           | 74              | 76             | 71   | 74     |
|  | Undesirable | 11    | 11       | 14       | 11      | 11       | 10                 | 12             | 14                 | 11                  | 11                  | 11                   | 12            | 7            | 11              | 9              | 11   | 11     |
| Long / accompanied tour to Turkey                            | Desirable   | 23    | 23       | 24       | 25      | 22       | 21                 | 26             | 27                 | 24                  | 20                  | 26                   | 23            | 20           | 26              | 24             | 22   | 26     |
|  | Undesirable | 59    | 60       | 56       | 56      | 66       | 61                 | 55             | 52                 | 53                  | 65                  | 58                   | 59            | 63           | 53              | 58             | 60   | 54     |
| Short / unaccompanied tour to Turkey                         | Desirable   | 21    | 20       | 24       | 27      | 16       | 19                 | 24             | 22                 | 39                  | 9                   | 10                   | 23            | 12           | 20              | 15             | 21   | 19     |
|  | Undesirable | 64    | 65       | 61       | 57      | 70       | 67                 | 59             | 61                 | 41                  | 79                  | 78                   | 62            | 76           | 64              | 74             | 64   | 65     |
| Long / accompanied tour to Bahrain                           | Desirable   | 19    | 19       | 21       | 21      | 18       | 17                 | 23             | 22                 | 23                  | 16                  | 20                   | 20            | 14           | 21              | 15             | 19   | 20     |
|  | Undesirable | 64    | 64       | 60       | 60      | 67       | 67                 | 59             | 58                 | 56                  | 71                  | 64                   | 63            | 72           | 60              | 71             | 64   | 61     |
| Short / unaccompanied tour to Bahrain                        | Desirable   | 21    | 20       | 23       | 25      | 17       | 18                 | 25             | 24                 | 35                  | 12                  | 11                   | 23            | 13           | 18              | 14             | 21   | 18     |
|  | Undesirable | 64    | 65       | 62       | 58      | 69       | 68                 | 58             | 61                 | 45                  | 76                  | 77                   | 62            | 77           | 66              | 75             | 64   | 67     |
| Long / accompanied tour to Qatar                             | Desirable   | 16    | 15       | 18       | 18      | 14       | 14                 | 18             | 18                 | 18                  | 13                  | 16                   | 16            | 13           | 15              | 13             | 16   | 15     |
|  | Undesirable | 67    | 68       | 62       | 61      | 71       | 69                 | 63             | 63                 | 58                  | 74                  | 68                   | 66            | 74           | 64              | 73             | 67   | 66     |
| Short / unaccompanied tour to Qatar                          | Desirable   | 18    | 18       | 20       | 23      | 15       | 16                 | 21             | 20                 | 31                  | 10                  | 10                   | 20            | 12           | 15              | 12             | 19   | 14     |
|  | Undesirable | 66    | 67       | 63       | 59      | 72       | 70                 | 61             | 63                 | 47                  | 78                  | 78                   | 64            | 77           | 67              | 77             | 66   | 69     |
| Long / accompanied tour to Serbia                            | Desirable   | 15    | 14       | 17       | 17      | 13       | 15                 | 15             | 15                 | 18                  | 12                  | 16                   | 16            | 12           | 15              | 12             | 15   | 14     |
|  | Undesirable | 67    | 68       | 64       | 62      | 71       | 68                 | 65             | 65                 | 58                  | 75                  | 68                   | 66            | 75           | 65              | 74             | 67   | 67     |
| Short / unaccompanied tour to Serbia                         | Desirable   | 17    | 16       | 19       | 22      | 13       | 16                 | 18             | 19                 | 31                  | 8                   | 9                    | 19            | 11           | 14              | 9              | 17   | 13     |
|  | Undesirable | 68    | 69       | 65       | 60      | 74       | 70                 | 64             | 66                 | 48                  | 80                  | 79                   | 65            | 78           | 69              | 80             | 68   | 71     |

Margins of error within +/- 5%



# PCS Moves

## Summary of Findings

### November 2003 Findings

- Members reported an average of 3 PCS moves during their career
  - More frequent moves reported by Army, Navy, E5-E9s, commissioned officers, Marine Corps officers, Air Force officers, members living off base, non-minorities, singles with children, married with children, female officers, and males
- Members reported family members had moved an average of 2 times
  - More frequent moves reported by Army, Air Force, E5-E9s, commissioned officers, Navy officers, Marine Corps officers, members living off base, non-minorities, married with children, female officers, and males
- 31% reported a *change in cost of living* and 29% reported *costs of setting up new residence* were a large problem for their most recent PCS
- 31% of married/separated members reported *spouse employment* and 29% reported *loss or decrease of spouse income* were a large problem for their most recent PCS
- 23% of members with children reported *dependents changing schools* and 22% reported *availability of child care* were a large problem for their most recent PCS

# PCS Moves

## Summary of Findings

### November 2003 Findings (continued)

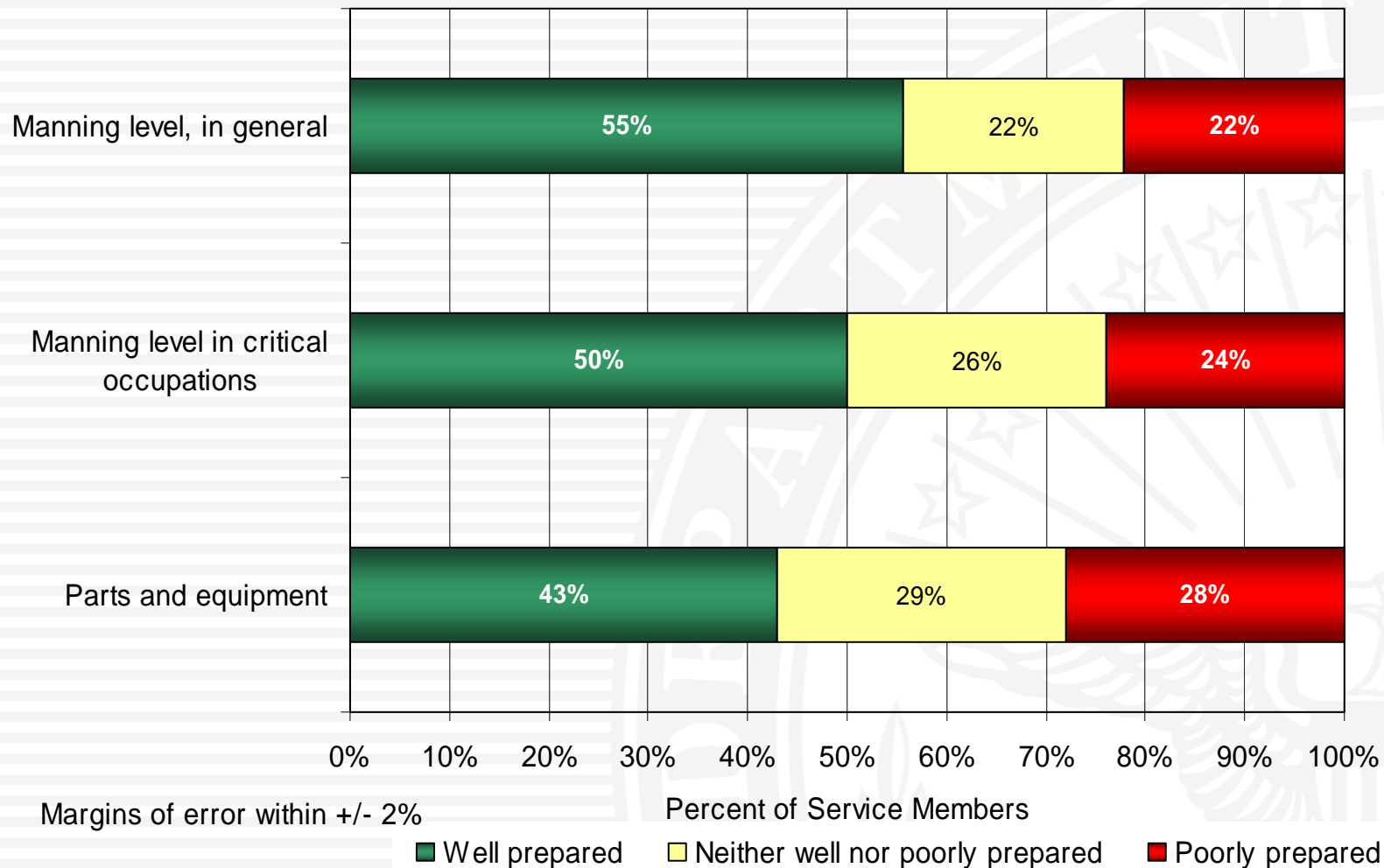
- 81% agreed all Service members should have “a say” in the assignment process
  - Led by Navy, O1-O3s, Air Force officers, and females
- 72% desired a stateside assignment
  - Led by Army, Navy, commissioned officers, Marine Corps officers, married with children, and male officers
- 62% to 67% desired a long/accompanied tour to Europe (Italy, England or Germany) and 35% to 39% desired a short/unaccompanied tour
- 15% to 19% desired a long/accompanied tour to Middle East (Bahrain, Qatar or Serbia) and 17% to 21% desired a short/unaccompanied tour

# Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- ✓ Readiness
- Off-duty education for Service members
- Major findings

# Readiness

## Aspects of Unit Preparedness To Perform Mission



# Readiness

## Aspects of Unit Preparedness To Perform Mission

Percent of Service Members

| KEY:<br>More well prepared<br>Less well prepared<br>More poorly prepared |        | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|--------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |        |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Manning level, in general  | Well   | 55    | 48   | 61   | 62           | 56        | 62    | 51    | 53    | 50    | 48            | 48            | 62            | 55            | 63                    | 54                    | 58                 | 50                 |
|  | Poorly | 22    | 26   | 20   | 15           | 24        | 18    | 26    | 25    | 23    | 26            | 25            | 20            | 21            | 15                    | 20                    | 23                 | 28                 |
| Manning level in critical occupations                                    | Well   | 50    | 45   | 54   | 56           | 49        | 56    | 46    | 47    | 46    | 46            | 41            | 54            | 52            | 57                    | 50                    | 50                 | 45                 |
|  | Poorly | 24    | 27   | 22   | 18           | 26        | 19    | 27    | 28    | 28    | 26            | 29            | 21            | 25            | 17                    | 23                    | 25                 | 32                 |
| Parts and equipment  | Well   | 43    | 36   | 44   | 47           | 50        | 45    | 41    | 44    | 48    | 35            | 38            | 43            | 45            | 47                    | 43                    | 50                 | 52                 |
|  | Poorly | 28    | 35   | 27   | 27           | 22        | 28    | 30    | 26    | 16    | 36            | 27            | 28            | 22            | 28                    | 25                    | 23                 | 17                 |

Margins of error within +/- 5%

# Readiness

## Aspects of Unit Preparedness To Perform Mission

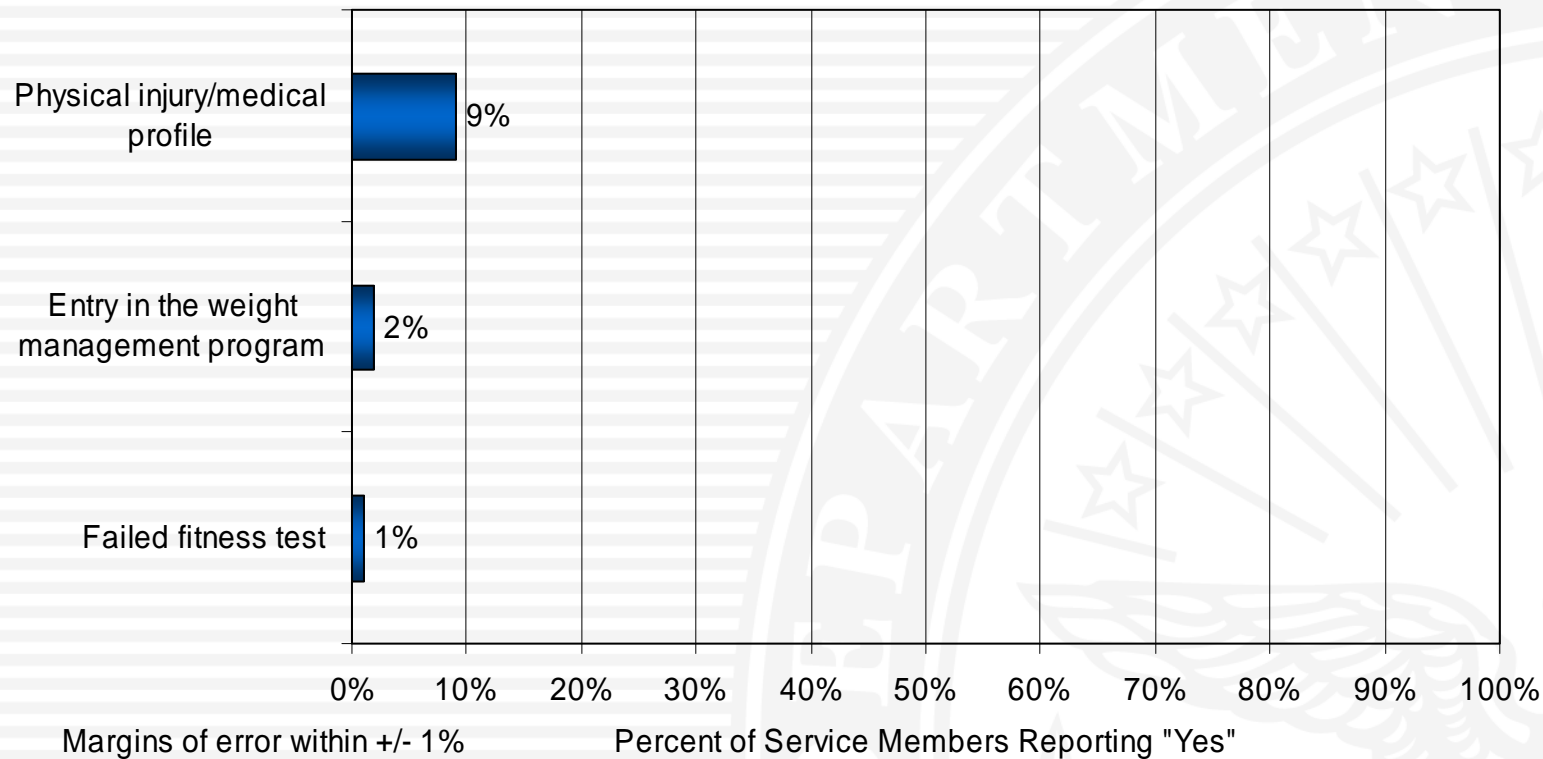
Percent of Service Members

| KEY:<br>More well prepared<br>Less well prepared<br>More poorly prepared |        | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|--------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |        |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Manning level, in general  | Well   | 55    | 56       | 53       | 59      | 53       | 55                 | 56             | 55                 | 61                  | 51                  | 54                   | 56            | 51           | 54              | 49             | 56   | 53     |
|  | Poorly | 22    | 22       | 24       | 20      | 24       | 24                 | 20             | 23                 | 18                  | 25                  | 24                   | 22            | 24           | 22              | 27             | 22   | 23     |
| Manning level in critical occupations                                    | Well   | 50    | 50       | 47       | 53      | 47       | 48                 | 52             | 51                 | 55                  | 46                  | 49                   | 51            | 47           | 48              | 43             | 50   | 47     |
|  | Poorly | 24    | 24       | 27       | 21      | 26       | 26                 | 21             | 23                 | 20                  | 27                  | 25                   | 23            | 28           | 23              | 31             | 24   | 25     |
| Parts and equipment  | Well   | 43    | 44       | 41       | 44      | 43       | 40                 | 48             | 43                 | 45                  | 41                  | 44                   | 42            | 45           | 45              | 43             | 43   | 45     |
|  | Poorly | 28    | 28       | 34       | 29      | 28       | 31                 | 24             | 29                 | 28                  | 29                  | 28                   | 30            | 22           | 26              | 23             | 29   | 26     |

Margins of error within +/- 5%

# Readiness

## Reason Unable To Deploy



# Readiness

## Reason Unable To Deploy

Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Physical injury/medical profile  | Yes | 9     | 10   | 6    | 8            | 11        | 10    | 8     | 5     | 6     | 10            | 7             | 7             | 4             | 9                     | 97                    | 12                 | 7                  |
|  | No  | 91    | 90   | 94   | 92           | 89        | 90    | 92    | 95    | 94    | 90            | 93            | 93            | 96            | 91                    | 3                     | 88                 | 93                 |
| Entry in the weight management program   | Yes | 2     | 2    | 1    | 1            | 2         | 3     | 1     | 0     | 0     | 2             | 1             | 1             | 0             | 1                     | 0                     | 2                  | 0                  |
|  | No  | 98    | 98   | 99   | 99           | 98        | 97    | 99    | 100   | 100   | 98            | 99            | 99            | 100           | 99                    | 100                   | 98                 | 100                |
| Failed fitness test  | Yes | 1     | 2    | 1    | 1            | 0         | 2     | 1     | 0     | 0     | 2             | 1             | 1             | 0             | 1                     | 0                     | 1                  | 0                  |
|  | No  | 99    | 98   | 99   | 99           | 100       | 98    | 99    | 100   | 100   | 98            | 99            | 99            | 100           | 99                    | 100                   | 99                 | 100                |

Margins of error within +/- 3%



# Readiness

## Reason Unable To Deploy

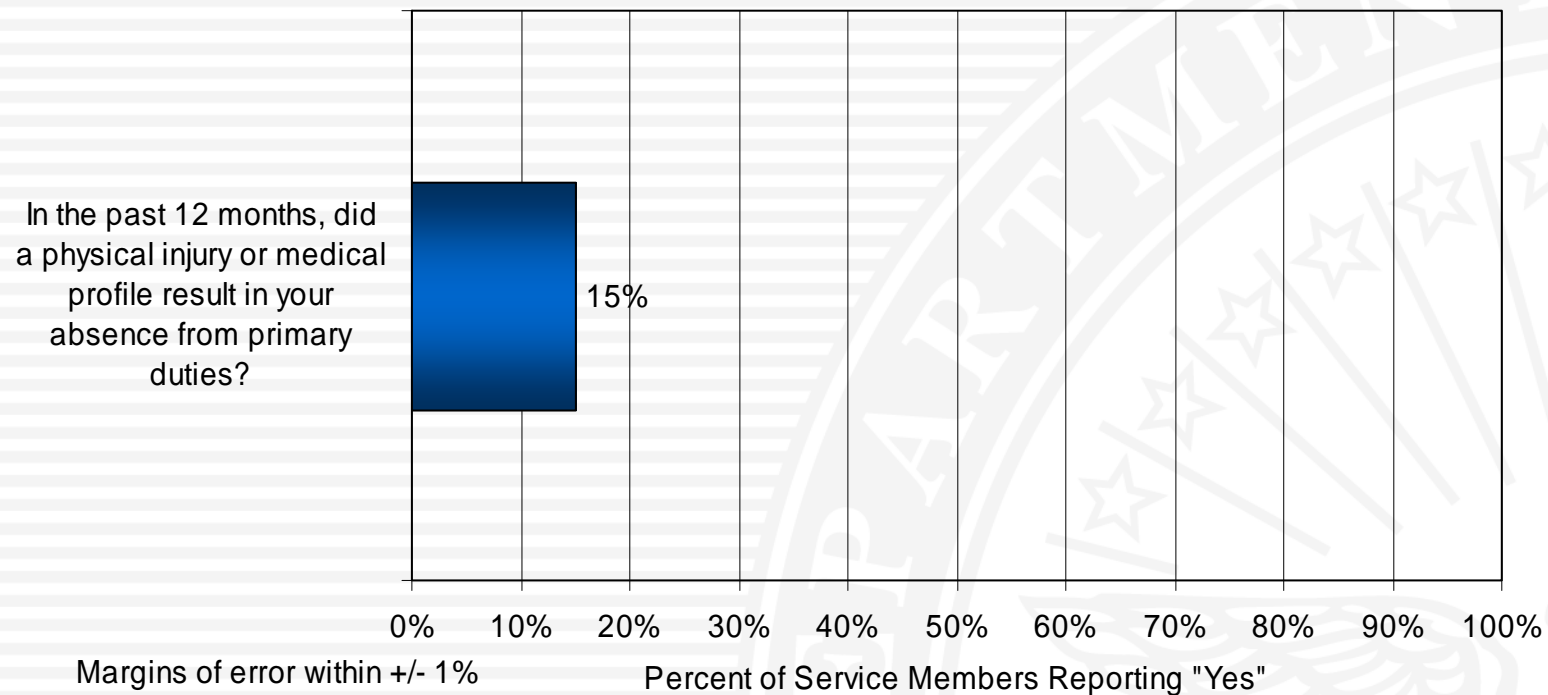
Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Physical injury/medical profile  | Yes | 9     | 9        | 7        | 8       | 10       | 9                  | 9              | 14                 | 7                   | 9                   | 9                    | 8             | 5            | 19              | 13             | 7    | 18     |
|  | No  | 91    | 91       | 93       | 92      | 90       | 91                 | 91             | 86                 | 93                  | 91                  | 91                   | 92            | 96           | 81              | 87             | 93   | 82     |
| Entry in the weight management program   | Yes | 2     | 2        | 1        | 2       | 1        | 2                  | 2              | 3                  | 1                   | 1                   | 2                    | 2             | 1            | 3               | 1              | 1    | 3      |
|  | No  | 98    | 98       | 99       | 98      | 99       | 98                 | 98             | 97                 | 99                  | 99                  | 98                   | 98            | 99           | 97              | 99             | 99   | 97     |
| Failed fitness test  | Yes | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 2                  | 1                   | 1                   | 1                    | 1             | 1            | 2               | 0              | 1    | 2      |
|  | No  | 99    | 99       | 99       | 99      | 99       | 99                 | 99             | 98                 | 99                  | 99                  | 99                   | 99            | 99           | 98              | 100            | 99   | 98     |

Margins of error within +/- 4%

# Readiness

## Absence From Duties for Injury or Medical Profile



# Readiness

## Absence From Duties for Injury or Medical Profile

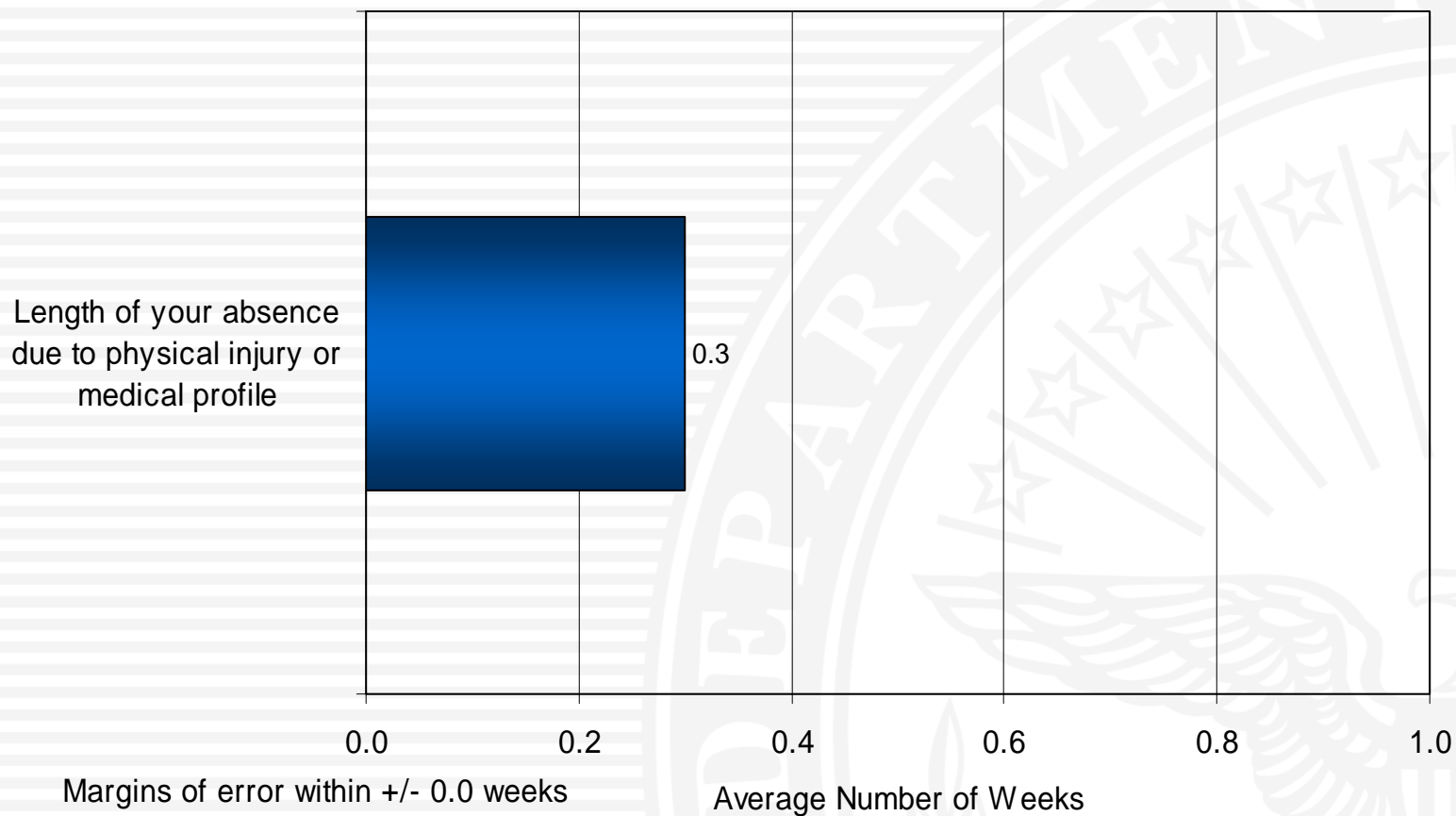
Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
| Injury or medical profile that resulted in absence from duties                         | Yes | 15    | 17   | 12   | 17           | 14        | 18    | 14    | 8     | 10    | 19            | 10            | 12            | 9             | 18                    | 8                     | 15                 | 9                  |
|  | No  | 85    | 83   | 88   | 83           | 86        | 82    | 86    | 92    | 90    | 82            | 90            | 88            | 91            | 82                    | 92                    | 85                 | 91                 |
| Margins of error within +/- 3%   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
| Injury or medical profile that resulted in absence from duties                         | Yes | 15    | 15       | 13       | 14      | 16       | 15                 | 14             | 18                 | 13                  | 15                  | 16                   | 14            | 8            | 24              | 15             | 13   | 23     |
|  | No  | 85    | 85       | 87       | 86      | 84       | 85                 | 86             | 82                 | 87                  | 85                  | 84                   | 86            | 92           | 76              | 85             | 87   | 77     |
| Margins of error within +/- 4%   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Readiness

## Weeks Absent Due to Injury or Medical Profile



# Readiness

## Weeks Absent Due to Injury or Medical Profile

Average Number of Weeks

| KEY:<br>More than average<br>Less than average | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | 0.3   | 0.4  | 0.3  | 0.4          | 0.3       | 0.4   | 0.3   | 0.2   | 0.2   | 0.4           | 0.2           | 0.3           | 0.2           | 0.4                   | 0.2                   | 0.3                | 0.2                |

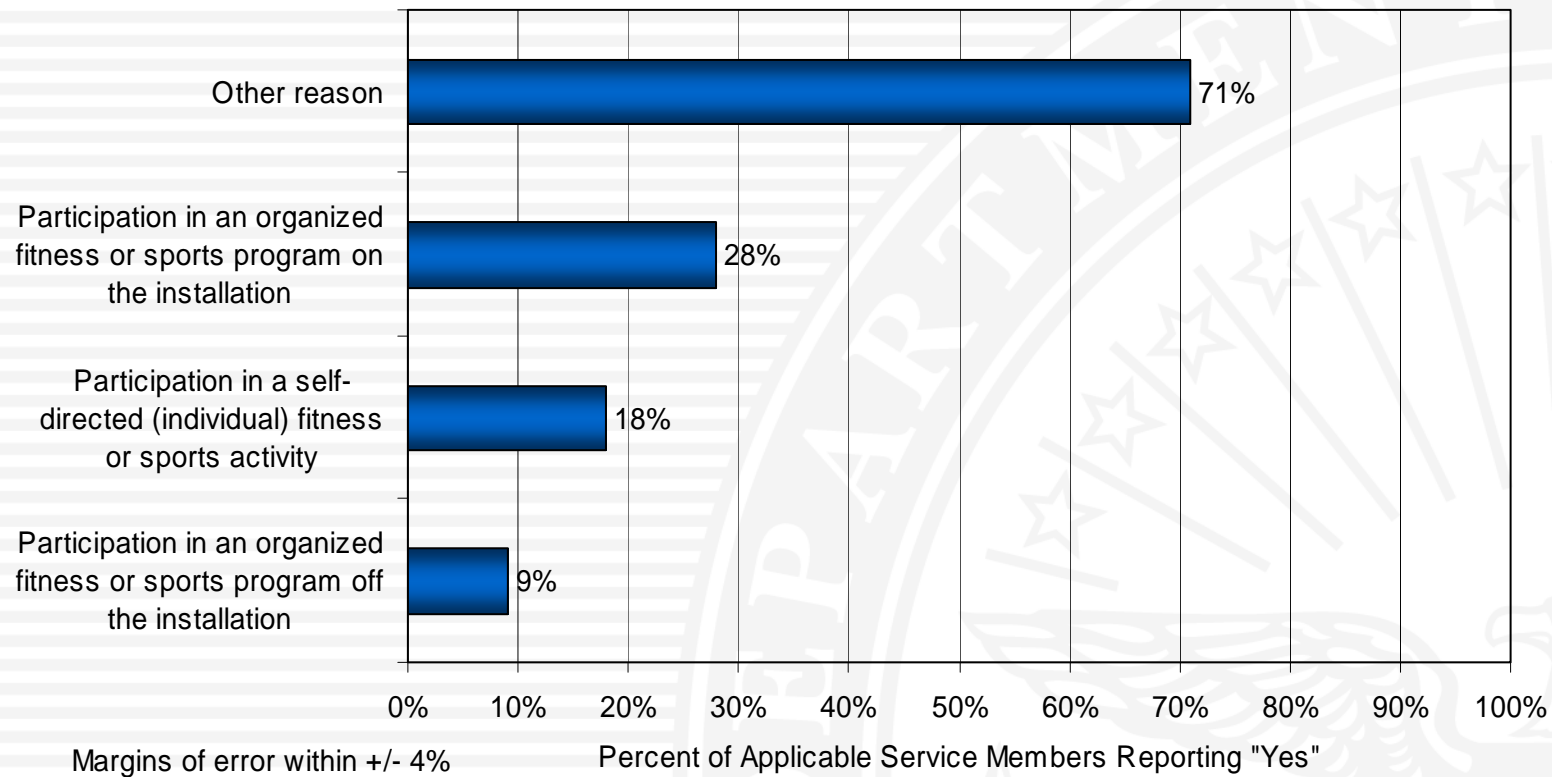
Margins of error within +/- 0.1

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | 0.3   | 0.4      | 0.3      | 0.3     | 0.4      | 0.3                | 0.3            | 0.5                | 0.3                 | 0.4                 | 0.4                  | 0.3           | 0.2          | 0.7             | 0.4            | 0.3  | 0.6    |

Margins of error within +/- 0.1

# Readiness

## Cause of Physical Injury or Medical Profile



# Readiness

## Cause of Physical Injury or Medical Profile

Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Other reason   | Yes | 71    | 70   | 72   | 60           | 79        | 71    | 71    | 75    | 70    | 70            | 68            | 73            | 70            | 59                    | 68                    | 79                 | 78                 |
|  | No  | 29    | 30   | 28   | 40           | 21        | 29    | 29    | 25    | 30    | 30            | 32            | 27            | 30            | 41                    | 32                    | 21                 | 22                 |
| Participated in organized fitness or sports on installation                            | Yes | 28    | 33   | 21   | 43           | 19        | 32    | 27    | 15    | 18    | 34            | 23            | 21            | 20            | 44                    | 23                    | 21                 | 9                  |
|  | No  | 72    | 67   | 79   | 57           | 81        | 68    | 73    | 85    | 82    | 66            | 77            | 79            | 80            | 56                    | 77                    | 79                 | 91                 |
| Participated in individual fitness or sports activity                                  | Yes | 18    | 13   | 23   | 19           | 19        | 19    | 15    | 16    | 26    | 12            | 23            | 24            | 17            | 19                    | 19                    | 19                 | 19                 |
|  | No  | 82    | 87   | 77   | 81           | 81        | 81    | 85    | 84    | 74    | 88            | 77            | 76            | 83            | 81                    | 81                    | 81                 | 81                 |
| Participated in organized fitness or sports off installation                           | Yes | 9     | 8    | 11   | 8            | 8         | 10    | 8     | 6     | 6     | 8             | 3             | 11            | 8             | 8                     | 4                     | 8                  | 6                  |
|  | No  | 91    | 92   | 89   | 92           | 92        | 90    | 92    | 94    | 94    | 92            | 97            | 89            | 92            | 92                    | 96                    | 92                 | 94                 |

Margins of error within +/- 10%

# Readiness

## Cause of Physical Injury or Medical Profile

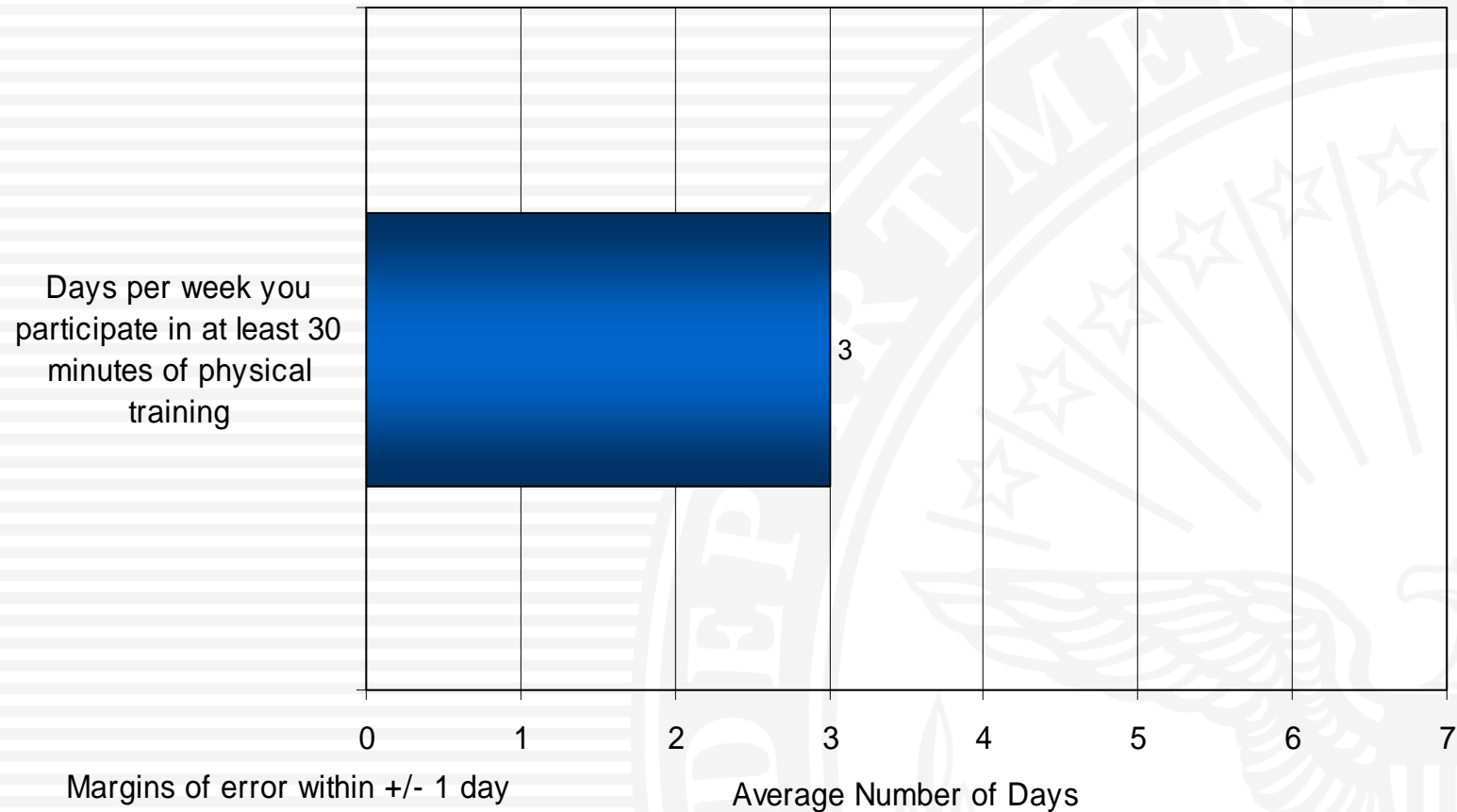
Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Other reason   | Yes | 71    | 72       | 68       | 70      | 72       | 72                 | 69             | 78                 | 71                  | 72                  | 68                   | 69            | 66           | 78              | 87             | 69   | 79     |
|  | No  | 29    | 28       | 32       | 30      | 28       | 28                 | 31             | 22                 | 29                  | 28                  | 32                   | 31            | 34           | 22              | 13             | 31   | 21     |
| Participated in organized fitness or sports on installation                            | Yes | 28    | 29       | 25       | 30      | 27       | 26                 | 32             | 24                 | 29                  | 27                  | 32                   | 31            | 20           | 24              | 11             | 30   | 22     |
|  | No  | 72    | 71       | 75       | 70      | 73       | 74                 | 68             | 76                 | 71                  | 73                  | 68                   | 69            | 80           | 76              | 89             | 70   | 78     |
| Participated in individual fitness or sports activity                                  | Yes | 18    | 18       | 16       | 18      | 17       | 17                 | 18             | 18                 | 21                  | 15                  | 19                   | 18            | 24           | 14              | 9              | 19   | 13     |
|  | No  | 82    | 82       | 84       | 82      | 83       | 83                 | 82             | 82                 | 79                  | 86                  | 81                   | 82            | 76           | 86              | 91             | 81   | 87     |
| Participated in organized fitness or sports off installation                           | Yes | 9     | 9        | 7        | 11      | 7        | 8                  | 9              | 9                  | 10                  | 8                   | 7                    | 10            | 6            | 6               | 3              | 10   | 6      |
|  | No  | 91    | 91       | 94       | 89      | 93       | 92                 | 91             | 91                 | 90                  | 92                  | 93                   | 90            | 94           | 94              | 97             | 90   | 94     |
| Margins of error within +/- 12%  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |



# Readiness

## Participation in Physical Training of at Least 30 Minutes



# Readiness

## Participation in Physical Training of at Least 30 Minutes

Average Number of Days

| KEY:<br>More than average<br>Less than average | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  | 3     | 4    | 3    | 4            | 3         | 4     | 3     | 4     | 4     | 4             | 4             | 3             | 3             | 4                     | 4                     | 3                  | 3                  |
| Days per week of 30 minute physical training   | 3     | 4    | 3    | 4            | 3         | 4     | 3     | 4     | 4     | 4             | 4             | 3             | 3             | 4                     | 4                     | 3                  | 3                  |
| Margins of error within +/- 1 day              |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More than average<br>Less than average | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  | 3     | 3        | 4        | 4       | 3        | 3                  | 4              | 3                  | 4                   | 3                   | 3                    | 4             | 4            | 3               | 4              | 4    | 3      |
| Days per week of 30 minute physical training   | 3     | 3        | 4        | 4       | 3        | 3                  | 4              | 3                  | 4                   | 3                   | 3                    | 4             | 4            | 3               | 4              | 4    | 3      |
| Margins of error within +/- 1 day              |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Readiness

## Participation in Training in Past 12 Months



# Readiness

## Participation in Training in Past 12 Months

Percent of Service Members

| KEY: |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

# Readiness

## Participation in Training in Past 12 Months

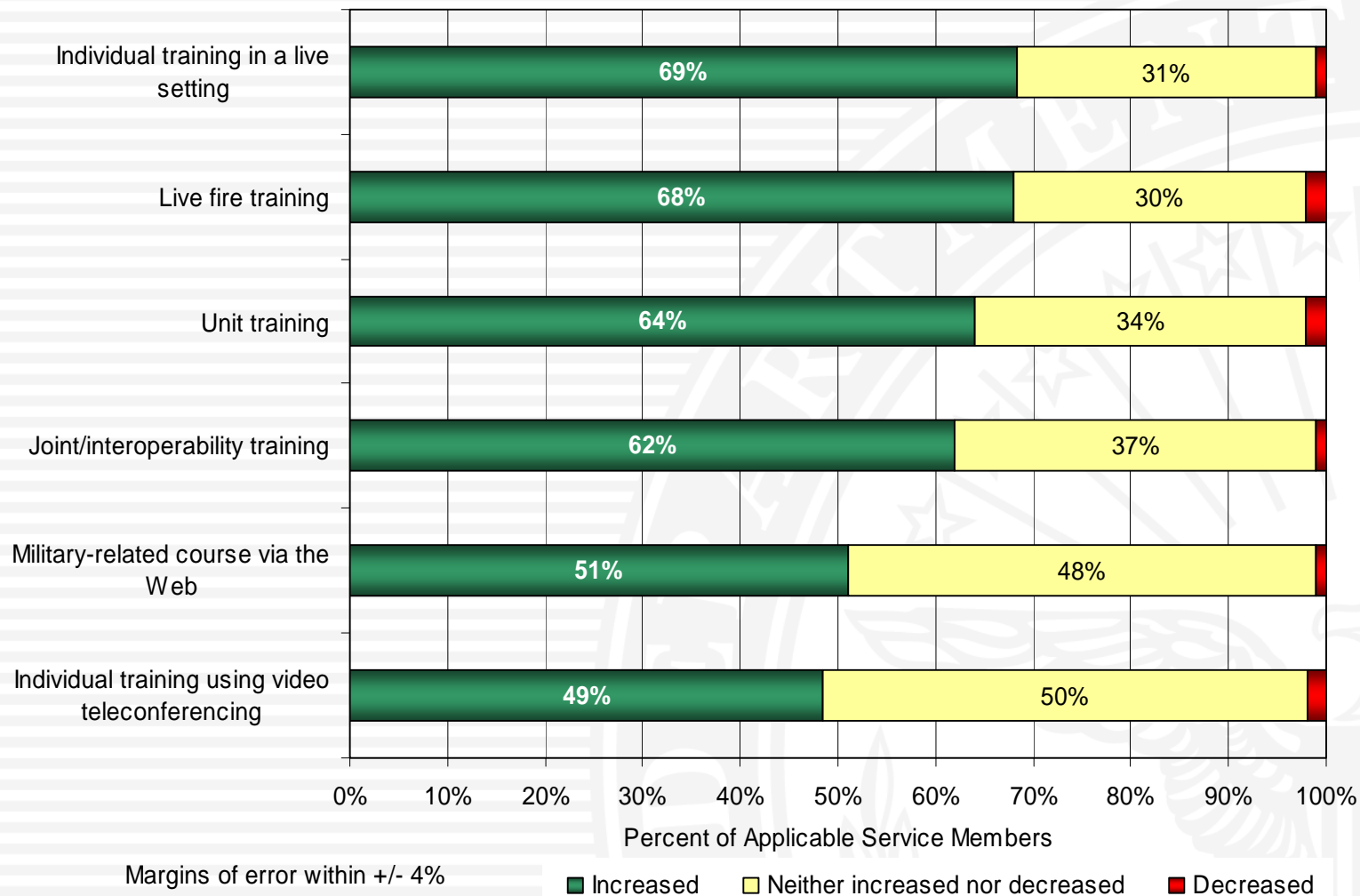
Percent of Service Members

|   |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Participated in a unit training exercise                  | Yes | 76    | 75       | 82       | 80      | 73       | 76                 | 76             | 73                 | 78                  | 75                  | 76                   | 79            | 72           | 69              | 67             | 78   | 69     |
|   | No  | 24    | 25       | 18       | 20      | 27       | 24                 | 24             | 27                 | 22                  | 25                  | 24                   | 21            | 28           | 31              | 33             | 22   | 31     |
| Received individual training in a live setting            | Yes | 56    | 25       | 22       | 21      | 27       | 22                 | 28             | 22                 | 21                  | 27                  | 26                   | 23            | 29           | 24              | 31             | 24   | 25     |
|   | No  | 44    | 75       | 78       | 79      | 73       | 78                 | 72             | 78                 | 79                  | 73                  | 74                   | 77            | 71           | 76              | 69             | 76   | 75     |
| Participated in live fire training                        | Yes | 54    | 53       | 57       | 58      | 51       | 54                 | 41             | 46                 | 56                  | 53                  | 55                   | 58            | 48           | 42              | 37             | 54   | 55     |
|   | No  | 46    | 47       | 43       | 42      | 49       | 46                 | 59             | 54                 | 44                  | 47                  | 45                   | 42            | 52           | 58              | 63             | 46   | 45     |
| Participated in a joint/interoperability training         | Yes | 44    | 44       | 48       | 46      | 43       | 45                 | 44             | 40                 | 45                  | 43                  | 48                   | 46            | 48           | 35              | 35             | 46   | 35     |
|   | No  | 56    | 56       | 52       | 54      | 57       | 55                 | 56             | 60                 | 55                  | 57                  | 52                   | 54            | 52           | 65              | 65             | 54   | 65     |
| Taken a military course via the Web                       | Yes | 42    | 42       | 43       | 41      | 43       | 40                 | 46             | 46                 | 39                  | 45                  | 43                   | 42            | 40           | 46              | 44             | 42   | 46     |
|   | No  | 58    | 58       | 57       | 59      | 57       | 60                 | 54             | 54                 | 61                  | 55                  | 57                   | 58            | 60           | 54              | 56             | 58   | 54     |
| Received individual training using video teleconferencing | Yes | 24    | 55       | 58       | 57      | 55       | 58                 | 51             | 52                 | 58                  | 55                  | 56                   | 56            | 62           | 48              | 49             | 57   | 48     |
|   | No  | 76    | 45       | 42       | 43      | 45       | 42                 | 49             | 48                 | 42                  | 45                  | 44                   | 44            | 38           | 52              | 51             | 43   | 52     |

Margins of error within +/- 8%

# Readiness

## Impact on Personal Readiness



# Readiness

## Impact on Personal Readiness

Percent of Applicable Service Members

|  |           | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-----------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |           |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Individual training in live setting              | Increased | 69    | 67   | 73   | 70           | 66        | 67    | 66    | 81    | 80    | 65            | 78            | 72            | 80            | 68                    | 82                    | 62                 | 80                 |
|  | Decreased | 1     | 2    | 0    | 1            | 0         | 1     | 1     | 0     | 0     | 2             | 0             | 0             | 0             | 1                     | 1                     | 0                  | 0                  |
| Live fire training                               | Increased | 68    | 66   | 73   | 69           | 68        | 64    | 69    | 79    | 80    | 64            | 76            | 72            | 73            | 67                    | 82                    | 65                 | 84                 |
|  | Decreased | 2     | 3    | 1    | 1            | 1         | 3     | 1     | 0     | 0     | 3             | 0             | 1             | 0             | 1                     | 0                     | 1                  | 0                  |
| Unit training                                    | Increased | 64    | 63   | 69   | 71           | 59        | 63    | 62    | 77    | 75    | 61            | 74            | 68            | 79            | 70                    | 79                    | 56                 | 72                 |
|  | Decreased | 2     | 3    | 0    | 2            | 1         | 2     | 1     | 2     | 1     | 3             | 1             | 0             | 1             | 3                     | 2                     | 1                  | 2                  |
| Joint/interoperability training                  | Increased | 62    | 62   | 59   | 67           | 60        | 57    | 62    | 75    | 75    | 59            | 77            | 56            | 75            | 66                    | 75                    | 57                 | 70                 |
|  | Decreased | 1     | 1    | 1    | 1            | 1         | 2     | 1     | 1     | 1     | 2             | 0             | 1             | 0             | 1                     | 1                     | 1                  | 2                  |
| Military-related course via the Web              | Increased | 51    | 55   | 60   | 45           | 40        | 49    | 52    | 53    | 53    | 55            | 53            | 60            | 59            | 44                    | 53                    | 38                 | 49                 |
|  | Decreased | 1     | 1    | 1    | 0            | 1         | 1     | 1     | 1     | 1     | 1             | 1             | 1             | 1             | 0                     | 0                     | 1                  | 0                  |
| Individual training using video teleconferencing | Increased | 49    | 47   | 51   | 46           | 49        | 41    | 52    | 47    | 59    | 45            | 55            | 50            | 52            | 46                    | 50                    | 48                 | 53                 |
|  | Decreased | 2     | 1    | 2    | 2            | 2         | 2     | 1     | 2     | 1     | 1             | 2             | 2             | 1             | 2                     | 1                     | 2                  | 1                  |

Margins of error within +/- 9%

# Readiness

## Impact on Personal Readiness

Percent of Applicable Service Members

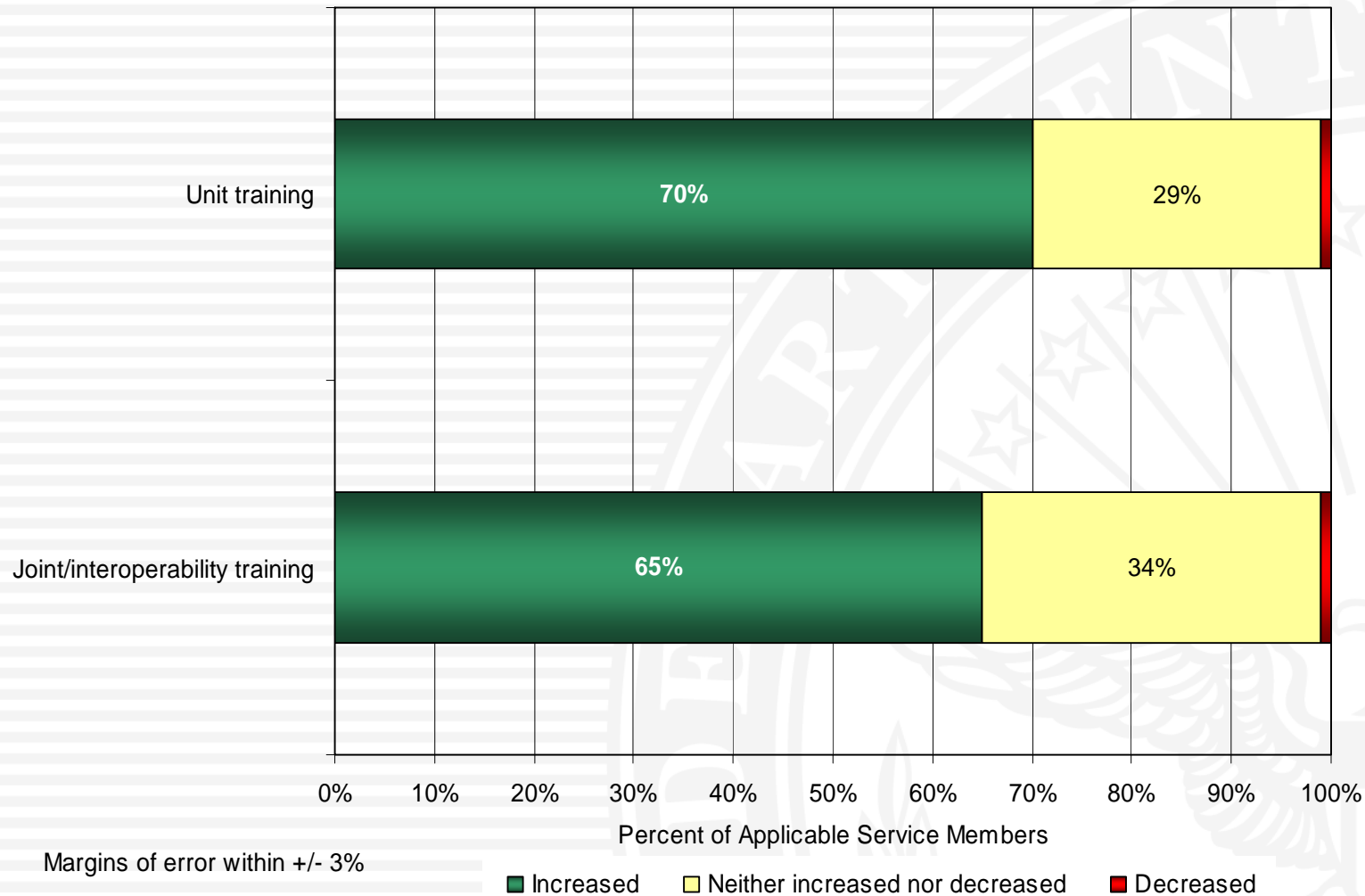
| KEY:<br>More likely to increase<br>Less likely to increase<br>More likely to decrease |           | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |           |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Individual training in live setting   | Increased | 69    | 68       | 70       | 70      | 68       | 69                 | 68             | 61                 | 70                  | 67                  | 73                   | 67            | 79           | 65              | 80             | 69   | 68     |
|   | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 0                  | 1                   | 1                   | 1                    | 1             | 0            | 1               | 0              | 1    | 1      |
| Live fire training  | Increased | 68    | 67       | 71       | 68      | 68       | 67                 | 69             | 60                 | 68                  | 69                  | 70                   | 67            | 78           | 62              | 80             | 69   | 64     |
|   | Decreased | 2     | 2        | 2        | 2       | 1        | 2                  | 2              | 2                  | 3                   | 1                   | 3                    | 2             | 0            | 2               | 0              | 2    | 2      |
| Unit training   | Increased | 64    | 64       | 66       | 65      | 64       | 62                 | 67             | 54                 | 64                  | 64                  | 68                   | 63            | 75           | 58              | 73             | 65   | 60     |
|   | Decreased | 2     | 2        | 2        | 2       | 1        | 2                  | 2              | 1                  | 2                   | 2                   | 2                    | 2             | 2            | 1               | 0              | 2    | 1      |
| Joint/interoperability training   | Increased | 62    | 62       | 60       | 59      | 64       | 61                 | 62             | 54                 | 56                  | 65                  | 67                   | 60            | 75           | 50              | 70             | 63   | 53     |
|   | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 2              | 1                  | 1                   | 1                   | 1                    | 1             | 1            | 2               | 1              | 1    | 2      |
| Military-related course via the Web   | Increased | 51    | 51       | 53       | 53      | 50       | 48                 | 55             | 49                 | 48                  | 55                  | 48                   | 50            | 52           | 52              | 58             | 51   | 53     |
|   | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 1                  | 1                   | 1                   | 1                    | 1             | 1            | 0               | 1              | 1    | 0      |
| Individual training using video teleconferencing                                      | Increased | 49    | 49       | 45       | 49      | 49       | 44                 | 54             | 51                 | 41                  | 52                  | 51                   | 47            | 54           | 51              | 49             | 48   | 51     |
|   | Decreased | 2     | 2        | 2        | 1       | 2        | 2                  | 1              | 3                  | 2                   | 1                   | 2                    | 2             | 2            | 2               | 0              | 2    | 1      |

Margins of error within +/- 11%



# Readiness

## Impact on Unit's Readiness



# Readiness

## Impact on Unit's Readiness

Percent of Applicable Service Members

| KEY:<br>More increased<br>Less increased<br>More decreased |           | Total | Army | Navy | Marine Corps | Air Force | 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 |
|--|-----------|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|  |           |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Unit training  | Increased | 70    | 69   | 76   | 78           | 64        | 68    | 69    | 80    | 81    | 67            | 79            | 74            | 85            | 77                    | 88                    | 61                 | 76                 |
|  | Decreased | 1     | 2    | 0    | 1            | 1         | 2     | 1     | 1     | 1     | 2             | 1             | 0             | 0             | 1                     | 1                     | 1                  | 1                  |
| Joint/interoperability training                            | Increased | 65    | 64   | 69   | 69           | 61        | 60    | 67    | 75    | 74    | 63            | 73            | 66            | 81            | 68                    | 78                    | 58                 | 69                 |
|  | Decreased | 1     | 2    | 0    | 2            | 1         | 2     | 0     | 1     | 1     | 2             | 1             | 0             | 0             | 2                     | 1                     | 0                  | 2                  |

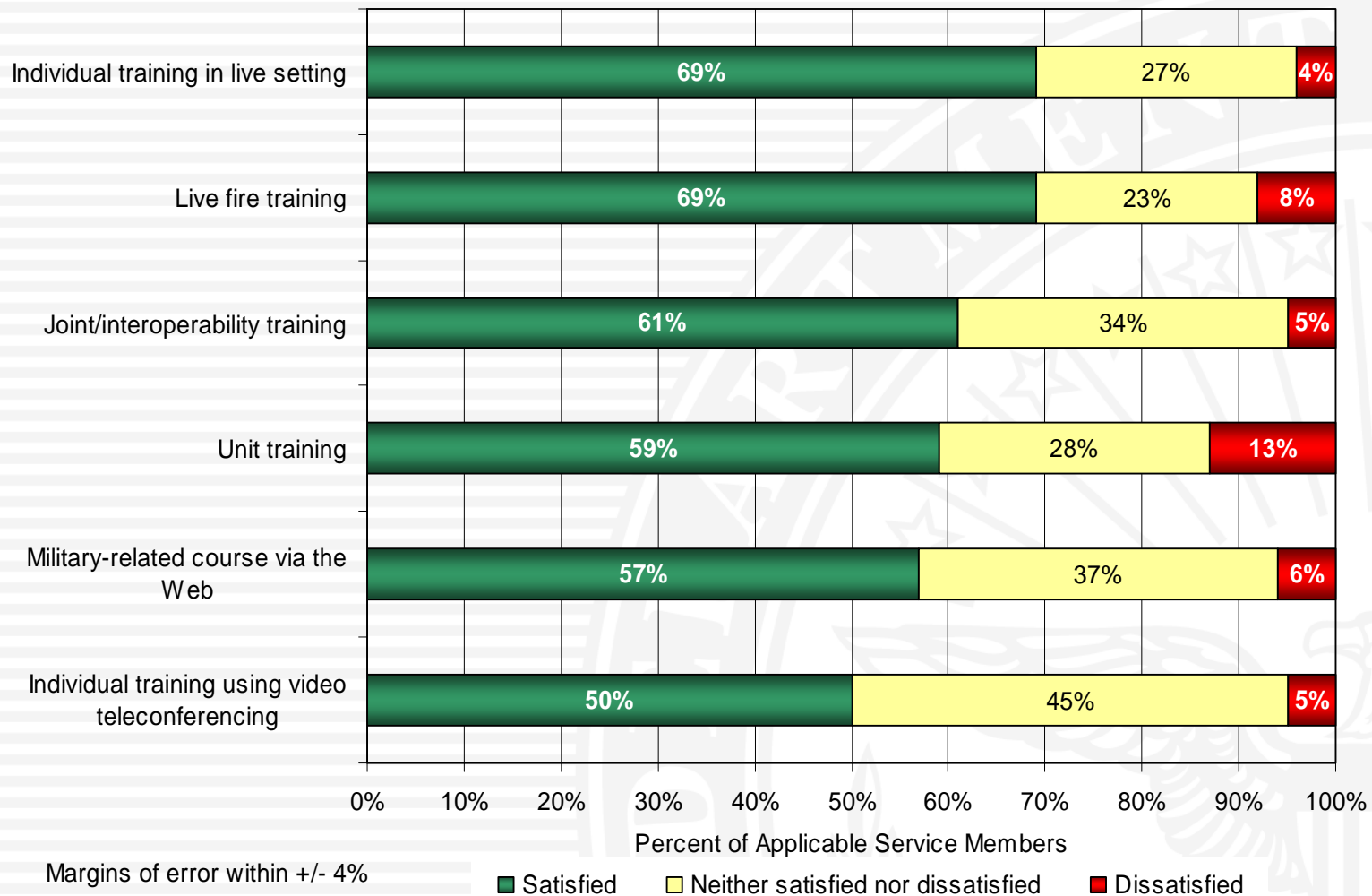
Margins of error within +/- 5%

| KEY:<br>More increased<br>Less increased<br>More decreased |           | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |           |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Unit training  | Increased | 70    | 70       | 71       | 70      | 70       | 69                 | 71             | 61                 | 71                  | 70                  | 72                   | 69            | 81           | 65              | 76             | 71   | 67     |
|  | Decreased | 1     | 1        | 2        | 1       | 1        | 1                  | 1              | 1                  | 1                   | 1                   | 1                    | 1             | 1            | 1               | 0              | 1    | 0      |
| Joint/interoperability training                            | Increased | 65    | 66       | 63       | 63      | 67       | 66                 | 65             | 56                 | 61                  | 69                  | 69                   | 64            | 75           | 58              | 70             | 66   | 60     |
|  | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 2              | 1                  | 2                   | 1                   | 1                    | 1             | 1            | 2               | 0              | 1    | 1      |

Margins of error within +/- 5%

# Readiness

## Satisfaction With Aspects of Training



# Readiness

## Satisfaction With Aspects of Training

Percent of Applicable Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |  |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|--|
|   |     | Total | Army | Navy | Marine Corps | Air Force | 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 |  |
| Individual training in a live setting                         | SAT | 69    | 66   | 74   | 72           | 69        | 64    | 70    | 80    | 81    | 64            | 74            | 73            | 81            | 71                    | 82                    | 64                 | 83                 |  |
|   | DIS | 4     | 5    | 3    | 2            | 3         | 4     | 3     | 2     | 2     | 5             | 3             | 3             | 2             | 2                     | 2                     | 4                  | 1                  |  |
| Live fire training  | SAT | 69    | 66   | 74   | 69           | 69        | 65    | 70    | 79    | 82    | 65            | 76            | 74            | 77            | 68                    | 81                    | 65                 | 85                 |  |
|   | DIS | 8     | 11   | 4    | 9            | 5         | 10    | 6     | 6     | 4     | 11            | 8             | 4             | 3             | 10                    | 7                     | 5                  | 3                  |  |
| Joint/interoperability training                               | SAT | 61    | 61   | 60   | 65           | 58        | 55    | 63    | 75    | 73    | 59            | 74            | 58            | 74            | 65                    | 71                    | 53                 | 71                 |  |
|   | DIS | 5     | 6    | 4    | 5            | 5         | 7     | 4     | 5     | 5     | 6             | 6             | 4             | 5             | 4                     | 6                     | 5                  | 5                  |  |
| Unit training   | SAT | 59    | 56   | 65   | 65           | 54        | 54    | 60    | 70    | 72    | 54            | 70            | 65            | 71            | 62                    | 78                    | 51                 | 65                 |  |
|   | DIS | 13    | 17   | 8    | 10           | 13        | 16    | 12    | 9     | 9     | 18            | 10            | 9             | 7             | 10                    | 6                     | 14                 | 10                 |  |
| Military-related courses via the Web                          | SAT | 57    | 62   | 64   | 51           | 46        | 54    | 59    | 55    | 59    | 62            | 57            | 65            | 60            | 49                    | 60                    | 43                 | 55                 |  |
|   | DIS | 6     | 5    | 6    | 2            | 8         | 3     | 7     | 9     | 8     | 4             | 12            | 6             | 8             | 2                     | 3                     | 8                  | 7                  |  |
| Individual training using video conferencing                  | SAT | 50    | 51   | 53   | 45           | 48        | 44    | 53    | 52    | 58    | 50            | 55            | 52            | 57            | 45                    | 49                    | 46                 | 53                 |  |
|   | DIS | 5     | 6    | 5    | 4            | 4         | 5     | 5     | 9     | 4     | 6             | 7             | 4             | 7             | 4                     | 6                     | 4                  | 4                  |  |

Margins of error within +/- 8%

# Readiness

## Satisfaction With Aspects of Training

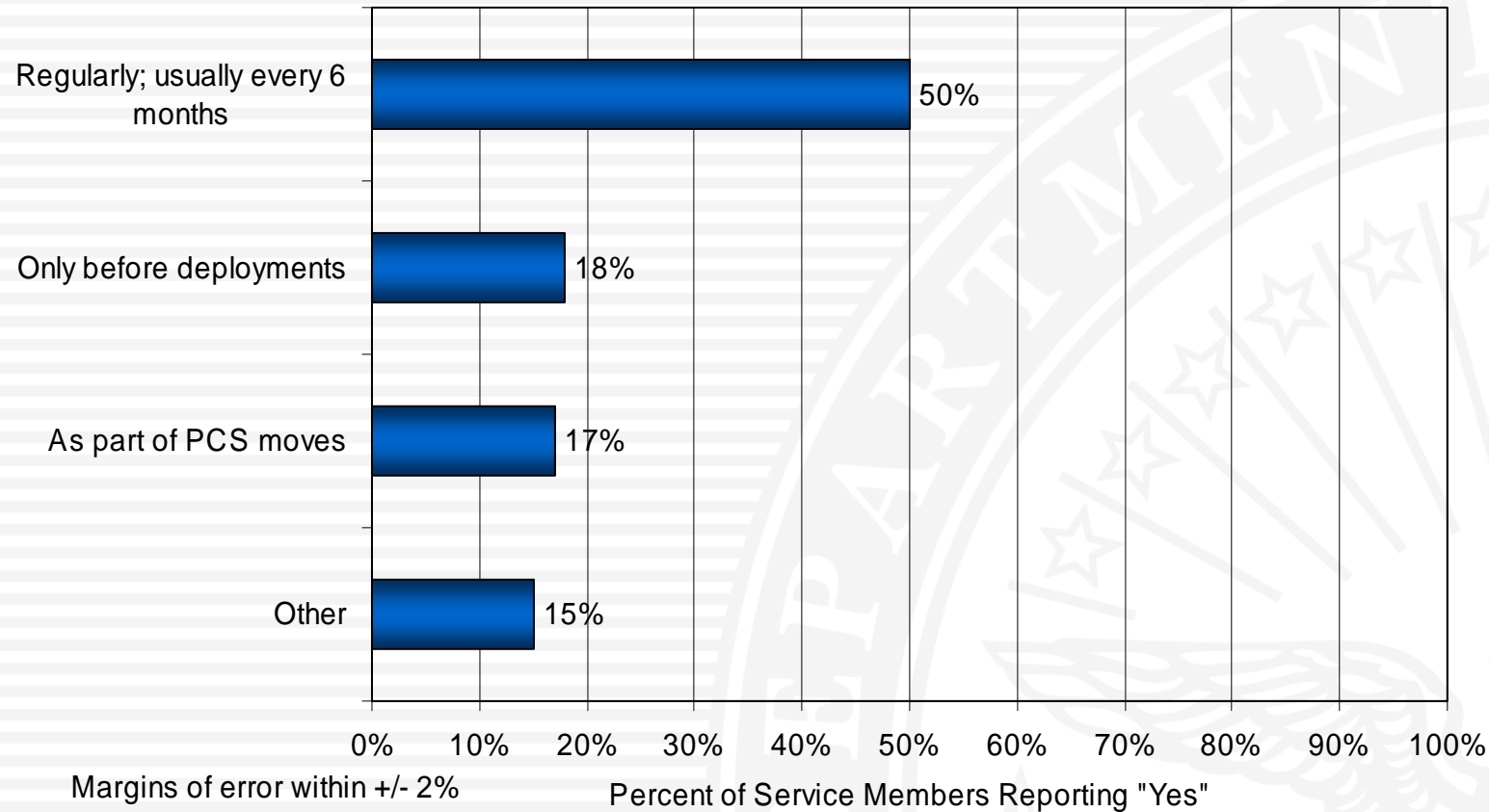
Percent of Applicable Service Members

|  |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Individual training in a live setting        | SAT | 69    | 70       | 69       | 69      | 70       | 69                 | 70             | 61                 | 69                  | 70                  | 72                   | 67            | 79           | 68              | 79             | 69   | 70     |
|  | DIS | 4     | 3        | 4        | 3       | 4        | 4                  | 3              | 5                  | 3                   | 4                   | 4                    | 4             | 2            | 3               | 1              | 4    | 2      |
| Live fire training                           | SAT | 69    | 68       | 72       | 68      | 69       | 68                 | 71             | 66                 | 67                  | 70                  | 71                   | 68            | 79           | 67              | 78             | 69   | 68     |
|  | DIS | 8     | 8        | 7        | 8       | 8        | 9                  | 6              | 6                  | 9                   | 7                   | 9                    | 9             | 6            | 7               | 5              | 8    | 7      |
| Joint/interoperability training              | SAT | 61    | 61       | 61       | 58      | 63       | 60                 | 62             | 50                 | 55                  | 65                  | 66                   | 60            | 73           | 52              | 71             | 62   | 55     |
|  | DIS | 5     | 5        | 6        | 8       | 5        | 5                  | 5              | 6                  | 6                   | 5                   | 4                    | 5             | 6            | 6               | 3              | 5    | 5      |
| Unit training                                | SAT | 59    | 59       | 58       | 58      | 59       | 57                 | 61             | 49                 | 57                  | 61                  | 61                   | 57            | 70           | 54              | 64             | 59   | 56     |
|  | DIS | 13    | 13       | 15       | 14      | 12       | 15                 | 11             | 15                 | 14                  | 12                  | 13                   | 14            | 9            | 12              | 13             | 13   | 12     |
| Military-related courses via the Web         | SAT | 57    | 57       | 57       | 58      | 56       | 55                 | 59             | 56                 | 52                  | 61                  | 55                   | 56            | 56           | 59              | 61             | 56   | 60     |
|  | DIS | 6     | 6        | 5        | 5       | 6        | 7                  | 3              | 4                  | 6                   | 6                   | 6                    | 6             | 8            | 4               | 7              | 6    | 4      |
| Individual training using video conferencing | SAT | 50    | 51       | 47       | 49      | 51       | 47                 | 54             | 53                 | 44                  | 53                  | 50                   | 48            | 55           | 55              | 53             | 49   | 55     |
|  | DIS | 5     | 4        | 8        | 4       | 6        | 6                  | 3              | 8                  | 5                   | 4                   | 8                    | 5             | 6            | 4               | 3              | 5    | 4      |

Margins of error within +/- 10%

# Readiness

## Frequency of Verifying Accuracy of Emergency Data



# Readiness

## Frequency of Verifying Accuracy of Emergency Data

Percent of Service Members

| KEY:<br>More likely to mark    | Total                             | Army | Navy | Marine Corps | Air Force | E1-E4 | E5-E9 | O1-O3 | O4-O6 | Army Enlisted | Army Officers | Navy Enlisted | Navy Officers | Marine Corps | Marine Corps Officers | Air Force Enlisted | Air Force Officers |    |
|--------------------------------|-----------------------------------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|--------------|-----------------------|--------------------|--------------------|----|
|                                | Regularly; usually every 6 months | 50   | 44   | 43           | 68        | 57    | 50    | 55    | 41    | 28            | 45            | 37            | 46            | 24           | 69                    | 61                 | 62                 | 39 |
|                                | Only before deployments           | 18   | 24   | 17           | 13        | 14    | 21    | 17    | 18    | 13            | 24            | 21            | 18            | 15           | 13                    | 14                 | 14                 | 14 |
|                                | As part of PCS moves              | 17   | 18   | 23           | 7         | 14    | 10    | 16    | 29    | 48            | 15            | 33            | 18            | 51           | 6                     | 15                 | 8                  | 35 |
|                                | Other                             | 15   | 14   | 17           | 12        | 15    | 19    | 12    | 11    | 11            | 15            | 9             | 18            | 11           | 12                    | 11                 | 15                 | 12 |
| Margins of error within +/- 4% |                                   |      |      |              |           |       |       |       |       |               |               |               |               |              |                       |                    |                    |    |

| KEY:<br>More likely to mark    | Total                             | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |    |
|--------------------------------|-----------------------------------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|----|
|                                | Regularly; usually every 6 months | 50       | 50       | 50      | 52       | 49                 | 50             | 50                 | 47                  | 53                  | 51                   | 53            | 37           | 50              | 31             | 51   | 47     |    |
|                                | Only before deployments           | 18       | 19       | 14      | 18       | 19                 | 19             | 17                 | 20                  | 20                  | 16                   | 18            | 19           | 17              | 13             | 13   | 19     | 13 |
|                                | As part of PCS moves              | 17       | 16       | 20      | 14       | 19                 | 18             | 16                 | 15                  | 16                  | 19                   | 16            | 13           | 36              | 17             | 41   | 16     | 21 |
|                                | Other                             | 15       | 14       | 16      | 17       | 13                 | 14             | 16                 | 15                  | 17                  | 12                   | 16            | 15           | 10              | 20             | 15   | 14     | 19 |
| Margins of error within +/- 4% |                                   |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |    |

# Readiness

## Summary of Findings

### November 2003 Findings

- 55% reported their unit is well prepared to perform its mission with regard to manning level, in general
  - Led by Navy, Marine Corps, E1-E4s, members living on base, singles without children, and enlisted males
- 50% reported their unit is well prepared to perform its mission with regard to manning level in critical occupations
  - Led by Navy, Marine Corps, E1-E4s, members living on base, minorities, singles without children, and enlisted males
- 43% reported their unit is well prepared to perform its mission with regard to parts and equipment
  - Led by Air Force, O4-O6s, and minorities



# Readiness

## Summary of Findings

### November 2003 Findings (continued)

- Members reported an average of 2 lost work days per year due to injuries
  - Longer absences led by E1-E4s, Army enlisted, and females
- 9% reported being unable to deploy due to *physical injury/medical profile*
  - Led by Air Force, E1-E4s, members living off base, singles with children, and females
- 15% reported a physical injury or medical profile resulting in an absence from primary duties
  - Led by Army, E1-E4s, and females
  - 28% reported the cause as participation in an organized fitness or sports program on the installation
    - Led by Marine Corps and enlisted males

# Readiness

## Summary of Findings

### November 2003 Findings (continued)

- Members participated in at least 30 minutes of physical training an average of 3 days per week
  - More than average led by Army, Marine Corps, O1-O3s, members living overseas, members living on base, minorities, and singles with children
- 76% participated in a unit training exercise in past 12 months
  - 64% reported *participation in unit training* increased their personal readiness
  - 70% reported *participation in unit training* increased their unit readiness
  - 59% satisfied with *participation in unit training*
- 54% to 56% reported receiving *individual training in a live setting and live fire training*
  - 68% to 69% reported *individual training in a live setting and live fire training* increased their personal readiness
  - 69% satisfied with *individual training in a live setting and live fire training*

# Readiness

## Summary of Findings

### November 2003 Findings (continued)

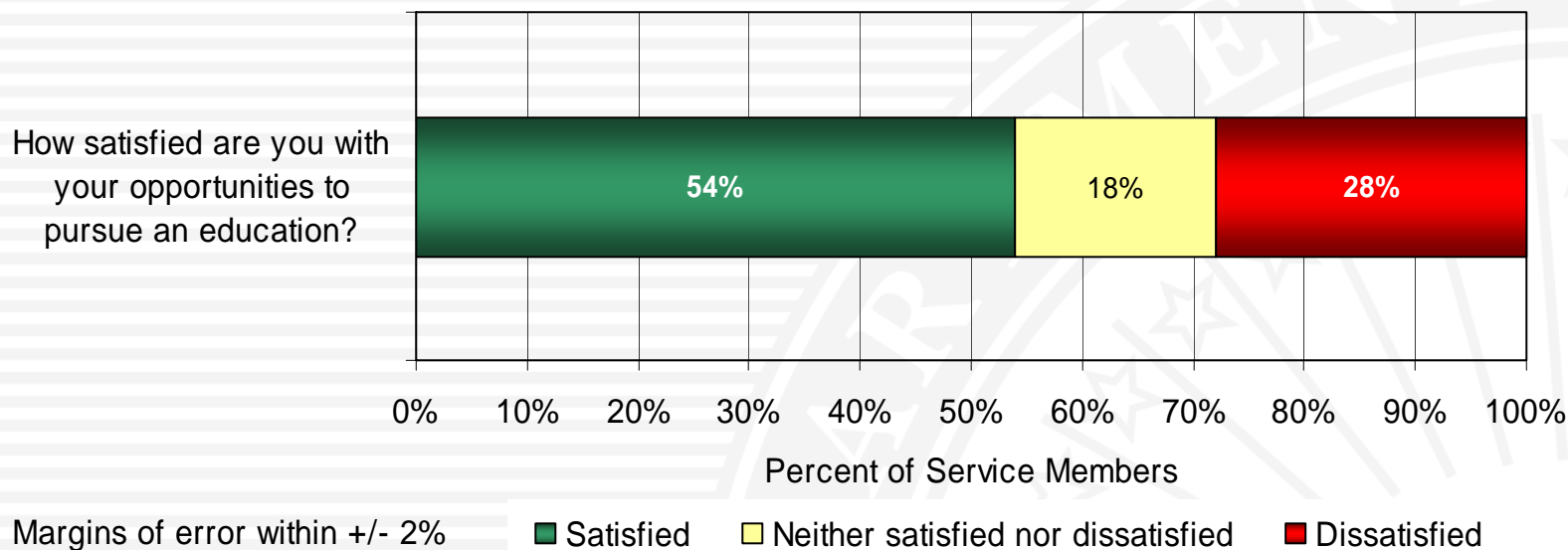
- 50% verified the accuracy of their Record of Emergency data regularly; usually every 6 months
  - Led by Marine Corps, Air Force, E5-E9s, married with children, and enlisted males

# Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- ✓ Off-duty education for Service members
- Major findings

# Off-Duty Education

## Satisfaction With Opportunities To Pursue Education



# Off-Duty Education

## Satisfaction With Opportunities To Pursue Education

Percent of Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Opportunities to pursue education                             | SAT | 54    | 46   | 54   | 52           | 66        | 47    | 59    | 56    | 63    | 45            | 51            | 54            | 60            | 51                    | 56                    | 66                 | 66                 |
|   | DIS | 28    | 36   | 25   | 30           | 18        | 35    | 24    | 22    | 14    | 38            | 25            | 26            | 18            | 31                    | 19                    | 19                 | 15                 |

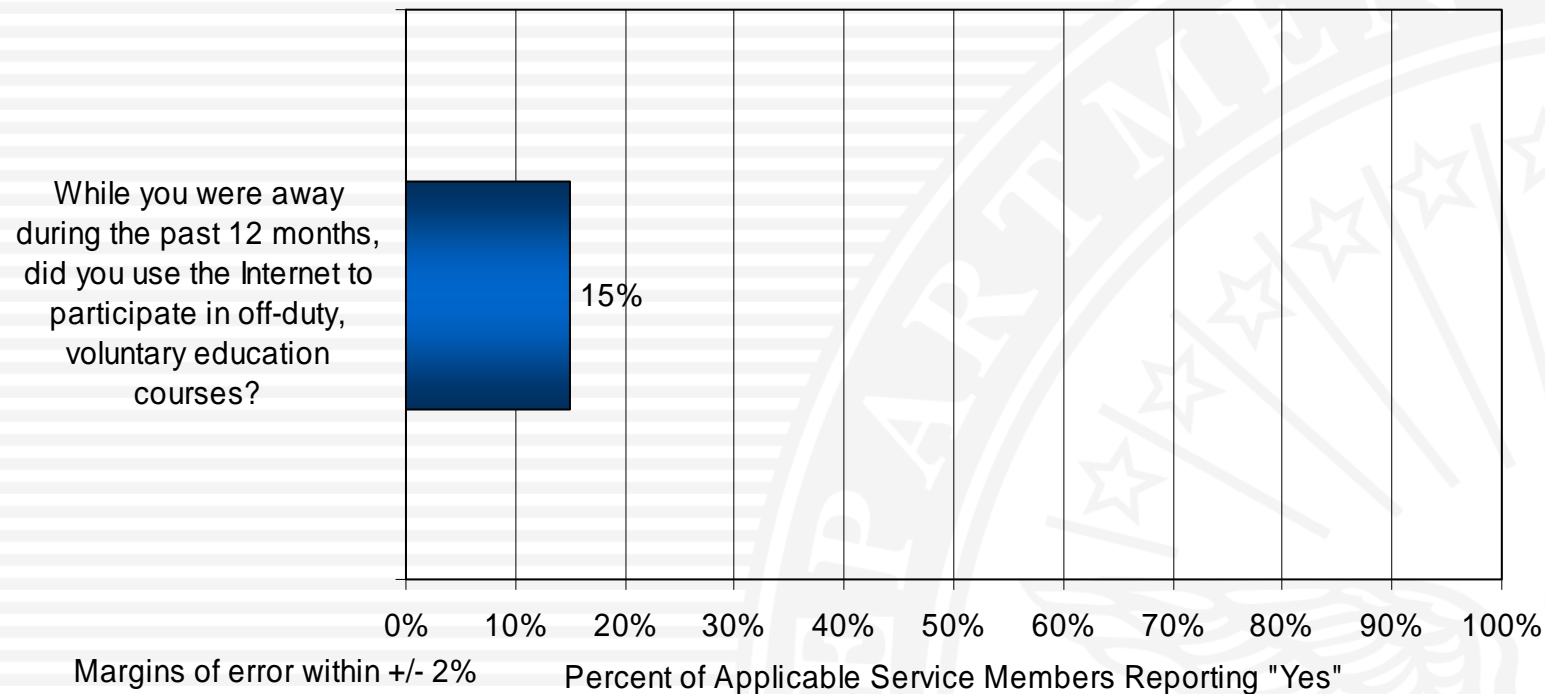
Margins of error within +/- 5%

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Opportunities to pursue an education                          | SAT | 54    | 55       | 53       | 53      | 55       | 52                 | 58             | 57                 | 51                  | 57                  | 52                   | 52            | 58           | 64              | 59             | 53   | 64     |
|   | DIS | 28    | 27       | 29       | 30      | 26       | 29                 | 25             | 28                 | 31                  | 25                  | 27                   | 30            | 20           | 23              | 20             | 29   | 22     |

Margins of error within +/- 5%

# Off-Duty Education

## Use of Internet To Pursue Education While Away



# Off-Duty Education

## Use of Internet To Pursue Education While Away

Percent of Applicable Service Members

| KEY:<br><br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |       |      |      |              |           |       |       |       |       |               |               |               |               |              |                       |                    |                    |    |  |
|--|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|--------------|-----------------------|--------------------|--------------------|----|--|
|  | Total | Army | Navy | Marine Corps | Air Force | E1-E4 | E5-E9 | O1-O3 | O4-O6 | Army Enlisted | Army Officers | Navy Enlisted | Navy Officers | Marine Corps | Marine Corps Officers | Air Force Enlisted | Air Force Officers |    |  |
| Used Internet to participate in off-duty education course work                             | Yes   | 15   | 19   | 15           | 10        | 11    | 13    | 18    | 12    | 9             | 21            | 10            | 15            | 12           | 11                    | 8                  | 11                 | 12 |  |
|  | No    | 85   | 81   | 85           | 90        | 89    | 87    | 82    | 88    | 91            | 79            | 90            | 85            | 88           | 89                    | 92                 | 89                 | 88 |  |
| Margins of error within +/- 3%   |       |      |      |              |           |       |       |       |       |               |               |               |               |              |                       |                    |                    |    |  |

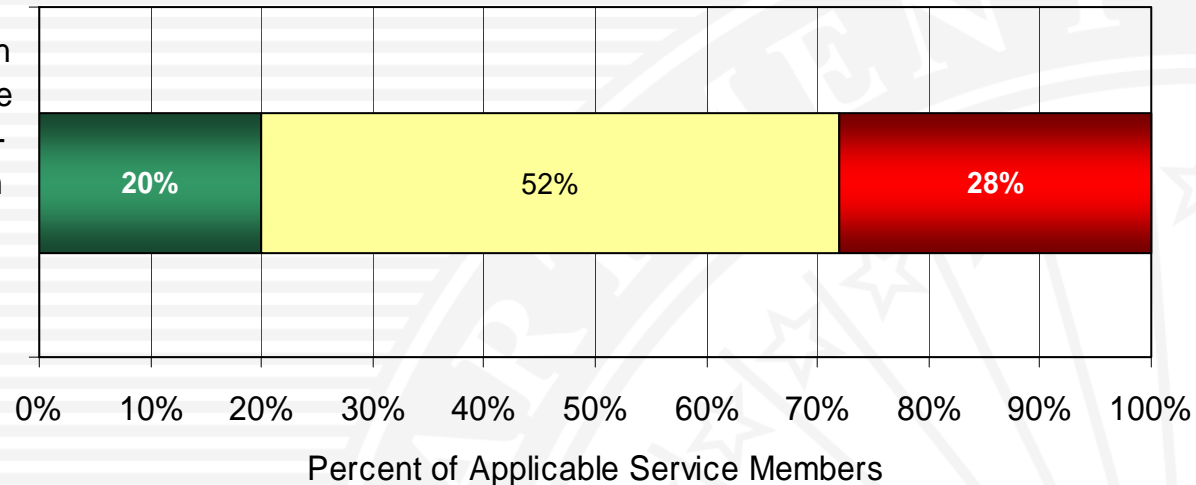
| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |    |  |
|--|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|----|--|
|  | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |    |  |
| Used Internet to participate in off-duty education course work                         | Yes   | 15       | 14       | 20      | 16       | 14                 | 13             | 19                 | 15                  | 12                  | 17                   | 13            | 15           | 11              | 22             | 12   | 14     | 19 |  |
|  | No    | 85       | 86       | 80      | 84       | 86                 | 87             | 81                 | 85                  | 88                  | 83                   | 87            | 85           | 89              | 78             | 88   | 86     | 81 |  |
| Margins of error within +/- 3%   |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |    |  |



# Off-Duty Education

## Satisfaction With Opportunity To Use the Internet

How satisfied are you with the opportunities you were given to participate in off-duty, voluntary education coursework, using the Internet, while you were away?



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied

# Off-Duty Education

## Satisfaction With Opportunity To Use the Internet

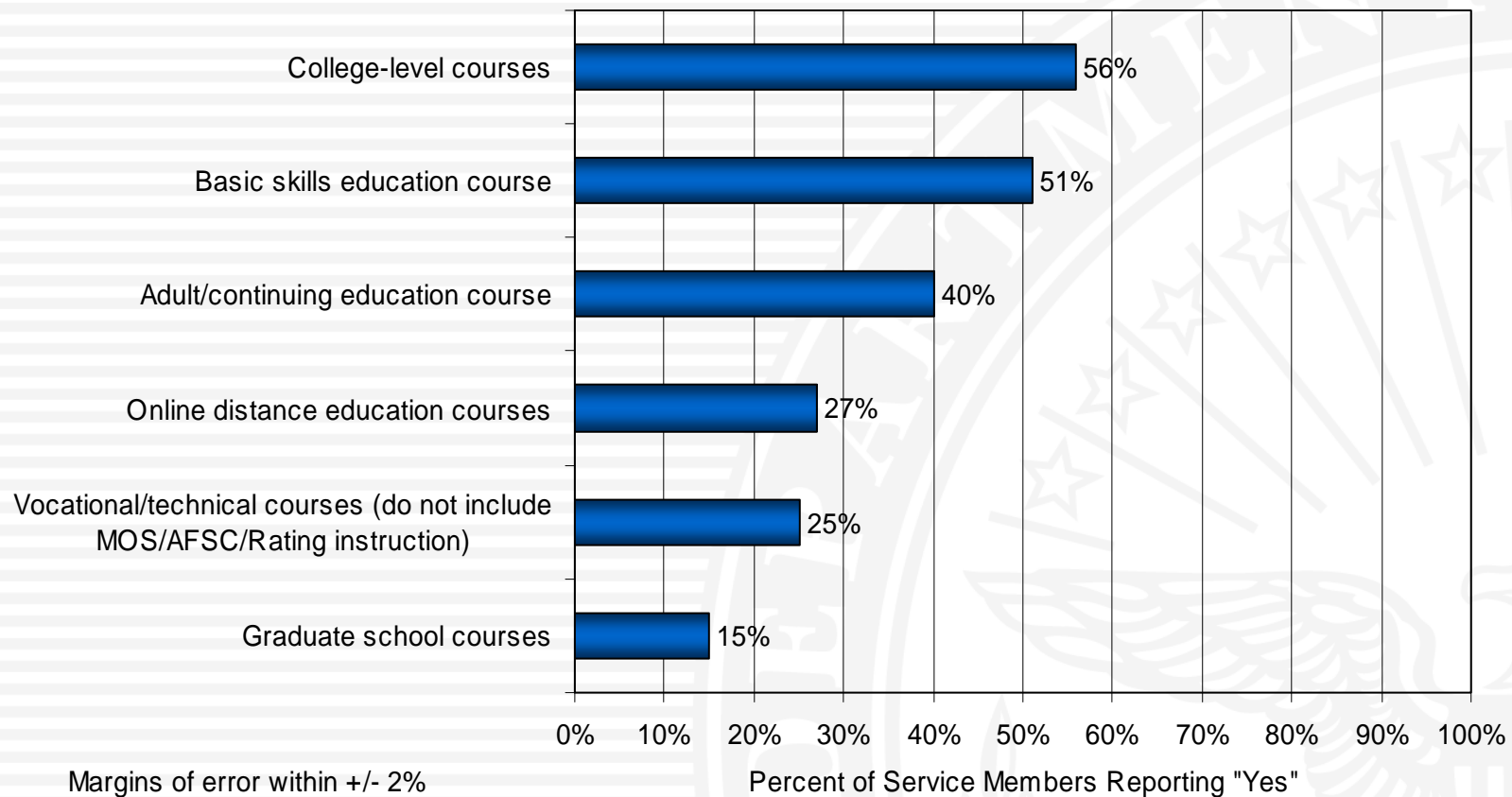
Percent of Applicable Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | Army | Navy | Marine Corps | Air Force | 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 off-duty Internet education course          | SAT | 20    | 18   | 23   | 17           | 22        | 15    | 25    | 18    | 18    | 19            | 15            | 23            | 20            | 18                    | 16                    | 22                 | 21                 |
|   | DIS | 28    | 37   | 27   | 29           | 16        | 39    | 26    | 20    | 10    | 40            | 21            | 29            | 17            | 31                    | 16                    | 18                 | 12                 |
| Margins of error within +/- 5%                                |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|---|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|   |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Satisfaction with off-duty Internet education course          | SAT | 20    | 19       | 23       | 19      | 21       | 18                 | 25             | 22                 | 17                  | 23                  | 17                   | 20            | 18           | 25              | 18             | 20   | 23     |
|   | DIS | 28    | 28       | 29       | 33      | 26       | 29                 | 28             | 29                 | 33                  | 25                  | 29                   | 32            | 17           | 24              | 16             | 29   | 22     |
| Margins of error within +/- 7%                                |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |

# Off-Duty Education

## Courses Taken in Career



# Off-Duty Education

## Courses Taken in Career

Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | E1-E4 | E5-E9 | O1-O3 | O4-O6 | Army Enlisted | Army Officers | Navy Enlisted | Navy Officers | Marine Corps | Marine Corps Officers | Air Force Enlisted | Air Force Officers |
|--|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|--------------|-----------------------|--------------------|--------------------|
|  |     |       |      |      |              |           |       |       |       |       |               |               |               |               |              |                       |                    |                    |
| College-level courses  | Yes | 56    | 61   | 53   | 45           | 59        | 39    | 73    | 44    | 53    | 63            | 51            | 52            | 56            | 46           | 42                    | 61                 | 49                 |
|  | No  | 44    | 39   | 47   | 55           | 41        | 61    | 27    | 56    | 47    | 37            | 49            | 48            | 44            | 54           | 58                    | 39                 | 51                 |
| Basic skills education course  | Yes | 51    | 54   | 46   | 55           | 51        | 45    | 60    | 37    | 39    | 57            | 39            | 47            | 36            | 55           | 50                    | 54                 | 41                 |
|  | No  | 49    | 46   | 54   | 45           | 49        | 55    | 40    | 63    | 61    | 43            | 61            | 53            | 64            | 45           | 50                    | 46                 | 59                 |
| Adult/continuing education course  | Yes | 40    | 45   | 35   | 32           | 43        | 24    | 53    | 36    | 49    | 45            | 43            | 34            | 43            | 31           | 37                    | 43                 | 47                 |
|  | No  | 60    | 55   | 65   | 68           | 57        | 76    | 47    | 64    | 51    | 55            | 57            | 66            | 57            | 69           | 63                    | 57                 | 53                 |
| Online distance education courses  | Yes | 27    | 38   | 23   | 16           | 21        | 19    | 33    | 24    | 30    | 40            | 26            | 22            | 27            | 15           | 21                    | 19                 | 30                 |
|  | No  | 73    | 62   | 77   | 84           | 79        | 81    | 67    | 76    | 70    | 60            | 74            | 78            | 73            | 85           | 79                    | 81                 | 70                 |
| Vocation/technical courses   | Yes | 25    | 30   | 23   | 23           | 22        | 18    | 33    | 18    | 18    | 32            | 21            | 23            | 19            | 23           | 21                    | 24                 | 18                 |
|  | No  | 75    | 70   | 77   | 77           | 78        | 82    | 67    | 82    | 82    | 68            | 79            | 77            | 81            | 77           | 79                    | 76                 | 82                 |
| Graduate school courses  | Yes | 15    | 16   | 13   | 8            | 20        | 4     | 10    | 40    | 82    | 9             | 47            | 7             | 51            | 4            | 40                    | 8                  | 70                 |
|  | No  | 85    | 84   | 87   | 92           | 80        | 96    | 90    | 60    | 18    | 91            | 53            | 93            | 49            | 96           | 60                    | 92                 | 30                 |

Margins of error within +/- 5%

# Off-Duty Education Courses Taken in Career

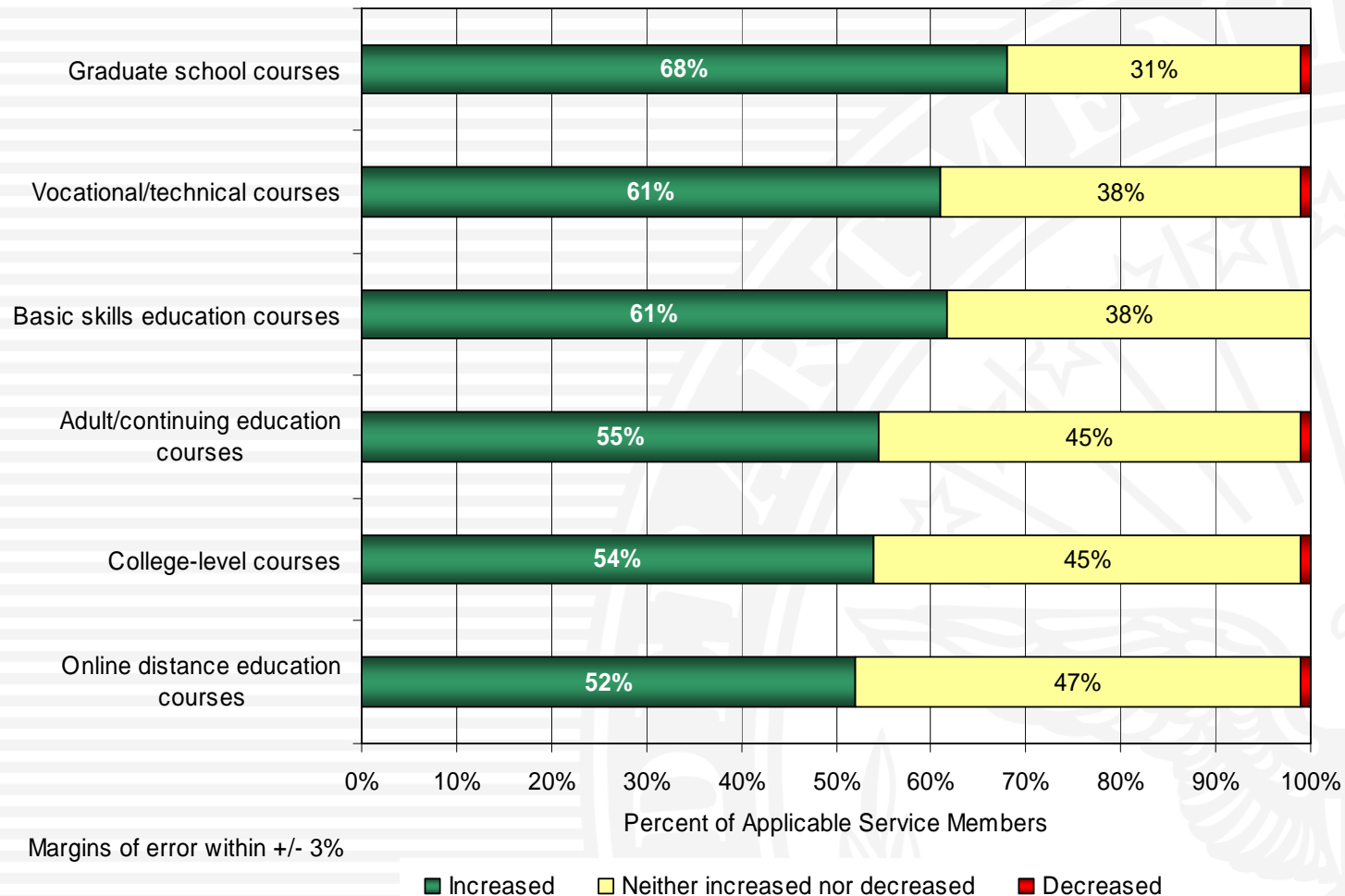
Percent of Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| College-level courses  | Yes | 56    | 55       | 61       | 50      | 61       | 53                 | 61             | 67                 | 45                  | 66                  | 51                   | 55            | 51           | 68              | 51             | 55   | 65     |
|  | No  | 44    | 45       | 39       | 50      | 39       | 47                 | 39             | 33                 | 55                  | 34                  | 49                   | 45            | 49           | 32              | 49             | 45   | 35     |
| Basic skills education course  | Yes | 51    | 51       | 53       | 49      | 52       | 46                 | 60             | 59                 | 44                  | 55                  | 52                   | 52            | 40           | 57              | 43             | 50   | 55     |
|  | No  | 49    | 49       | 47       | 51      | 48       | 54                 | 40             | 41                 | 56                  | 45                  | 48                   | 48            | 60           | 43              | 57             | 50   | 45     |
| Adult/continuing education course  | Yes | 40    | 40       | 43       | 34      | 45       | 38                 | 44             | 48                 | 29                  | 50                  | 38                   | 39            | 43           | 45              | 51             | 39   | 46     |
|  | No  | 60    | 60       | 57       | 66      | 55       | 62                 | 56             | 52                 | 71                  | 50                  | 62                   | 61            | 57           | 55              | 49             | 61   | 54     |
| Online distance education courses  | Yes | 27    | 26       | 29       | 25      | 27       | 25                 | 30             | 33                 | 20                  | 32                  | 25                   | 26            | 27           | 33              | 29             | 26   | 32     |
|  | No  | 73    | 74       | 71       | 75      | 73       | 75                 | 70             | 67                 | 80                  | 68                  | 75                   | 74            | 73           | 67              | 71             | 74   | 68     |
| Vocation/technical courses   | Yes | 25    | 25       | 28       | 24      | 26       | 23                 | 29             | 28                 | 19                  | 30                  | 24                   | 26            | 20           | 26              | 18             | 25   | 24     |
|  | No  | 75    | 75       | 72       | 76      | 74       | 77                 | 71             | 72                 | 81                  | 70                  | 76                   | 74            | 80           | 74              | 82             | 75   | 76     |
| Graduate school courses  | Yes | 15    | 16       | 12       | 10      | 19       | 17                 | 13             | 12                 | 8                   | 21                  | 16                   | 7             | 54           | 9               | 60             | 15   | 17     |
|  | No  | 85    | 84       | 88       | 90      | 81       | 83                 | 87             | 88                 | 92                  | 79                  | 84                   | 93            | 46           | 91              | 40             | 85   | 83     |

Margins of error within +/- 5%

# Off-Duty Education

## Impact of Education Courses on Military Job Performance



# Off-Duty Education

## Impact of Education Courses on Military Job Performance

Percent of Applicable Service Members

|                                    |           | Total | Army | Navy | Marine Corps | Air Force | 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 | 68    | 65   | 68   | 71           | 70        | 51    | 59    | 72    | 78    | 53            | 77            | 55            | 80            | 64                    | 76                    | 64                 | 72                 |
|                                    | Decreased | 1     | 1    | 0    | 1            | 2         | 2     | 0     | 2     | 2     | 1             | 2             | 0             | 0             | 0                     | 1                     | 0                  | 3                  |
| Vocational/technical courses       | Increased | 61    | 59   | 64   | 55           | 66        | 54    | 63    | 71    | 71    | 57            | 70            | 62            | 75            | 54                    | 68                    | 65                 | 71                 |
|                                    | Decreased | 1     | 1    | 0    | 0            | 1         | 1     | 1     | 0     | 0     | 1             | 0             | 0             | 0             | 0                     | 0                     | 1                  | 0                  |
| Basic skills education courses     | Increased | 61    | 60   | 63   | 57           | 63        | 55    | 63    | 69    | 72    | 59            | 70            | 62            | 71            | 55                    | 72                    | 62                 | 68                 |
|                                    | Decreased | 0     | 1    | 0    | 0            | 0         | 1     | 0     | 0     | 0     | 1             | 0             | 0             | 0             | 0                     | 0                     | 0                  | 0                  |
| Adult/continuing education courses | Increased | 55    | 54   | 55   | 48           | 59        | 45    | 56    | 63    | 66    | 51            | 66            | 52            | 68            | 46                    | 61                    | 58                 | 61                 |
|                                    | Decreased | 1     | 1    | 0    | 1            | 1         | 1     | 0     | 0     | 1     | 1             | 0             | 0             | 0             | 1                     | 0                     | 0                  | 1                  |
| College level courses              | Increased | 54    | 54   | 54   | 50           | 56        | 41    | 56    | 70    | 75    | 52            | 67            | 51            | 71            | 47                    | 72                    | 52                 | 75                 |
|                                    | Decreased | 1     | 1    | 0    | 1            | 1         | 2     | 0     | 1     | 1     | 1             | 1             | 0             | 0             | 1                     | 1                     | 0                  | 0                  |
| Online distance education courses  | Increased | 52    | 51   | 51   | 59           | 52        | 45    | 54    | 52    | 61    | 50            | 58            | 49            | 60            | 58                    | 62                    | 51                 | 53                 |
|                                    | Decreased | 1     | 1    | 2    | 0            | 1         | 2     | 1     | 2     | 1     | 1             | 1             | 2             | 0             | 0                     | 0                     | 0                  | 2                  |

Margins of error within +/- 15%

# Off-Duty Education

## Impact of Education Courses on Military Job Performance

Percent of Applicable Service Members

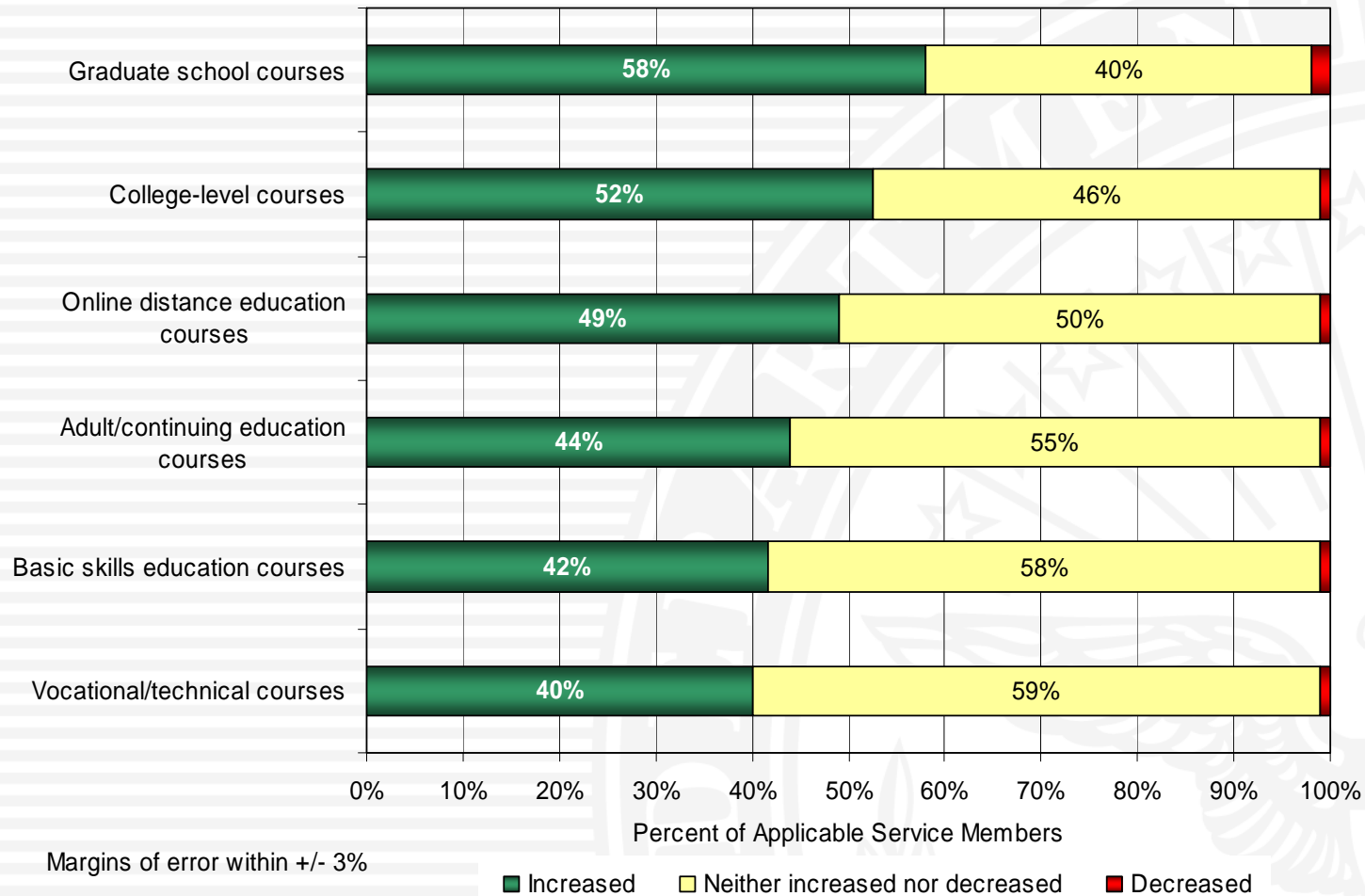
|                                    |           | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|------------------------------------|-----------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|                                    |           |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Graduate school courses            | Increased | 68    | 69       | 59       | 66      | 69       | 70                 | 64             | 64                 | 59                  | 70                  | 72                   | 57            | 76           | 59              | 75             | 68   | 68     |
|                                    | Decreased | 1     | 1        | 2        | 2       | 1        | 2                  | 1              | 0                  | 2                   | 1                   | 1                    | 1             | 2            | 0               | 1              | 2    | 0      |
| Vocational/technical courses       | Increased | 61    | 62       | 60       | 58      | 63       | 64                 | 58             | 59                 | 55                  | 63                  | 67                   | 61            | 71           | 54              | 72             | 62   | 56     |
|                                    | Decreased | 1     | 1        | 0        | 1       | 1        | 0                  | 1              | 0                  | 1                   | 1                   | 0                    | 1             | 0            | 0               | 0              | 1    | 0      |
| Basic skills education courses     | Increased | 61    | 61       | 62       | 62      | 61       | 58                 | 65             | 57                 | 56                  | 65                  | 61                   | 61            | 70           | 56              | 68             | 62   | 58     |
|                                    | Decreased | 0     | 0        | 1        | 0       | 0        | 0                  | 1              | 1                  | 1                   | 0                   | 0                    | 1             | 0            | 0               | 0              | 0    | 0      |
| Adult/continuing education courses | Increased | 55    | 55       | 53       | 52      | 57       | 53                 | 58             | 48                 | 46                  | 59                  | 58                   | 53            | 64           | 51              | 64             | 55   | 54     |
|                                    | Decreased | 1     | 1        | 0        | 0       | 1        | 1                  | 0              | 1                  | 1                   | 0                   | 1                    | 1             | 1            | 0               | 0              | 1    | 0      |
| College level courses              | Increased | 54    | 54       | 53       | 52      | 56       | 52                 | 57             | 52                 | 44                  | 59                  | 58                   | 52            | 71           | 48              | 69             | 55   | 50     |
|                                    | Decreased | 1     | 1        | 0        | 1       | 1        | 1                  | 1              | 0                  | 2                   | 0                   | 1                    | 1             | 1            | 1               | 1              | 1    | 1      |
| Online distance education courses  | Increased | 52    | 52       | 51       | 51      | 52       | 51                 | 53             | 46                 | 43                  | 55                  | 57                   | 52            | 56           | 44              | 59             | 53   | 46     |
|                                    | Decreased | 1     | 1        | 0        | 0       | 2        | 2                  | 1              |                    | 3                   | 0                   | 1                    | 1             | 1            | 0               | 2              | 1    | 1      |

Margins of error within +/- 9%



# Off-Duty Education

## Impact of Education Courses on Chances for Promotion



# Off-Duty Education

## Impact of Education Courses on Chances for Promotion

Percent of Applicable Service Members

|                                    |           | Total | Army | Navy | Marine Corps | Air Force | 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    | 53   | 52   | 47           | 68        | 42    | 49    | 56    | 71    | 51            | 55            | 38            | 64            | 51                    | 44                    | 47                 | 77                 |
|                                    | Decreased | 2     | 3    | 2    | 4            | 1         | 5     | 1     | 2     | 3     | 4             | 3             | 1             | 3             | 0                     | 6                     | 2                  | 1                  |
| College-level courses              | Increased | 52    | 66   | 43   | 42           | 45        | 43    | 53    | 61    | 64    | 67            | 63            | 40            | 62            | 40                    | 55                    | 41                 | 69                 |
|                                    | Decreased | 1     | 1    | 2    | 1            | 1         | 2     | 1     | 1     | 1     | 2             | 1             | 2             | 1             | 1                     | 1                     | 2                  | 1                  |
| Online distance education courses  | Increased | 49    | 60   | 40   | 41           | 38        | 52    | 50    | 40    | 37    | 63            | 36            | 40            | 40            | 41                    | 40                    | 35                 | 45                 |
|                                    | Decreased | 1     | 1    | 2    | 1            | 1         | 1     | 1     | 0     | 0     | 1             | 0             | 2             | 0             | 1                     | 1                     | 1                  | 0                  |
| Adult/continuing education courses | Increased | 44    | 54   | 40   | 35           | 38        | 39    | 46    | 42    | 44    | 56            | 46            | 39            | 44            | 33                    | 44                    | 36                 | 45                 |
|                                    | Decreased | 1     | 1    | 0    | 1            | 1         | 1     | 1     | 0     | 0     | 1             | 0             | 0             | 0             | 1                     | 0                     | 1                  | 0                  |
| Basic skills education courses     | Increased | 42    | 50   | 37   | 42           | 34        | 39    | 44    | 35    | 37    | 51            | 42            | 37            | 36            | 42                    | 46                    | 34                 | 32                 |
|                                    | Decreased | 1     | 2    | 1    | 1            | 0         | 2     | 1     | 0     | 0     | 2             | 0             | 1             | 0             | 1                     | 0                     | 0                  | 0                  |
| Vocational/technical courses       | Increased | 40    | 46   | 40   | 31           | 36        | 36    | 42    | 39    | 34    | 47            | 36            | 39            | 50            | 30                    | 38                    | 36                 | 34                 |
|                                    | Decreased | 1     | 1    | 1    | 1            | 1         | 1     | 1     | 1     | 0     | 1             | 0             | 1             | 0             | 1                     | 0                     | 0                  | 1                  |

Margins of error within +/- 16%

# Off-Duty Education

## Impact of Education Courses on Chances for Promotion

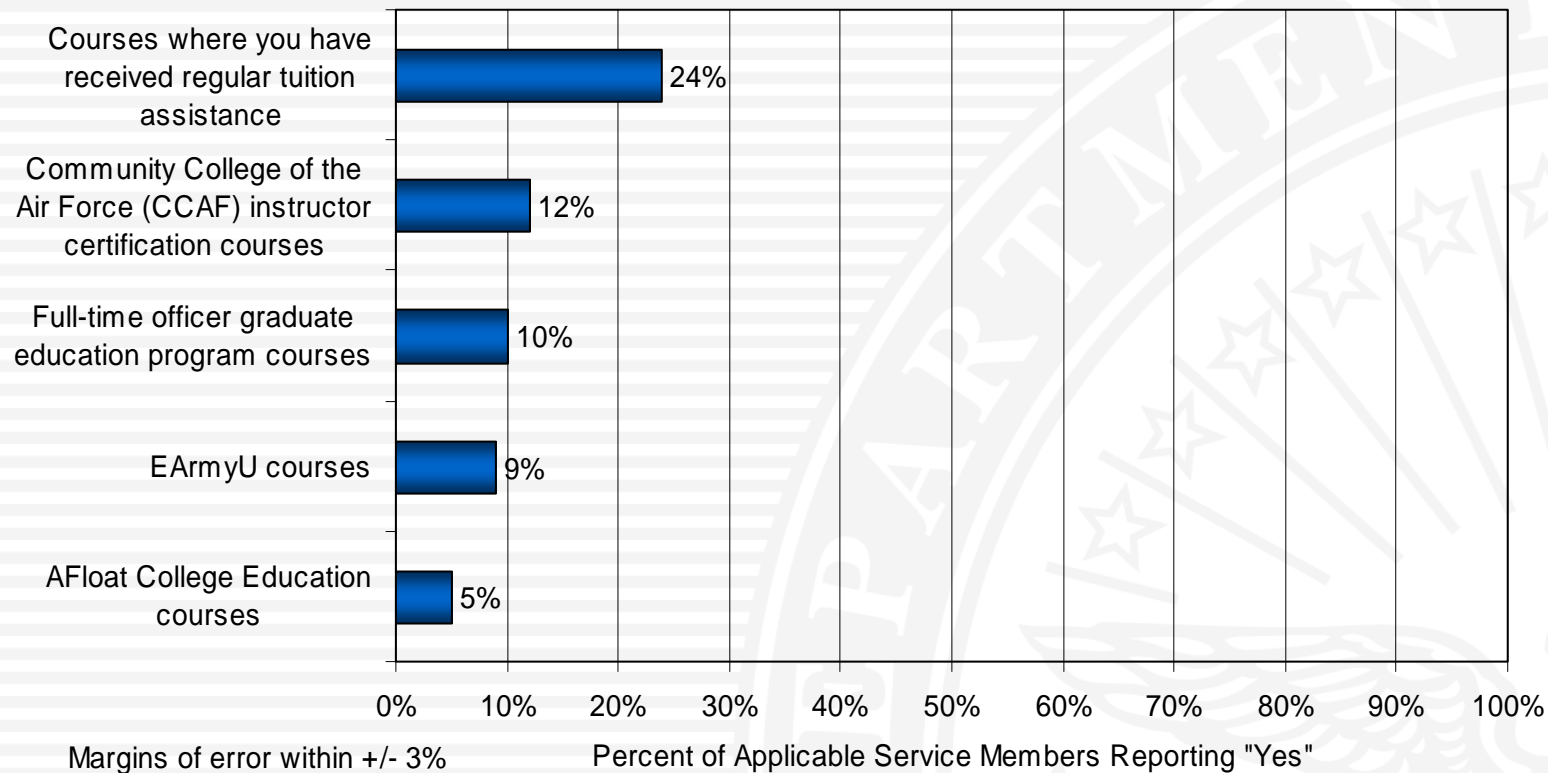
Percent of Applicable Service Members

| KEY:<br>More increased<br>Less increased<br>More decreased |           | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----------|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |           |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Graduate school courses                                    | Increased | 58    | 58       | 54       | 57      | 58       | 60                 | 52             | 54                 | 43                  | 61                  | 63                   | 47            | 65           | 47              | 65             | 58   | 57     |
|  | Decreased | 2     | 2        | 4        | 3       | 2        | 2                  | 3              | 0                  | 3                   | 2                   | 2                    | 3             | 2            | 1               | 1              | 3    | 1      |
| College-level courses                                      | Increased | 52    | 52       | 55       | 53      | 52       | 52                 | 53             | 47                 | 43                  | 57                  | 55                   | 51            | 65           | 48              | 60             | 53   | 50     |
|  | Decreased | 1     | 1        | 1        | 1       | 2        | 1                  | 1              | 2                  | 2                   | 1                   | 1                    | 2             | 1            | 1               | 0              | 2    | 1      |
| Online distance education courses                          | Increased | 49    | 48       | 53       | 53      | 47       | 48                 | 51             | 45                 | 47                  | 51                  | 51                   | 52            | 41           | 47              | 39             | 50   | 46     |
|  | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              |                    | 2                   | 0                   | 0                    | 1             | 0            | 1               | 0              | 1    | 1      |
| Adult/continuing education courses                         | Increased | 44    | 44       | 44       | 45      | 44       | 43                 | 46             | 39                 | 37                  | 48                  | 47                   | 44            | 46           | 42              | 39             | 45   | 41     |
|  | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 2                  | 1                   | 1                   | 1                    | 1             | 0            | 1               | 0              | 1    | 1      |
| Basic skills education courses                             | Increased | 42    | 41       | 44       | 45      | 39       | 37                 | 47             | 35                 | 39                  | 44                  | 42                   | 43            | 39           | 38              | 31             | 42   | 37     |
|  | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 1                  | 1                   | 1                   | 2                    | 1             | 0            | 1               | 0              | 1    | 1      |
| Vocational/technical courses                               | Increased | 40    | 39       | 43       | 42      | 39       | 37                 | 45             | 32                 | 36                  | 43                  | 43                   | 41            | 40           | 38              | 34             | 41   | 37     |
|  | Decreased | 1     | 1        | 1        | 1       | 1        | 1                  | 1              | 0                  | 2                   | 1                   | 1                    | 1             | 1            | 0               | 0              | 1    | 0      |

Margins of error within +/- 12%

# Off-Duty Education

## Courses Taken in the Past 12 Months



# Off-Duty Education

## Courses Taken in the Past 12 Months

Percent of Applicable Service Members

| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | Army | Navy | Marine Corps | Air Force | 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 where you have received tuition assistance                                     | Yes | 24    | 25   | 19   | 23           | 27        | 20    | 30    | 17    | 7     | NA            | NA            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
|  | No  | 76    | 75   | 81   | 78           | 73        | 80    | 70    | 83    | 93    | NA            | NA            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
| CCAF instructor certification courses  | Yes | 12    | NA   | NA   | NA           | 12        | 12    | 12    | NA    | NA    | NA            | NA            | NA            | NA            | NA                    | NA                    | 12                 | NA                 |
|  | No  | 88    | NA   | NA   | NA           | 88        | 88    | 88    | NA    | NA    | NA            | NA            | NA            | NA            | NA                    | NA                    | 88                 | NA                 |
| Full-time officer graduate education program course                                    | Yes | 10    | 10   | 8    | 12           | 12        | NA    | NA    | 9     | 12    | NA            | 10            | NA            | 8             | NA                    | 12                    | NA                 | 12                 |
|  | No  | 90    | 90   | 92   | 88           | 88        | NA    | NA    | 91    | 88    | NA            | 90            | NA            | 92            | NA                    | 88                    | NA                 | 88                 |
| EArmyU courses   | Yes | 9     | 9    | NA   | NA           | NA        | 6     | 12    | NA    | NA    | 9             | NA            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
|  | No  | 91    | 91   | NA   | NA           | NA        | 94    | 88    | NA    | NA    | 91            | NA            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
| Afloat college education courses   | Yes | 5     | NA   | 5    | NA           | NA        | 7     | 5     | 1     | 0     | NA            | NA            | 6             | 1             | NA                    | NA                    | NA                 | NA                 |
|  | No  | 95    | NA   | 95   | NA           | NA        | 93    | 95    | 99    | 100   | NA            | NA            | 94            | 99            | NA                    | NA                    | NA                 | NA                 |

Margins of error within +/- 15%

NA: Not Applicable

# Off-Duty Education

## Courses Taken in the Past 12 Months

Percent of Applicable Service Members

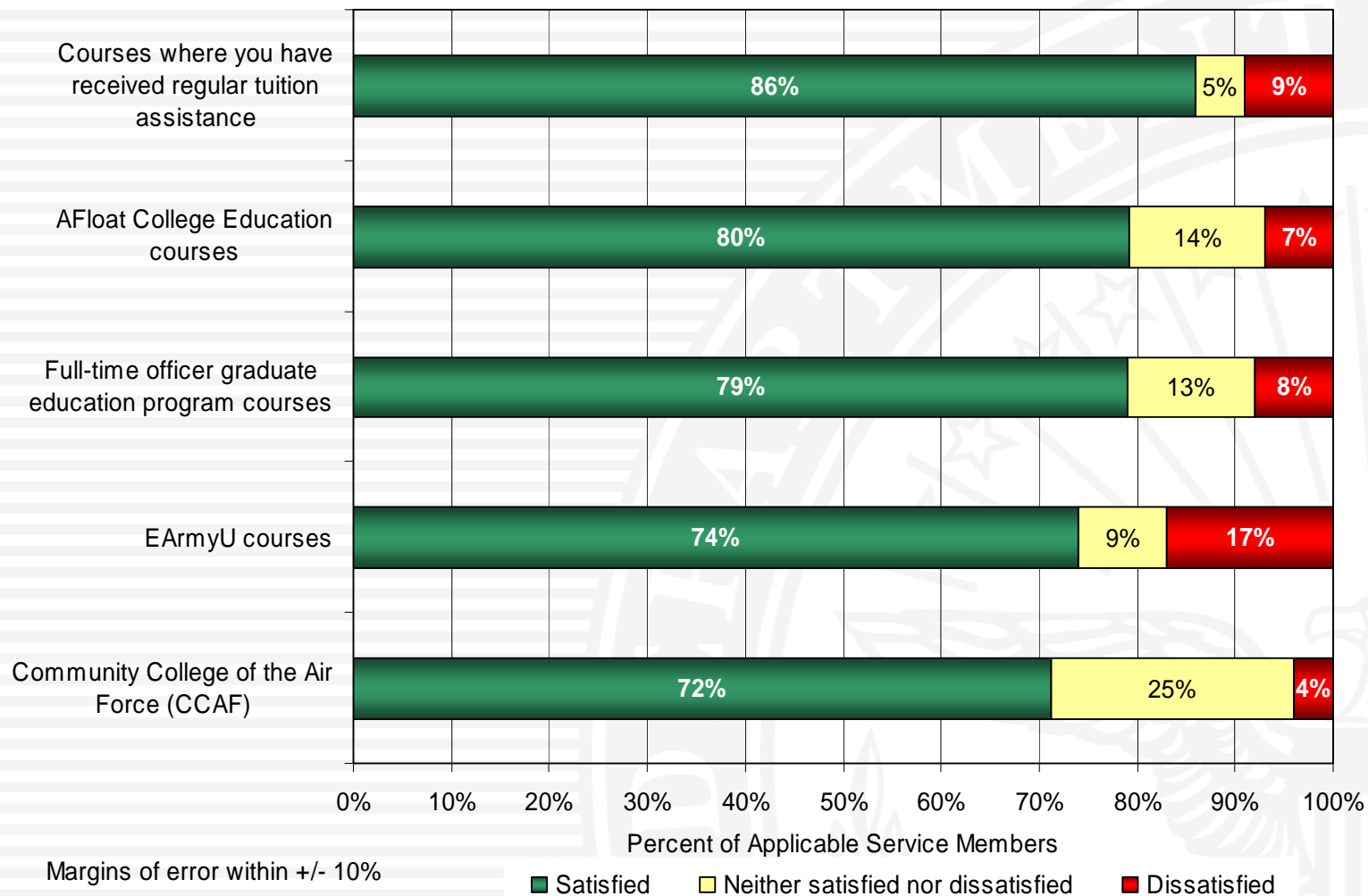
| KEY:<br>Higher response of "Yes"<br>Lower response of "Yes"<br>Higher response of "No" |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Courses where you have received tuition assistance                                     | Yes | 24    | 23       | 28       | 23      | 24       | 20                 | 29             | 26                 | 21                  | 25                  | 24                   | 23            | 13           | 41              | 17             | 21   | 37     |
|  | No  | 76    | 77       | 72       | 77      | 76       | 80                 | 71             | 74                 | 79                  | 75                  | 76                   | 77            | 87           | 59              | 83             | 79   | 63     |
| CCAF instructor certification courses  | Yes | 12    | 13       | 10       | 12      | 12       | 12                 | 12             | 14                 | 12                  | 12                  | 14                   | 12            | NA           | 13              | NA             | 12   | 13     |
|  | No  | 88    | 87       | 90       | 88      | 88       | 88                 | 88             | 86                 | 88                  | 88                  | 86                   | 88            | NA           | 87              | NA             | 88   | 87     |
| Full-time officer graduate education program course                                    | Yes | 10    | 11       | 9        | 13      | 10       | 10                 | 11             | 9                  | 8                   | 13                  | 8                    | NA            | 10           | NA              | 10             | 10   | 10     |
|  | No  | 90    | 89       | 91       | 87      | 90       | 90                 | 89             | 91                 | 92                  | 87                  | 93                   | NA            | 90           | NA              | 90             | 90   | 90     |
| EArmyU courses   | Yes | 9     | 10       | 6        | 8       | 10       | 10                 | 8              | 8                  | 4                   | 13                  | 9                    | 9             | NA           | 11              | NA             | 9    | 11     |
|  | No  | 91    | 90       | 94       | 92      | 90       | 90                 | 92             | 92                 | 96                  | 87                  | 91                   | 91            | NA           | 89              | NA             | 91   | NA     |
| Afloat college education courses   | Yes | 5     | 5        | 8        | 7       | 5        | 4                  | 7              | 3                  | 7                   | 4                   | 6                    | 6             | 1            | 7               | 1              | 5    | 6      |
|  | No  | 95    | 95       | 92       | 93      | 95       | 96                 | 93             | 97                 | 93                  | 96                  | 94                   | 94            | 99           | 93              | 99             | 95   | 94     |

Margins of error within +/- 15%

NA: Not Applicable

# Off-Duty Education

## Satisfaction With Education Courses



# Off-Duty Education

## Satisfaction With Education Courses

Percent of Applicable Service Members

| KEY:<br>More satisfied<br>Less satisfied<br>More dissatisfied |     | Total | Army | Navy | Marine Corps | Air Force | 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 |
|---|-----|-------|------|------|--------------|-----------|-------|-------|-------|-------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|--------------------|--------------------|
|   |     |       |      |      |              |           |       |       |       |       |               |               |               |               |                       |                       |                    |                    |
| Afloat College Education courses                              | SAT | 80    | NA   | 80   | NA           | NA        | NR    | NR    | NR    | NR    | NA            | NA            | 80            | NR            | NA                    | NA                    | NA                 | NA                 |
|   | DIS | 7     | NA   | 7    | NA           | NA        | 7     | NR    | NR    | NR    | NA            | NA            | 6             | NR            | NA                    | NA                    | NA                 | NA                 |
| Full-time officer graduate education courses                  | SAT | 79    | 84   | 91   | 87           | 68        | NA    | NA    | 81    | 77    | NA            | 84            | NA            | 91            | NA                    | 87                    | NA                 | 68                 |
|   | DIS | 8     | 10   | 3    | 7            | 9         | NA    | NA    | 6     | 11    | NA            | 10            | NA            | 3             | NA                    | 7                     | NA                 | 9                  |
| EArmyU Courses  | SAT | 74    | 74   | NA   | NA           | NA        | NR    | NR    | NA    | NA    | 74            | NR            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
|   | DIS | 17    | 17   | NA   | NA           | NA        | NR    | NR    | NA    | NA    | 17            | NR            | NA            | NA            | NA                    | NA                    | NA                 | NA                 |
| CCAF  | SAT | 72    | NA   | NA   | NA           | 72        | 72    | NR    | NA    | NA    | NA            | NA            | NA            | NA            | NA                    | NA                    | 72                 | NA                 |
|   | DIS | 4     | NA   | NA   | NA           | 4         | 5     | NR    | NA    | NA    | NA            | NA            | NA            | NA            | NA                    | NA                    | 4                  | NA                 |
| Tuition assistance  | SAT | 86    | 93   | 65   | 85           | 93        | 87    | 86    | 81    | 82    | 94            | 88            | 65            | 68            | 85                    | 84                    | 94                 | 83                 |
|   | DIS | 9     | 3    | 27   | 5            | 5         | 6     | 11    | 14    | 10    | 2             | 7             | 28            | 25            | 5                     | 10                    | 4                  | 11                 |

Margins of error within +/- 15%

NA: Not Applicable

NR: Not Reportable



# Off-Duty Education

## Satisfaction With Education Courses

Percent of Applicable Service Members

|  |     | Total | US Based | Overseas | On Base | Off Base | Total Non-Minority | Total Minority | Single w/ Children | Single w/o Children | Married w/ Children | Married w/o Children | Enlisted Male | Officer Male | Enlisted Female | Officer Female | Male | Female |
|--|-----|-------|----------|----------|---------|----------|--------------------|----------------|--------------------|---------------------|---------------------|----------------------|---------------|--------------|-----------------|----------------|------|--------|
|  |     |       |          |          |         |          |                    |                |                    |                     |                     |                      |               |              |                 |                |      |        |
| Afloat College Education courses             | SAT | 80    | 77       | NR       | NR      | 77       | NR                 | NR             | NR                 | NR                  | NR                  | NR                   | 80            | NA           | NA              | NA             | 80   | NR     |
|  | DIS | 7     | 8        | NR       | NR      | 8        | NR                 | NR             | NR                 | NR                  | NR                  | NR                   | 6             | NA           | NA              | NA             | 6    | NR     |
| Full-time officer graduate education courses | SAT | 79    | 80       | 74       | 73      | 81       | 78                 | 82             | NR                 | 69                  | 80                  | 84                   | NA            | 79           | NA              | 77             | 79   | 77     |
|  | DIS | 8     | 8        | 9        | 10      | 8        | 9                  | 6              | NR                 | 9                   | 8                   | 8                    | NA            | 8            | NA              | 8              | 8    | 8      |
| EArmyU Courses                               | SAT | 74    | 77       | NR       | 70      | 77       | 73                 | 74             | NR                 | NR                  | 78                  | NR                   | 73            | NA           | 77              | NR             | 73   | 77     |
|  | DIS | 17    | 15       | NR       | 18      | 16       | 21                 | 12             | NR                 | NR                  | 15                  | NR                   | 17            | NA           | 16              | NR             | 17   | 16     |
| CCAF   | SAT | 72    | 72       | NR       | 69      | 73       | 65                 | 84             | NR                 | NR                  | NR                  | NR                   | 73            | NA           | 67              | NA             | 73   | 67     |
|  | DIS | 4     | 5        | NR       | 0       | 7        | 5                  | 2              | NR                 | NR                  | NR                  | NR                   | 2             | NA           | 10              | NA             | 2    | 10     |
| Tuition assistance                           | SAT | 86    | 85       | 90       | 90      | 83       | 85                 | 87             | 88                 | 86                  | 86                  | 85                   | 85            | 82           | 90              | 83             | 85   | 89     |
|  | DIS | 9     | 11       | 4        | 5       | 12       | 11                 | 7              | 8                  | 7                   | 11                  | 9                    | 9             | 13           | 7               | 10             | 10   | 7      |

Margins of error within +/- 13%

NA: Not Applicable

NR: Not Reportable

# Off-Duty Education

## Summary of Findings

### November 2003 Findings

- 54% satisfied and 28% dissatisfied with opportunities to pursue education
  - Satisfaction led by Air Force, E5-E9s, O4-O6s, Navy officers, minorities, married with children, male officers, and females
- 15% of members with any PERSTEMPO in the last 12 months reported using the Internet to participate in off-duty, voluntary education courses
  - Led by Army, E5-E9s, members living overseas, minorities, married with children, and females
- 20% of members with any PERSTEMPO in the last 12 months satisfied and 28% dissatisfied with opportunities to participate in off-duty, voluntary education using the Internet while away

# Off-Duty Education

## Summary of Findings

### November 2003 Findings (continued)

- 51% have taken *basic skills education courses*
  - Led by Army, E5-E9s, minorities, singles with children, married with children, enlisted males, and females
  - 61% reported it increased military job performance
  - 42% reported it increased chances of promotion
- 56% have taken *college-level courses*
  - Led by Air Force, E5-E9s, Army enlisted, members living overseas, members living off base, minorities, singles with children, married with children, and females
  - 54% reported it increased military job performance
  - 52% reported it increased chances of promotion
- 15% have taken *graduate school courses*
  - Led by Air Force, commissioned officers, all Services officers, members living in the US, members living off base, non-minorities, married with children, male officers, and females
  - 68% reported it increased military job performance
  - 58% reported it increased chances of promotion

# Off-Duty Education

## Summary of Findings

### November 2003 Findings (continued)

- 24% have taken courses in the past 12 months where they received regular tuition assistance
  - 86% satisfied with tuition assistance
    - Led by Army, Air Force, members living on base, and enlisted females

# Major Findings for November 2003

- **Satisfaction**

- No change in overall satisfaction (63%) with military way of life from July 2003 or July 2002
- Members most satisfied with *type of work you do* (68%) and least satisfied with *total compensation* (47%)
  - 4 of 5 aspects of military life up from July 2002
    - *Total compensation* (up 8 percentage points)
    - *Opportunities for promotion* (up 7 percentage points)
    - *Quality of coworkers* (up 5 percentage points)
    - *Quality of supervisor* (up 7 percentage points)

- **Retention**

- Overall, no change in likelihood to stay (57%) from July 2003 or July 2002
  - Army down 8 percentage points from July 2002
- Overall, no change in spouse/significant other (48%) or family (43%) support to stay from July 2003 or July 2002
  - Spouse/significant other support to stay down from July 2002 for Army (down 10 percentage points) and E5-E9s (down 7 percentage points)

# Major Findings for November 2003

- **Readiness**

- 69% reported their units were well prepared for wartime mission
  - 55% for manning levels in general
  - 50% for manning levels in critical occupations
  - 43% for parts and equipment
  - 70% reported participation in unit training increased their unit readiness
- 82% reported they were well prepared for wartime mission
  - 68% to 69% reported *individual training in a live setting* and *live fire training* increased their personal readiness
- 9% reported being unable to deploy due to *physical injury/medical profile*
- 15% reported an absence from primary duties due to physical injury or medical profile

# Major Findings for November 2003

- **Personal and Work Stress**

- Levels of personal (42%) and work (51%) stress were unchanged from July 2003 or July 2002
  - Army (48%) and E1-E4s (46%) reported highest levels of personal stress
  - Army (56%), E1-E4s (55%), and non-minorities (53%) reported highest levels of work stress

- **Tempo**

- Members reported working *longer than their normal duty day* an average of 111 days, a 16-day increase from July 2003 and a 24-day increase from July 2002
  - Largest increases for Army (up 27 days from July 2003) and O1-O3s (up 19 days from July 2003)
- Members were away from their PDS an average of 68 nights in the past year, a 6-night increase from July 2003 and a 22-night increase from July 2002
  - Army (+15 nights from July 2003) and E1-E4s / O1-O3s (+9 nights from July 2003) reported the largest increases in time away
- 27% reported *time away decreased their desire to stay* in the military, an increase of 7 percentage points from July 2002
  - Largest increase for Army (+13 from July 2002) and O1-O3s (+9 from July 2002)
  - 55% of members who reported *more time away than expected* also reported a decreased *desire to stay*

# Major Findings for November 2003

- **OPS/PERSTEMPO**

- Time away for military operations averaged 41 nights
  - Longer times reported by Army (57 nights) and Marine Corps (54 nights)
- Returning members who received support services found them helpful
  - 58% for adjusting to return to PDS
  - 55% for adjusting to return to spouse/significant other
  - 86% knew where to go for help
- 40% of deployed members reported concerns with *their family's ability to contact them* and 36% reported concerns with *their ability to communicate with family*
- Deployed members used the Internet (84%), postal/telegram services (69%), and DSN telephone (69%) to contact family and friends
  - 23% used the Internet daily
- 44% of deployed members satisfied and 24% dissatisfied with *deployment compensation and incentives*



# Major Findings for November 2003

- **PCS Moves**

- *Change in cost of living and costs of setting up new residence* were a large problem for 29% to 31% of members for their most recent PCS
- *Spouse employment and loss or decrease of spouse income* were a large problem for 29% to 31% of married members for their most recent PCS
  - Up 13 percentage points from July 2003 for *spouse employment* and up 11 percentage points for *loss or decrease of spouse income*
- 81% reported they should have “a say” in the assignment process
  - Prefer a *stateside assignment* (72%) or *long/accompanied tour* (62% to 67%) in Europe

- **Off-Duty Education**

- 54% satisfied with opportunities to pursue education
- 51% to 56% took *basic skills education courses* or *college-level courses*
  - 42% to 61% reported taking such courses increased military job performance and chances of promotion
- 15% took *graduate school courses*
  - 58% to 68% reported taking such courses increased military job performance and chances for promotion
- 86% of those who received regular tuition assistance were satisfied