AFHRL-TR-72-28

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RECRUITS' POSTSERVICE OCCUPATIONAL AND EDUCATIONAL PLANS: NATURE AND THE EXTENT OF INFLUENCE FROM EARLY MILITARY EXPERIENCE

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April 1972

AIR FORCE SYSTEMS COMMAND

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Unclassified

Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY *(Corporate author)*
Human Resources Research Organization (HumRRO)
300 North Washington Street
Alexandria, Virginia 22314

2a. REPORT SECURITY CLASSIFICATION
Unclassified

2b. GROUP

3. REPORT TITLE

RECRUITS' POSTSERVICE OCCUPATIONAL AND EDUCATIONAL PLANS: NATURE AND THE EXTENT OF INFLUENCE FROM EARLY MILITARY EXPERIENCE

4. DESCRIPTIVE NOTES *(Type of report and inclusive dates)*
Technical Report (October 1970–October 1971)

5. AUTHOR(S) *(First name, middle initial, last name)*

Arthur J. Hoehn

6. REPORT DATE	7a. TOTAL NO. OF PAGES	7b. NO. OF REFS
April 1972	61	

8a. CONTRACT OR GRANT NO.	9a. ORIGINATOR'S REPORT NUMBER(S)
F41609-70-C-0037 (Phase II) b. PROJECT NO. 4499 c. Task No. 449905 d. Work Unit No. 44990543	HumRRO Technical Report 72-15 9b. OTHER REPORT NO(S) *(Any other numbers that may be assigned this report)* AFHRL-TR-72-28

10. DISTRIBUTION STATEMENT

Approved for public release; distribution unlimited.

11. SUPPLEMENTARY NOTES	12. SPONSORING MILITARY ACTIVITY
Research conducted by HumRRO Division No. 7 (Social Science)	Air Force Human Resources Laboratory Manpower Development Division Alexandria, Virginia 22314

13. ABSTRACT

Data on the nature of recruits' postservice occupational and educational plans, and on the influence that the first few weeks of military service have on such plans, were collected in March-June 1971 at Army, Navy, Marine Corps, and Air Force sites. One questionnaire was administered at the beginning, and one near the end of basic training. Results show that most recruits planned to be working fulltime one year after service, but were uncertain as to the type of work they would be doing. The data suggest that 30-40% of the men considered their initial assignment out of line with their job plans for one year after service. Results on occupational plans for age 35 closely paralleled those for one year after service, but the men seemed to be more definite about the kind of work they would be doing. About 40% said that they planned to be attending college one year after leaving service. Results generally showed early service experience to have little, if any, impact on postservice vocational and educational plans.

DD FORM 1 NOV 65 1473

Unclassified

Security Classification

14. KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
Air Force personnel						
Army personnel						
education						
enlisted personnel						
experience						
military personnel						
military training						
Naval personnel						
transfer of training						
civilian-acquired skills						
postservice educational plans						
postservice occupational plans						

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FOREWORD

This research was prepared by the Human Resources Research Organization (HumRRO), Alexandria, Virginia, under Air Force Contract Number F41609-70-C-0037, Project 9905, Exploratory Development on the Impact of Military Service on Occupational Aspirations and Development of Skills. Mrs. Jeanne Fites, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command, served as Contract Monitor.

The research was conducted by HumRRO Division No. 7, with the Division Director, Dr. Arthur J. Hoehn, as Principal Investigator. This report was prepared under Phase II of the research effort; also published under Phase II were AFHRL-TR-72-16, which dealt with potential value and utilization in military assignments of recruits' civilian-acquired skills, and AFHRL-TR-72-19, which dealt with recruits' military preferences and their accommodation by the military services. Phase I of the research dealt with the system of processes by which men enter the service, perform their assignments, leave the service, and make their transition back into the civilian economy; it was reported in AFHRL-TR-71-15.

The research described herein was conducted during the period October 1970 to October 1971. The manuscript was released by the authors in October 1971, for publication as an AFHRL (MD) Technical Report. No copyrighted materials are contained in the report.

Acknowledgment is made of the generous assistance received from members of the Military Services in the conduct of the research and particularly in the collection of the data. The following officials served as the contractor's points of contact with the military services: LTC Richard A. McClain, Department of the Army; Major Lyle Nelson, United States Marine Corps; Captain Edward Sadovsky, Department of the Air Force; and Mr. Hugh Martin, Department of the Navy. Their assistance throughout the planning and data collection phases and their suggestions and efforts in obtaining authorization and support, and making arrangements for the contractor to work at the military installations, are appreciated. Special appreciation is given to the officials of the military units that collected most of the data: LTC W.G. Pugh, Commanding Officer, U.S. Army Reception Station, Fort Knox, Kentucky; LTC W.C. Torbett, Commanding Officer, U.S. Army Reception Station, Fort Dix, New Jersey; Colonel R.V. Green, Deputy Commander, 3700 Personnel Processing Squadron, Lackland Air Force Base, San Antonio, Texas; Captain Cameron, Commanding Officer, Recruit Training Command, U.S. Naval Training Center, San Diego, California; and Mr. Van Poucke, Classification Officer, Marine Corps Recruit Depot, San Diego, California. These officials, and other personnel at these locations, effected the detailed plans and procedures and assigned personnel and provided facilities for the data collection. Finally, appreciation is expressed to the many enlisted personnel who completed the questionnaire forms.

The contractor's internal technical report number is HumRRO Technical Report TR-72-15.

The technical report has been reviewed and is approved.

George K. Patterson, Colonel, USAF
Commander

ABSTRACT

Data on the nature of recruits' postservice occupational and educational plans, and on the influence that the first few weeks of military service have on such plans, were collected in March-June 1971 at Army, Navy, Marine Corps, and Air Force sites. One questionnaire was administered at the beginning, and one near the end of basic training. Results show that most recruits planned to be working full-time one year after service, but were uncertain as to the type of work they would be doing. The data suggest that 30-40% of the men considered their initial assignment out of line with their job plans for one year after service. Results on occupational plans for age 35 closely paralleled those for one year after service, but the men seemed to be more definite about the kind of work they would be doing. About 40% said that they planned to be attending college one year after leaving service. Results generally showed early service experience to have little, if any, impact on postservice vocational and educational plans.

SUMMARY AND FINDINGS

OBJECTIVE

The military services can benefit by capitalizing on strongly held vocational plans and aspirations that some recruits bring with them into service. In the case of men who enter service without well-developed vocational plans and goals, the services can contribute to the welfare of the serviceman and to the larger society by helping men shape their occupational and educational plans and aspirations. While potential gains associated with the linkages of the military manpower system and the civilian economy are no doubt already being realized to considerable degree, relevant research can contribute to achievement of these benefits.

The present study is a limited entry into this area of inquiry. The specific purpose is to provide information on the nature of recruits' occupational and educational plans and on the influence that the first few weeks of military service has on such plans. In addition, some information is presented on the extent to which recruits perceive that their initial military assignments are aligned with their postservice needs and interests.

It should be noted that the information presented here on the influence of military service in shaping civilian job plans is limited to the effects of events and experiences in the *first few weeks* of military service.

METHOD

Data were obtained from questionnaires administered to first-tour, male recruits during March-June 1971. The first questionnaire was completed by recruits near the beginning of their in-processing, the second about eight weeks later near the end of basic training. With the assistance of members of HumRRO, military personnel collected data at five locations: Naval Training Station, San Diego; Marine Corps Recruit Training Depot, San Diego; Lackland Air Force Base, San Antonio; and U.S. Army Reception Stations at Fort Knox, Kentucky, and at Fort Dix, New Jersey.

The first questionnaire was completed by 7015 recruits, the number varying across locations from 1000 to 1600. About 1000 men were designated at each location for follow-up at the second time point. Of the approximately 3800 answer sheets actually completed at the second time point, it was possible to match 3373 with answer sheets completed at the first time point.

ANALYSIS AND RESULTS

Data from the relevant items of the questionnaire were analyzed to obtain information on the following questions:

What is the nature and definiteness of recruits' job plans for one year after service and for the longer range (age 35)?

What degree of relationship do men see between their initial military assignments and their planned postservice vocational pursuits?

What are recruits' educational plans for one year after service?

To what extent do recruits' postservice vocational and educational plans change during early military experience?

Definiteness of Plans for Postservice Jobs

Most of the recruits do not have very definite plans for the kind of job they expect to have one year after service. The men at the Army sites were most likely to express a high degree of definiteness, about 50% responding that they were "Completely decided" or "Very definite" about the type of work they would be performing one year after leaving service. This compares with 40% for the Marine Corps recruits and about 30-35% for Navy and Air Force recruits.

Results show a slight tendency for a higher degree of definiteness to be expressed by enlisted as compared to drafted personnel, by men who claim to know more about the kind of job they want in service than by men who say they know little about their preferred military job, and by men who decided on their preferred military job some time before entering service rather than later. These results suggest that definiteness with respect to type of postservice job is related to definiteness regarding military job preference.

Analysis of the grouped data, location by location, showed that for only one of the five locations was there a general group shift in definiteness of one-year postservice plans during early military service. The one location for which there was a statistically stable shift was Fort Knox, and this change was in the direction of less definiteness.

Analysis of the individual responses to the item on definiteness of one-year postservice job plans showed 58% of the individual responses shifted upward or downward by at least one scale point on a five-point scale. However, only 17% of the shifts were more than one scale point. This indicates that there are few individual changes of consequence on this variable during early service experience.

Results for definiteness of long-range vocational plans (defined as definiteness of plan for type of job planned for age 35) closely parallel those for plans for one year after service. However, recruits tended to express a greater degree of definiteness about the type of job they expect to have at age 35 than about the type of job they expected to have one year after service.

Plans for Full- or Part-Time Work for One Year After Service

A large majority of the men expect to be working full time one year after leaving service, the percentage ranging from a low of 65% for the Navy recruits up to 80% for Army recruits. No general shift in plans for full- or part-time work was found to occur during early service experience.

Plans for Type of Postservice Occupations

When asked about type of job planned for one year after service, over 30% of Navy recruits and 10-20% of the recruits of the other services chose the response "NA," which

covered various meanings such as they do not plan to be working at that time, they plan to stay in the military, or they have no idea what kind of job they may have.

Men who did indicate the type of job they expected to have one year after service made their responses in a form permitting analysis by 1-digit DOT code (Occupational Category) and by 2-digit DOT code (Occupational Division), with analysis concentrating on Occupational Category. The highest percentages of choices for type of job, one year after service, were the combined 0 and 1 Categories (Professional, Technical, and Managerial), the 6 Category (Machine Trades), and the 8 Category (Structural Work). Compared to the other military services, Marine Corps personnel chose the 3 Category (Service Occupation) with unusually high frequency.

Shifts in distributions of responses to the item regarding type of job at one year after service were found to be statistically reliable at two locations—Fort Knox and Air Force. For Fort Knox, there was a modest decrease in the proportion planning to be working in the Machine Trades and a modest increase in the proportion giving the "NA" response. For the Air Force, there was an increase in the proportion of men choosing combined 0 and 1 Categories (Professional, Technical and Managerial) and slight decreases in the proportions choosing the 2 Category (Clerical and Sales) and the 6 Category (Machine Trades).

Of the 83 Occupational Divisions (2-digit DOT groups) no more than 25 drew more than 1% of the choices at any one of the locations. As few as 19 drew 1% or more of the choices for recruits queried in the Air Force. Divisions meeting the "1% or more" criterion accounted for 70-80% of occupational choices. There were few noteworthy differences in proportion to choices at the two data collection time points.

In terms of Occupational Categories (1-digit DOT code), about 60% of the individuals chose the same category in the before-assignment and after-assignment responses, and about 40% chose a different category.

A discriminant function analysis was made to identify factors differentiating those who shifted category between the two data collection points from those who did not. The resulting discriminant function is weak in its power to differentiate between those who did and did not shift; with it, prediction is correct in only 11% more cases than if predictions were made at random. Nevertheless, a few of the independent variables were found to have a statistically reliable relationship with the dependent variable—shift in category vs. no shift in category. The variable making the most contribution to discrimination between the two groups is definiteness of job plans for one year after service. In addition, men are slightly more likely to hold to their initially chosen job category if they have relatively high education and learning ability, and relatively more job experience and knowledge of some civilian job.

As in the case of the analyses of changes in definiteness of one year postservice plans, none of the variables that made any statistically significant contribution to the discriminative function relate to type of initial military assignment preferred, type of assignment received, or similarities of type of assignment preferred and type received.

Results for type of job planned for age 35 very closely parallel those for one year after service. The reason is obvious, in that approximately 90% of the men chose the same occupational category to characterize their one-year postservice plan as they did for the type of job for age 35. Thus, as far as recruits have plans for a type of job, almost all

of them say that they expect to be in the same Occupational Category at age 35 as they expect to be in one year postservice.

Expected Earnings

For all locations, comparisons between before- and after-assignment responses for both the one-year postservice and age 35 time frames show an upward shift in expected earnings. An analysis of change scores shows that the mean change is not statistically different from zero. However, for the large number of men whose estimates of expected earnings did change, most of the changes, particularly for one year after service, are in the direction of higher income expectations.

The estimates of expected income failed to correlate to any appreciable degree with level of education, AFQT, and other variables with which actual income is related in the real labor market, so the meaning of the expected income variable is not clear. The writer hypothesizes that it is an indirect indicator of personal confidence, including confidence in the future. If this is true, then the obtained tendency for changes to occur in an upward rather than a downward direction could be attributable to the confidence generated by successful, on-schedule completion of basic training.

Educational Plans

The most common kind of postservice educational plan is to attend college (two-year or junior college, regular four-year college, or post-graduate school). About 40-45% of the recruits at all locations gave this kind of response.

The next most frequent kinds of responses were "Not planning further education or training" or "Plan to make a career of the military service." Percentages giving such responses varied across locations and time frames from about 22 to 31%. About 20-27% responded that they plan to take trade or technical training. The least frequent type of response was "Take high school courses." In the Navy and Air Force samples 2-5% chose this alternative, as compared with about 8-10% in the Marine Corps and Army samples.

Only for the Air Force recruits is there a significant shift between the before-assignment and the after-assignment time points. Here, responses show upward shifts in the percentages of men who plan to attend a four-year college or take postgraduate study, and a lower percentage of men who say they plan to take trade or technical training.

Recruits' Views of How Initial Military Assignment Related to Desired Postservice Work

About one-third of the recruits see their initial military assignment as being of great help in getting the kind of job they want when they leave the service. Between 60-70% responded, in the before-assignment questionnaire, that their preferred military assignment would be of great help in this regard. This suggests that perhaps as many as 30-40% of the men see their initial assignment as being out of line with their immediate postservice plans.

With respect to long-range vocational plans (age 35), 30-40% of the men see the type of work they plan to do at age 35 as being "Identical" or "Closely related" to the kind of work they will be doing in their initial military assignment. This result can be compared to the finding that, with variations across locations, 50-63% of the men see

their *preferred* military assignment as being "Identical" or "Closely related" to the kind of work they plan to have at age 35. Thus, about 20% of the men do not see their initial military assignment as having as much relation to their long-range civilian job plans as they would like.

The percentages of cases in which the lack of alignment of military assignment and postservice civilian job plans is of major importance are probably less than those suggested by the above-mentioned results. The most important cases are likely to be those in which men want a military assignment in line with postservice job plans, but see their actual initial assignment as being of no help in this respect. With regard to one-year postservice plans, this view is found in about 15% of the cases, the percentage being considerably greater for the Army than for the other locations. With regard to the match of military assignment and long-range (age 35) plans, results suggest that a similar problem is present for about 20% of the Army and Air Force recruits, about 10% of Navy recruits, and only about 2% of Marine Corps recruits.

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INTRODUCTION

MILITARY PROBLEM AND OBJECTIVES

The military and civilian manpower systems work in close interaction with each other. Men entering the military services bring with them knowledges, skills, and motivations that have been developed and shaped by preservice educational and work experiences. The effectiveness of the services is, in large part, dependent upon the degree to which the services capitalize on these knowledges, skills, and motivations. It is clear, however, that the services do not simply utilize what men bring with them. The services also create a wide variety of new skills and have a major influence on the motivation, plans, and expectations of personnel within the military manpower system.

One motivational area that is of particular interest to the military service is represented by educational and vocational plans, intentions, and expectations. A matter of obvious importance in this area has to do with military career plans—that is, the services wish to promote and maintain the interest of personnel in making military service a career—but this is not the only concern that the services have with the vocational and educational plans of their personnel. To the extent that the services can align the military training and job utilization of personnel with the occupational plans and aspirations of these personnel, in-service motivation and performance are likely to be enhanced. Such alignment can also serve the needs of the civilian economy in that it would tend to increase the proportion of men who, upon leaving the service, continue to use and build on-the-job knowledges and performance capabilities they have acquired while serving in the military.

Men who enter the military services are typically below 20 years of age and have no more than a high school education. Many have had little or no job experience. Men with these characteristics are not likely to have made very firm decisions with respect to their educational and vocational plans and goals. In many cases, recruits, no doubt, look upon military service as offering opportunities to acquire civilian-relevant job skills, to better define vocational plans, and (through in-service opportunities and veterans' benefits) to yield means by which educational and work career plans can be pursued.

In brief, then, the services can benefit by capitalizing on existing vocational and educational plans and aspirations in instances where these are well defined and represent a strong motivational force for the individual. At the same time, the services have the opportunity and, no doubt, do exert a major influence on the vocational and educational plans and aspirations of many men who come into service with no clearly defined educational and vocational plans. The ways in which this opportunity is exercised are of importance not only to individual servicemen but also to the military services and to the American society.

The present report is part of project RELAY, The Impact of Military Service on Occupational Aspirations and Development of Skills, that concerns the linkages and interactions of the military and civilian manpower systems with reference to the inputs that the civilian system makes to the military system, and the contributions that the military system makes to the civilian economy.

Phase I of the project consisted of an analysis of the systems of arrangements and processes by which men enter the military services and move into their initial assignments, together with a similar analysis of the processes by which men leave the services and make their transition into the civilian economy.[1]

Phase II is addressed to questions on the extent to which the Armed Forces utilize occupational or vocational skills and preferences that men have when they enter service, and the extent to which occupational and educational goals and preferences at time of entry are influenced by early military experience. An initial Phase II report dealt with the Armed Forces utilization of civilian-acquired skills.[2] A second report presented information regarding military job preferences and their relation to initial military assignments.[3] The present report under Phase II provides information on the nature of recruits' occupational and educational plans and on the influence that early military experience has on such plans.

Phase III of the overall project will present results of a survey of the postservice educational and vocational plans and aspirations of first-tour military personnel who are nearing the time of departure from the service.

RESEARCH PROBLEM

The research reported here attempts to deal with only a few limited facets of the general military problem of service utilization and service impact on vocational and educational plans and aspirations.

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[1] Francis D. Harding, and John A. Richards. *A Descriptive Analysis of the Classification, Assignment, and Separation Systems of the Armed Forces*, Technical Report AFHRL-TR-71-15, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas, May 1971. Also published as HumRRO Technical Report 71-8, May 1971.

[2] Arthur J. Hoehn, Thurlow R. Wilson, and John A. Richards. *Recruits' Civilian-Acquired Skills: Their Potential Value and Their Utilization in Initial Military Assignments*, Technical Report AFHRL-TR-72-16, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas, February 1972. Also published as HumRRO Technical Report 72-6, February 1972.

[3] Arthur J. Hoehn, Thurlow R. Wilson, and John A. Richards. *Recruits' Military Preferences and Their Accommodation by the Military Services*, Technical Report AFHRL-TR-72-19, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, March 1972. Also published as HumRRO Technical Report 72-10, March 1972.

Specific questions considered are as follows:

(1) What is the nature and definiteness of recruits' job plans for one year postservice and for a longer range time period?

(2) What degree of relationship do men see between their initial military assignments and their planned postservice vocational pursuits?

(3) What are recruits' educational plans for one year postservice?

(4) To what extent does early military experience influence recruits' postservice occupational and educational plans?

Section II

DATA COLLECTION

The data for the present report were obtained by means of two questionnaires administered to male recruits with no prior service during March through June of 1971. The first questionnaire was completed by recruits near the beginning of their in-processing; the second questionnaire was completed about eight weeks later, near the end of basic training.

Military personnel, with the assistance of HumRRO, collected data at five locations: Naval Training Station, San Diego, California; Marine Corps Recruit Training Depot, San Diego; Lackland Air Force Base, San Antonio, Texas; and U.S. Army Reception Stations at Fort Knox, Kentucky, and at Fort Dix, New Jersey. The reasons for selecting only five sites were the practical limitations of arranging military support and providing training and supervision for the data collection.

SAMPLING OF RECRUITS

The sample of recruits consisted of men without prior military service entering the military services, excluding those who entered for National Guard or Reserve training.

The first questionnaire was completed by a total of 7015 recruits, the number from the five locations varying from about 1000 to 1600. At each location, approximately 1000 men were designated to be followed up at the second time point. A total of about 3800 men actually completed the second questionnaire.

QUESTIONNAIRES USED

The two instruments used to obtain information from recruits were the Vocational Preference Questionnaire (VPQ) and the After-Assignment Questionnaire (AAQ).

The VPQ was administered to groups of 150 to 200 recruits some time during their first or second week in the service. It was administered to recruits before they had their classification interviews and before they received formal instruction on military jobs.

The AAQ was administered to groups of men at the end of basic training, after they had been informed of their initial military assignment. All men had filled out the VPQ about eight weeks previously.

The questionnaires were designed to obtain a variety of information on topics other than those covered in the present report. The questionnaire items of central interest for this report are as follows:

VPQ Items	AAQ Items
Definiteness of plan re kind of job one year postservice	Definiteness of plan re kind of job one year postservice
Plan to work full time or part time one year postservice	Plan to work full time or part time one year postservice
Type of civilian job planned for one year postservice	Type of civilian job planned for one year postservice
Perception of extent to which preferred military job would help in getting desired type of postservice job	Perception of extent to which experience in initial military assignment will help in getting desired type of postservice job
Definiteness of plan re kind of job at age 35	Definiteness of plan re kind of job at age 35
Type of civilian job planned for age 35	Type of civilian job planned for age 35
Perception of extent to which preferred military job would help in achieving long-range career plans	Perception of extent to which experience in initial military assignment will help in achieving long-range career plans
Expected income one year postservice	Expected income one year postservice
Expected income at age 35	Expected income at age 35

The items, as they appeared in the questionnaires, are given in Appendix I. Complete questionnaires can be found in a previous report.[4]

Note that seven of the nine VPQ items are identical with items that also appear in the AAQ. For the other two VPQ items there are clearly related, though not identical, items in the AAQ. Thus, in the VPQ there is an item on perception of the extent to which *preferred* military job would help in getting a desired type of postservice job; the related item in the AAQ is on perception of the extent to which experience in the *actual* initial assignment would help in getting a desired type of postservice job. There is a parallel pair of items dealing with long-range career plans.

OTHER INFORMATION ON DATA COLLECTION

Detailed information on the data collection procedures used in the survey has been presented in the previously published reports.[5] Some additional notes on data collection methods of special significance for the present report are presented in Appendix II.

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[4] Hoehn, Wilson, and Richards, 1972a, *op. cit.*
[5] Hoehn, Wilson and Richards, 1972b, *op. cit.*

Section III

ANALYSIS AND RESULTS

In this Section, results are reported first on recruits' civilian job plans for one year after service. Then a similar presentation is made on longer-range career plans—plans for age 35. In conjunction with results on these two future time frames, information is presented on recruits' perceptions of the degree to which their preferred military job and their actual initial military assignment would be of help in achieving their postservice vocational goals. The last two parts of the results deal with expected earnings at the two future time frames, and educational plans for one year after service.

RECRUITS' VOCATIONAL PLANS FOR ONE YEAR POSTSERVICE

Definiteness of Plans

One of the questions asked in both VPQ and AAQ was, "How definite are your plans for the kind of job you will have one year after you leave the service?"

Responses to this question are summarized in Table 1, which gives results for each location. Within location, percentages of responses for each alternative are given for the total before-assignment sample and for a "reduced" sample, consisting of those recruits for whom both before-assignment and after-assignment results were obtained.

Men who were designated for follow-up but did not complete the AAQ, and men who completed it but whose response sheets could not be matched with answer sheets for the VPQ administered before assignment, were necessarily excluded from the reduced sample. This same limitation applies to all of the results in this report that involve comparisons of before-assignment and after-assignment information.

Another feature of the data reported for the reduced samples is that the obtained percentages were weighted to compensate for the fact that the relative proportions of CAS and non-CAS in the after-assignment samples were approximately .50-.50 whereas the proportions of CAS and non-CAS personnel total before-assignment samples were near .40 CAS and .60 non-CAS. To compute population estimates for groups with the total sample proportions of CAS and non-CAS personnel, the obtained percentages of responses were computed as follows: Population estimate = .4 (% for CAS) + .6 (% for non-CAS).

This same method of adjusting the results for the reduced samples was used in conjunction with all the results for these samples except where it is explicitly stated that the information presented is in the form of obtained, unadjusted values.

In examining Table 1, it will be noted that about 50% of the Army recruits say they are "Completely decided" or "Very definite" about the kind of jobs they will have one year after service. Corresponding percentages for the other services are lower: about 40% for the Marine Corps recruits, 35% for the Air Force recruits, and 27% for Navy recruits.

Table 1

Definiteness of Plans for Job One Year Postservice, Before and After Assignment[a]

(Percent)

Questionnaire Response	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After	Before		After	Before		After	Before		After	Before		After
	Total Sample N=1559	Reduced Sample N=604	N=604	Total Sample N=1554	Reduced Sample N=622	N=622	Total Sample N=1196	Reduced Sample N=709	N=709	Total Sample N=1067	Reduced Sample N=527	N=527	Total Sample N=1592	Reduced Sample N=864	N=864
Completely decided	29.8	30.2	23.3	25.9	24.2	24.2	10.5	11.7	9.6	21.3	19.9	19.3	14.4	13.5	11.1
Very definite	22.9	23.8	26.4	22.4	22.0	24.9	16.3	16.7	19.8	21.6	20.5	24.1	21.0	21.4	20.6
Fairly definite	24.3	22.6	28.4	26.8	28.8	29.4	30.8	30.4	30.9	31.6	33.3	30.7	30.0	29.8	32.8
Not very definite	13.3	13.7	11.0	15.2	16.8	11.2	19.3	17.6	18.3	15.6	16.3	12.6	17.8	19.4	19.2
Completely undecided	4.9	4.4	4.2	4.5	3.5	3.8	11.0	11.4	10.7	4.3	3.5	5.5	6.9	6.6	7.3
Don't plan to work or Plan military career	4.9	5.2	6.6	5.3	4.7	6.6	12.1	12.1	10.7	5.6	6.6	7.9	9.7	9.5	9.0

[a]The Reduced group represents the men in the total Before sample who comprise the After sample.

Thus, there are major between-service differences. However, taking the overall results at face value, the majority of recruits do not have very definite plans for the kind of job they plan or expect to have one year after leaving service. The exceptions are the Army samples, but, even with them, only about 25 to 30% of the men queried claimed to have completely decided.

Although most recruits respond that they have not completely decided, a large majority say they are at least fairly definite about the kind of job they expect to have one year after leaving service; very small proportions of men of each location say they are completely undecided.

Thus, most men feel that they have some idea of what they anticipate in the way of a job one year postservice; but only a rather small minority express a high level of certainty. Clearly, a great majority are open to influence and change in plans.

A question of some interest is whether early service experience has an impact on definiteness of recruits' postservice job plans. Before examining the results as they bear on this question, a somewhat broader question needs to be addressed. What reasons, if any, are there for expecting that changes might occur in postservice occupational plans during the few weeks between the time the men first enter the service and the time they complete basic training?

Three events or experiences occur during this short time frame, which the authors believe to be of such a nature that they could result in changes in postservice plans. These events or experiences, all of which relate to the classification and assignment processes, are as follows:

(1) The classification interview that could provide the man an opportunity to explore the types of jobs for which he may be best suited.

(2) Formal or informal experiences by which the services attempt to acquaint the man with the kinds of job assignments available in the services.

(3) The issuance of information to the man on what his initial military assignment will be.

Obviously, all these experiences or events are directly focused on vocational options available in the military or on military training and experience. Thus they can be expected to influence a man's future vocational and educational plans only to the extent that the men perceive relationships between the military and the civilian worlds of work, and the extent to which they see civilian-relevant job capabilities in what they learn and work at in the military system. These assumptions may or may not hold, but it is on the basis of them that the first few weeks of military experience could be expected to have a potential for effecting changes in postservice vocational and educational plans.

Now let us consider the more specific question of whether definiteness of plans that recruits have for the kind of work they will be doing one year postservice undergoes any general shift as a result of early military experience. Analysis relevant to this question consisted of comparison of before- and after-assignment results for the reduced samples for each location. Results show a statistically reliable change only for Fort Knox ($\chi^2 = 17.7$, $df = 9$, $p < .05$). The Fort Knox sample shows about a 7% reduction in "Completely decided" responses, and compensating modest increases in the percentages

of men who answer "Very definite" or "Fairly definite." In general, early military experience is found to have no major impact on definiteness of plans recruits have with respect to type of postservice job.

Plans for Full-Time or Part-Time Work

Recruits' plans for full- or part-time work are summarized in Table 2. Most men expect to be working full time one year after they leave service, the percentages in this category ranging from about 65 for Navy personnel up to about 80 for men at the two Army locations.

No statistically reliable differences were found in the distribution of responses before assignment as compared with after assignment.

Plans for Type of Job

Table 3 shows the distribution of responses recruits gave, in terms of 1-Digit Dictionary of Occupational Titles (DOT), when questioned about the kind of job expected one year after leaving the military service.

One of the response options offered was for men who do not plan to be working one year postservice, or who had no idea what kind of job they will have then, or who plan to remain in the military service. This option was explained in the questionnaire and given the label "NA" (Not Applicable). About one-third of the Navy recruits chose this answer, a result that is consistent with the previously presented information showing the relatively large proportion of Navy recruits with a low degree of definiteness about postservice work. About 20% of Air Force personnel and about 10 to 17% of Army and Marine Corps personnel chose this option.

For personnel who did designate one of the job categories, the higher proportions for all of the locations include the combined 0 and 1 (Professional, Technical and Managerial), 6 (Machine Trades), and 8 (Structural Work) Categories.

Compared to recruits from the other military services, an unusually high proportion of Marine Corps personnel selected the 3 (Services) Category.

Within-location comparisons of the distributions of before- and after-assignment responses of the reduced samples show significant differences for two of the locations, Fort Knox and Lackland Air Force Base. (Fort Knox: $\chi^2 = 17.7$, $df = 9$, $p < .05$; Lackland AFB: $\chi^2 = 17.9$, $df = 9$, $p < .05$.) For Fort Knox, the largest changes, though still of modest size, show a decrease in the percentage of personnel expecting to work in Machine Trades, and an increase in the percentage choosing the NA (Not Applicable) option. In the Air Force reduced sample, there is a statistically significant increase in the percentage of men saying they think they will be working in the Professional, Technical, and Managerial area. After assignment, Air Force personnel were slightly less likely to choose the Clerical and Sales and Machine Trades categories.

Information on civilian jobs that recruits expect to have one year postservice was obtained in terms of the 2-digit DOT divisions, as well as the 1-digit DOT categories. Data for the total before-assignment samples are presented in Table 4. Obtained Ns and percentages are presented for only those DOT Occupational Divisions chosen by at least 1% of the recruits at a particular location. There are 83 Occupational Divisions in the DOT coding schema. Twenty-five of these met the 1% of more criterion at Fort Knox;

Table 2

Recruits' Plans for Full-Time or Part-Time Work One Year Postservice, Before and After Assignment [a]

(Percent)

Questionnaire Response	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After	Before		After	Before		After	Before		After	Before		After
	Total Sample N=1556	Reduced Sample N=687	N=687	Total Sample N=1551	Reduced Sample N=626	N=626	Total Sample N=1187	Reduced Sample N=717	N=717	Total Sample N=1063	Reduced Sample N=520	N=520	Total Sample N=1584	Reduced Sample N=861	N=861
Full time	78.2	78.4	79.4	81.5	81.3	76.8	62.9	65.4	66.8	70.6	68.2	74.1	70.9	71.1	74.6
Part time	6.9	7.6	7.2	6.0	6.5	8.1	8.8	9.0	9.1	9.3	9.8	9.7	6.8	7.2	6.1
Don't know (whether full or part time)	8.0	7.7	5.8	5.6	5.2	5.9	14.1	11.9	11.9	11.1	12.4	6.5	11.0	10.9	9.8
Don't think I'll be working then	4.3	3.9	4.9	4.4	5.6	6.0	7.8	7.6	4.0	5.2	6.3	3.9	4.9	4.3	4.3
Plan service career	2.6	2.3	2.6	2.6	1.4	3.2	6.4	6.1	8.3	3.8	3.5	5.8	6.5	6.6	5.2

[a]The Reduced group represents the men in the total Before sample who comprise the After sample.

Table 3

Civilian Jobs Recruits Think They Will Have One Year Postservice, by 1-Digit DOT Code, Before and After Assignment[a]

(Percent)

List of Civilian Occupations (1-Digit DOT)	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After	Before		After	Before		After	Before		After	Before		After
	Total Sample N=1553	Reduced Sample N=607	N=607	Total Sample N=1563	Reduced Sample N=622	N=622	Total Sample N=1210	Reduced Sample N=718	N=718	Total Sample N=1068	Reduced Sample N=511	N=511	Total Sample N=1597	Reduced Sample N=857	N=857
0 & 1 Professional, Technical & Managerial Work	16.3	17.6	16.6	17.0	17.0	20.1	15.1	14.0	17.2	12.0	13.6	11.5	23.0	23.4	30.3
2 Clerical & Sales Work	9.6	8.6	8.8	11.3	11.5	10.2	5.1	5.0	4.6	6.8	7.0	6.4	11.5	12.2	9.3
3 Services	5.9	5.8	5.4	8.6	8.9	7.6	4.0	4.5	4.5	10.1	10.5	13.7	7.7	7.5	6.9
4 Farming Fishery, Forestry	3.0	3.6	2.9	3.4	3.1	3.3	4.9	4.6	4.8	6.5	6.3	6.4	2.5	2.6	3.0
5 Processing	2.0	1.2	2.7	3.4	2.4	2.1	2.2	2.1	1.4	2.5	1.9	2.8	1.8	1.3	1.6
6 Machine Trades	24.3	25.2	21.3	16.1	17.3	15.4	13.2	12.7	12.6	20.4	20.1	17.9	17.1	14.7	11.1
7 Bench Work	4.4	4.2	5.7	5.8	5.4	3.7	3.7	4.8	5.7	4.6	3.5	2.5	4.4	4.8	4.7
8 Structural Work	16.0	16.6	14.1	16.4	16.5	15.7	11.2	11.9	12.2	12.4	12.1	12.7	6.8	8.5	10.0
9 Miscellaneous work	6.5	4.8	6.5	8.7	8.4	7.2	5.5	5.4	5.6	12.7	12.1	9.0	4.9	4.4	4.4
NA—Don't plan to be working, or No idea, or Plan military career	12.0	12.4	16.1	9.3	9.7	14.7	35.2	35.0	31.5	12.0	13.8	17.1	20.4	20.7	18.7

[a]The Reduced group represents the men in the total Before sample who comprise the After sample.

Table 4

Civilian Jobs Recruits Expect to Have One Year Postservice, by 2-Digit DOT Code, Before Assignment

(Data for Each Location Limited to Occupational Divisions Selected by at Least 1% of Recruits at that Location)

List of Civilian Occupations	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Professional, Technical, & Managerial										
01 Architecture & Engineering	50	3.3	50	3.2	20	1.7	19	1.8	52	3.2
02 Mathematics & Physical Sciences					12	1.0				
07 Medicine & Health	23	1.5	22	1.2	31	2.6			33	2.1
09 Education	28	1.8	27	1.7	13	1.1	11	1.0	27	1.7
11 Law & Jurisprudence							11	1.0	17	1.1
14 Art Work (designer)	23	1.5					13	1.2	20	1.3
15 Entertainment & Recreation	23	1.5								
16 Administrative Specialties	21	1.4	32	2.0					40	2.5
18 Other Managerial Work	41	2.7	21	1.4					30	1.9
19 Other Professional & Technical Work	30	2.0	50	3.2	57	4.7	31	2.9	91	5.7
Clerical & Sales Work										
20 Stenography, Typing, Filing	20	1.3	17	1.1						
21 Computer & Account Recording	50	3.3	67	4.3	28	2.8	31	2.9	106	6.6
22 Material & Production Recording	41	2.7	27	1.7			11	1.0		
26 Saleswork, Goods			25	1.6					22	1.4
Services										
31 Food & Beverage Preparation	23	1.5	32	2.0	15	1.2	15	1.4		
37 Protective (policeman)	51	3.3	79	5.1	22	1.8	81	7.6	96	6.0
Farming, Fishery, Forestry										
41 Animal Farming							16	1.5		
42 Other Farming							11	1.0		
44 Forestry					22	1.8	22	2.1	16	1.0
Processing										
None										

(Continued)

Table 4 *(Continued)*

Civilian Jobs Recruits Expect to Have One Year Postservice, by 2-Digit DOT Code, Before Assignment

(Data for Each Location Limited to Occupational Divisions Selected by at Least 1% of Recruits at that Location)

List of Civilian Occupations	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Machine Trades										
60 Metal Machining	57	3.7	28	1.8	18	1.5	17	1.6	25	1.6
61 Other Metalworking	25	1.6								
62 Mechanical Repairing	220	14.3	160	10.2	109	9.0	169	15.9	196	12.3
65 Printing	17	1.1								
69 Other Machine Work	29	1.9	26	1.7			13	1.2		
Bench Work										
71 Make & Repair Scientific & Medical Apparatus	19	1.2								
72 Assemble & Repair Electronic Equipment	30	2.0	55	3.5	24	2.0	21	2.0	56	3.5
Structural Work										
81 Welding & Frame Cutting	32	2.1	21	1.4	12	1.0	20	1.9		
82 Electrical Assembly, Installation & Repair	56	3.6	86	5.5	50	4.1	37	3.5	43	2.7
85 Excavating, Grading, & Paving			34	2.2	20	1.7				
86 Other Construction Work	124	8.1	86	5.5	35	2.9	39	3.7	34	2.1
Miscellaneous Work										
90 Motor Freight Transportation	54	3.5	79	5.1	23	1.9	77	7.2	32	2.0
91 Other Transportation Work	16	1.0			16	1.3	26	2.4	17	1.1
96 T.V., Radio, Movie and Stage Production			22	1.4	14	1.2	11	1.0		
All Others	267	17.4	369	23.7	243	20.1	237	22.2	320	20.0
NA—Don't Plan to be Working, or No Idea, or Plan Military Career	175	11.4	145	9.3	425	35.2	127	11.9	326	20.4
Total	1538	100.2	1560	99.8	1209	100.6	1066	99.9	1599	100.2

22 at Fort Dix; 19 at Navy, San Diego; 22 at Marine Corps, San Diego; and 19 at Air Force, Lackland. These numbers of Occupational Divisions accounted for 70-80% of all men who selected a response other than NA. With a few exceptions (e.g., the Farming and Forestry divisions), the kinds of occupations covered by the Occupational Divisions listed in Table 4 are of such a nature as to be clearly related to jobs in the services. This indicates the possibility of aligning military assignments with post-service plans, for a sizable proportion of personnel, a condition that is likely to be particularly important where postservice plans are firmly held and sufficiently important to the individual.

Changes of 1% or more were found for no more than six Occupational Divisions at any single location. These changes, based upon the reduced samples, are given in Table 5.

The Occupational Division Showing the largest downward shift is 62 (Mechanical Repairing), which had the highest percentage of first choices in the results of the Before-Assignment Questionnaire (VPQ). For this Occupational Division, reductions of 2% or more were found at three of the five locations. Reductions of 1% or more were found at three of the five locations for Division 22 (Material and Production Recording) and at two of the five locations for Divisions 21 (Computer and Account Recording) and 86 (Other Construction Work, i.e., carpenter, plumber).

Upward shifts of 1% or more of first choices were found for Division 09 (Education) at three locations, and for 16 (Administrative Specialties) at two locations.

Recruits' Views of Role of Service Experience in Getting a Postservice Job

To what extent do recruits see what the military has to offer in the way of occupational experience as being a help in getting the kinds of jobs they want when they leave the service?

In the After-Assignment Questionnaire, recruits were asked how much help experience in their actual initial assignment would be in getting a desired job after leaving the service. A summary of responses, by location, is shown for the reduced sample in Table 6. Although the distribution of responses varies considerably from location to location, note that at all locations about one-third of the recruits say they think experience in their initial assignment will be of "Great help."

It is of interest to compare these results with responses to a question in the VPQ administered several weeks earlier. The VPQ question was: "How much help would experience in your preferred military assignment be when you try to get a job you want after you leave the service?" As can be seen in Table 7, 60-70% of recruits in the total before-assignment samples responded that experience in their preferred military assignment would be of "Great help" or "Very great help." Thus, it appears that there is a large proportion of men who feel that their actual military assignment will be of less help in getting a desired postservice job than experience in their preferred military assignment would be.

Comparison of the percentages of men who give responses of "No help" to the two questions suggests that the problem of aligning assignments with postservice plans is greatest for the Army. Responses on the VPQ item to the effect that the preferred military assignment would be of no help in getting a postservice job were made by about 10% of the total before-assignment sample. About 25% of the men in the reduced sample said that experience in the assignment they have actually received will be of no help in getting the kind of postservice job they want. This disparity, which is clearly greater for

Table 5

Changes in Civilian Jobs Recruits Expect to Have One Year Postservice, Before and After Assignment

Location	Occupational Division	Before-Assignment Percentage	After-Assignment Percentage
Fort Knox			
(N=606)	22 Material and Production Recording	2.8	1.1
	62 Mechanical Repairing	14.3	11.8
	86 Other Construction Work (Carpenter, Plumber)	8.4	4.9
Fort Dix			
(N=621)	09 Education	1.3	2.9
	16 Administrative Specialties	2.0	3.2
	19 Other Professional and Technical Work	3.8	4.8
	21 Computer and Account Recording	4.8	2.8
	82 Electrical Assembly, Installation and Repair	6.0	5.0
	86 Other Construction Work (Carpenter, Plumber)	5.5	4.3
Navy, San Diego			
(N=715)	01 Architecture and Engineering	1.8	2.8
	09 Education	2.3	3.6
	22 Material and Production Recording	2.7	1.7
	72 Assemble and Repair Electronic Equipment	2.6	4.1
Marine Corps, San Diego			
(N=495)	22 Material and Production Recording	3.7	2.4
	37 Protective (Policeman)	7.9	11.2
	62 Mechanical Repairing	15.7	13.2
	82 Electrical Assembly, Installation and Repair	2.9	4.4
	90 Motor Freight Transportation	7.3	4.9
	91 Other Transportation Work	2.8	1.6
Air Force, Lackland			
(N=853)	09 Education	1.8	3.4
	16 Administrative Specialties	2.8	5.8
	18 Other Managerial Work	1.7	3.0
	21 Computer and Account Recording	8.3	5.5
	62 Mechanical Repairing	11.0	7.3

Table 6

Recruits' Views of How Much Help Experience in Initial Assignment Will Be in Getting a Postservice Civilian Job[a]

(Percent)

Response	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=607)	Fort Dix (N=624)	San Diego (N=717)	San Diego (N=515)	Lackland (N=858)
Great help	29.0	31.8	35.5	36.4	35.5
Some help	19.3	20.7	21.5	22.2	18.0
A little help	9.8	10.6	8.7	9.2	8.9
Very little help	12.5	7.9	8.2	9.3	9.4
No help	24.7	25.1	12.0	14.2	17.9
NA—Don't know or Plan military career	4.7	4.0	14.2	8.8	10.3
Total	100.0	100.1	100.1	100.1	100.0

[a]Based upon responses to an item in the VPQ.

Table 7

Recruits' Judgments of Extent to Which Experience in Preferred Military Job Would Help in Getting Desired Postservice Job[a]

Responses	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Very great help or Great help	930	59.9	1043	67.0	728	61.0	666	62.7	1139	71.5
Some help	258	16.6	192	12.3	155	13.0	159	14.9	182	11.4
A little help	109	7.0	89	5.7	58	4.9	72	6.8	51	3.2
No help	187	12.0	144	9.3	109	9.1	99	9.3	78	4.9
NA—Don't know; or Plan military career	71	4.7	88	5.7	145	12.1	66	6.2	144	9.0
Total	1555		1556		1195		1062		1594	
Missing	7		11		17		9		9	

[a]Based upon responses to an item in the AAQ.

the Army than in the case of the other military services, is probably attributable to the fact that many of the Army personnel are drafted and are assigned to combat jobs that they see as having little relevance to their future civilian job plans.

RECRUITS LONG-RANGE VOCATIONAL PLANS

Definiteness of Plans

For many individuals entering military service, shorter-range vocational plans and goals are likely to be viewed as stepping stones to achievement of longer-range vocational goals. Here, an individual may find any one of a variety of military and immediate postservice occupations or assignments equally acceptable. Any of a sizable range of marketable skills can be instrumental in meeting his economic needs while he obtains training or education that lead to achievement of longer-range occupational objectives. For this reason, and because military training and work experience can influence long-range as well as short-range vocational plans, it is of interest to examine the definiteness and nature of recruits' longer-range plans.

For purposes of obtaining information on recruits' long-range vocational plans, "long range" was defined in terms of a specific age level, namely age 35. Posing of questions in terms of a specific age frame rather than simply in terms of the long range was considered desirable, because recruits are likely to find the term ambiguous, and might interpret it as meaning range of future time frames. The age level of 35 was chosen because, by that age, the great majority of men can be expected to have completed most of their formal education and to have committed themselves to a relatively narrow range of vocational options.

First, let us consider what recruits say about the definiteness of their plans for age 35. The specific question asked in both the before-assignment and after-assignment questionnaires was almost identical—"How definite are your plans for the kind of job you will have at age 35?" Note that, except for future time frame, this question is the same as the question on definiteness of plans for one year postservice.

A summary of responses to the item on definiteness of vocational plans for age 35 is found in Table 8. If one compares the results of Table 8 with the results in Table 1, it is obvious that a considerably higher proportion of recruits said they were "Very definite" or "Fairly definite" about their plans for age 35 than in the shorter-range time frame of one-year postservice reflected in Table 1. Roughly 50% of the men expressed these levels of definiteness with respect to one year after service, as compared to about 70% for age 35. Men expressed more definiteness about their long-range plans than about their immediate postservice plans. This was found for all locations and for the before- and the after-assignment results.

Comparisons of within-location results before- and after-assignment reveal a statistically reliable shift only for the Fort Knox reduced sample. This shift, of small size, is in the direction of less definiteness about job plans for age 35. Overall, early service experience appears to have little, if any, effect on definiteness of job plans for age 35.

Plans for Type of Job

Table 9 shows, in terms of 1-digit DOT code, the distribution of responses recruits made to the question: "What kind of job do you expect to have at age 35?" As with the

Table 8

Definiteness of Plans for Job at Age 35, Before and After Assignment[a]

(Percent)

Response	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	8efore		After	8efore		After	Before		After	8efore		After	8efore		After
	Total Sample N=1548	Reduced Sample N=604	N=604	Total Sample N=1548	Reduced Sample N=622	N=622	Total Sample N=1203	Reduced Sample N=709	N=709	Total Sample N=1064	Reduced Sample N=527	N=527	Total Sample N=1594	Reduced Sample N=864	N=864
Very definite	34.6	33.2	26.0	35.1	31.2	32.2	21.3	22.6	24.3	34.6	35.3	33.8	29.2	27.9	24.1
Fairly definite	40.6	40.8	42.1	36.0	39.6	41.6	42.2	41.2	42.5	39.4	41.3	40.6	43.4	43.8	44.2
Not very definite	16.4	18.0	19.8	19.5	20.9	20.4	22.5	23.0	21.0	17.4	17.7	19.6	18.7	20.3	21.5
Completely undecided	8.5	8.1	12.1	9.4	8.3	5.7	14.0	13.2	12.2	8.6	5.7	6.1	8.8	8.0	10.2

[a]The Reduced group represents the men in the total 8efore sample who comprise the After sample.

Table 9

Civilian Jobs Recruits Think They Will Have At Age 35—by 1-Digit DOT Code[a]

(Percent)

List of Civilian Occupations	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After	Before		After	Before		After	Before		After	Before		After
	Total Sample N=1535	Reduced Sample N=605	N=605	Total Sample N=1544	Reduced Sample N=617	N=617	Total Sample N=1202	Reduced Sample N=720	N=720	Total Sample N=1059	Reduced Sample N=498	N=498	Total Sample N=1588	Reduced Sample N=843	N=843
0 & 1 Professional, Technical, Managerial	24.3	26.9	24.4	24.0	26.7	31.6	23.5	24.3	23.0	19.0	21.4	18.9	28.9	29.9	35.4
2 Clerical & Sales	9.5	8.6	8.0	9.3	9.3	10.1	5.1	5.1	4.7	6.9	7.0	6.5	11.1	11.7	8.1
3 Services	6.0	5.4	4.0	8.1	8.7	7.4	4.2	4.4	4.1	9.8	10.4	12.1	7.8	7.3	6.6
4 Farming, Fishing, Forestry	3.4	3.9	4.8	3.4	3.7	3.7	6.3	6.4	5.3	6.5	6.5	6.8	3.0	3.4	3.9
5 Processing	1.8	1.1	1.5	3.1	1.9	1.8	1.8	1.6	1.1	2.6	1.8	3.0	1.5	1.5	2.0
6 Machine Trades	23.4	22.8	18.4	15.7	16.4	15.0	12.6	12.2	12.1	19.9	19.9	19.5	16.1	13.6	9.1
7 Bench Work	3.8	3.5	5.1	4.7	4.0	3.8	3.5	4.2	5.2	4.7	3.9	2.8	4.2	4.1	3.7
8 Structural Work	14.1	13.7	13.2	15.2	15.4	15.9	9.7	9.8	10.6	11.2	11.6	13.8	6.1	7.3	8.6
9 Miscellaneous	5.4	4.8	6.2	7.6	8.1	7.1	5.6	5.8	5.5	10.8	10.2	8.3	4.1	3.3	5.0
Not Applicable	8.5	9.6	13.3	8.7	6.2	3.7	27.6	26.2	28.5	7.5	7.6	8.4	17.3	18.0	17.6

[a]The Reduced group represents the men in the total Before sample who comprise the After sample.

item regarding type of job planned for one year postservice, one of the response options was "Not applicable," meaning that the man does not plan to be working then or has no idea what kind of job he will have, or that he plans to be in the military service. This option was chosen by about 27% of Navy recruits, 18% of Air Force recruits, and less than 10% of Army and Marine Corps recruits.

For personnel who did designate one of the job categories, the highest proportions for all the locations are for the combined 0 and 1 (Professional, Technical, and Managerial) categories. Approximately 20-30% of the men said they expected to be in these types of jobs, the highest obtained percentage being for the Air Force recruits, and the lowest being for the Marine Corps recruits. The next most commonly checked categories tended to be 6 (Machine Trades) and 8 (Structural Work).

The results vary to some degree from location to location. For example, Marine Corps men were more likely to select the Services job category than men of the other military services. Except for the downward shift in the proportions marking the "NA" response and the upward shift in the proportions selecting the Professional, Technical, and Managerial categories, the distributions of responses about plans for job at age 35 have a marked similarity to the distributions of responses to the question about plans for type of job at one year after service.

Comparisons within location, of the distributions of before- and after-assignment responses of the reduced samples show a stable difference for only Lackland Air Force Base ($\chi^2 = 22.2$, $df = 9$, $p < .01$). The nature and direction of the net changes between the before- and after-assignment responses are essentially the same as those found for the Air Force sample in the data on plans for type of work one year postservice. That is, there was an increase in the percentage of men saying that they think they will be in the 0 and 1 (Professional, Technical, or Managerial) categories; and there were decreases in the percentages saying that they would be working in the Clerical and Sales and Machine Trades categories.

As with job plans for one year after service, information on civilian jobs that recruits expect to have at age 35 was obtained in terms of the 2-digit DOT Occupational Divisions, as well as the 1-digit DOT Occupational Categories. Data for the total before-assignment sample are found in Table 10. Obtained Ns and percentages are again presented only for those Occupational Divisions chosen by at least 1% of the recruits at a particular location. The number of DOT Occupational Divisions meeting this criterion varied from 20 in the Air Force and Navy to 26 in the Marine Corps sample. These divisions accounted for about 70-80% of all men who selected a response other than "NA". The Occupational Divisions appearing in Table 10 overlap to a very high degree with those in the parallel list for planned occupations for one year after service (Table 1).

Comparison of before- and after-assignment results shows changes of 1% or more for no more than seven Occupational Divisions at any one location. These changes are shown in Table 11.

Occupational Divisions 21 (Computer and Account Recording) and 62 (Mechanical Repairing) show a downward shift of 1% or more in first choices at three locations. Occupational Division 90 (Motor Freight Transportation) shows a decrease of more than 1% of first choices at two locations after assignment as compared with before assignment, but it shows an increase of over 1% of first choices at one location.

Table 10

Civilian Jobs Recruits Expect to Have at Age 35, by 2-Digit DOT Code, Before Assignment

(Data for Each Location Limited to Occupational Divisions Selected by at Least 1% of Recruits at that Location)

Civilian Job (2-Digit DOT)	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Professional, Technical & Managerial Work										
01 Architecture & Engineering	85	5.6	72	4.7	47	3.9	28	2.6	58	3.7
02 Mathematics & Physical Sciences					16	1.3				
07 Medicine & Health	38	2.5	28	1.8	44	3.7	12	1.1	44	2.8
09 Education	38	2.5	44	2.9	20	1.7	16	1.5	42	2.7
11 Law & Jurisprudence			22	1.4			25	2.4	30	1.9
14 Art Work	19	1.2					17	1.6	18	1.1
15 Entertainment & Recreation	22	1.4								
16 Administrative Specialties	30	2.0	40	2.6	16	1.3	12	1.1	63	4.0
18 Other Managerial Work	55	3.0	27	1.8	13	1.1	17	1.6	32	2.0
19 Other Professional & Technical Work	36	2.4	61	4.0	78	6.5	51	4.8	95	6.0
Clerical and Sales Work										
21 Computer & Account Recording	64	4.2	64	2.2	32	2.7	32	3.0	109	6.9
22 Material & Production Recording	28	1.8	18	1.2						
23 Information & Message Distribution									15	1.0
25 Saleswork, Goods			18	1.2			11	1.0		
Services										
31 Food & Beverage Preparation	20	1.3	30	2.0	13	1.1	11	1.0		
37 Protective (policeman)	54	3.5	77	5.0	26	2.2	80	7.6	96	6.1
Farming, Fishery, Forestry										
41 Animal Farming			19	1.2			17	1.6		
42 Other Farming							10	1.0		
44 Forestry					28	2.3	24	2.3	15	1.0
Processing										
NONE										

(Continued)

Table 10 *(Continued)*

Civilian Jobs Recruits Expect to Have at Age 35, by 2-Digit DOT Code, Before Assignment

(Data for Each Location Limited to Occupational Divisions Selected by at Least 1% of Recruits at that Location)

Civilian Job (2-Digit DOT)	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Machine Trades										
60 Metal Machining	53	3.5	22	1.4	13	1.1	14	1.3	20	1.3
61 Other Metalworking	24	16								
62 Mechanical Repairing	212	13.8	159	10.4	112	9.3	152	14.4	182	11.5
65 Printing	18	1.2							17	1.1
69 Other Machine Work	24	1.6	22	1.4			15	1.4		
Bench Work										
70 Manufacture & Repair Metal Products	15	1.0								
72 Assembly & Repair of Electronic Equipment	29	1.9	46	3.0	21	1.8	22	2.1	54	3.4
Structural Work										
80 Other Metal Fabricating							12	1.1		
81 Welding & Frame Cutting	36	2.4	18	1.2			16	1.5		
82 Electrical Assembly, Installation & Repair	49	3.2	80	5.2	51	4.2	31	2.9	35	2.2
85 Excavating, Grading & Paving			27	1.8	17	1.4			35	2.2
86 Other Construction Work	104	6.8	78	5.1	23	1.9	43	4.1		
Miscellaneous										
90 Motor Freight Transportation	45	2.9	67	4.4	17	1.4	65	6.2	23	1.5
91 Other Transportation Work	16	1.0			17	1.4	23	2.2	16	1.0
96 T.V., Radio, Movie & Stage Production			23	1.5	21	1.8	10	1.0		
All Others	297	19.3	337	22.0	245	20.4	213	20.1	310	19.6
NA—Don't Plan to be Working, or No Idea, or Plan Military Career	128	8.3	134	8.7	330	27.5	79	7.5	274	17.3
Total	1539	99.9	1533	100.0	1200	100.0	1058	100.0	1584	100.0

Table 11

Changes in Civilian Jobs Recruits Expect to Have at Age 35, Before and After Assignment

Location	Occupational Division	Before-Assignment Percentage	After-Assignment Percentage
Fort Knox (N=605)	01 Architecture and Engineering	6.6	4.7
	22 Material and Production Recording	2.0	.8
	62 Mechanical Repairing	13.4	10.6
	81 Welding and Frame Cutting	2.2	1.1
	86 Other Construction	7.5	5.2
	90 Motor Freight Transportation	2.7	4.1
Fort Dix (N=617)	19 Other Professional and Technical Work	4.4	6.4
	21 Computer and Account Recording	4.2	3.2
	37 Protective (Policeman)	5.4	4.2
	90 Motor Freight Transportation	4.9	3.4
Navy, San Diego (N=720)	44 Forestry and Related Work	2.3	1.1
	72 Assemble and Repair Electronic Equipment	2.4	3.7
Marine Corps, San Diego (N=498)	19 Other Professional and Technical Work	6.3	4.4
	21 Computer and Account Recording	4.1	2.6
	37 Protective (Policeman)	8.1	10.1
	62 Mechanical Repairing	15.7	13.2
	69 Other Machine Work	1.3	6.1
	82 Electrical Assembly, Installation, and Repair	3.1	5.6
	90 Motor Freight Transportation	6.3	4.3
Air Force, Lackland (N=843)	09 Education	2.2	4.1
	16 Administrative Specialties	4.2	5.6
	18 Other Managerial Work	2.0	4.7
	21 Computer and Account Recording	8.6	4.2
	62 Mechanical Repairing	10.4	6.2

Recruits' Views on Similarity of Service Assignments to Type of Job Planned at Age 35

In the After-Assignment Questionnaire, each recruit was asked to judge the similarity of his initial assignment and his choice of a job at age 35. Responses are summarized in Table 12. Looking across the five locations, one finds that about 30-40% saw their initial assignment as either closely related or identical with their choice of a job for age 35.

Table 12

Recruits' Judgments of Similarity of Initial Assignment and Job at Age 35

(Percent)

Response	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=604)	Fort Dix (N=618)	San Diego (N=706)	San Diego (N=510)	Lackland (N=861)
Identical	15.4	20.3	20.6	22.0	18.5
Closely related	15.1	19.3	20.3	17.0	17.5
Related, but not closely	11.2	10.3	12.6	11.6	11.0
Fairly different	8.7	8.4	7.8	11.4	7.3
Completely different	38.0	34.5	15.0	29.4	33.1
Don't know	11.7	7.3	10.2	8.7	17.7

These results can be compared with responses to a similar item administered as part of the VPQ: "How much alike are your preferred military job and your choice of a job at age 35?" Results in Table 13 show that the percentages for the two responses of "Identical" or "Closely related" vary across locations from about 50% to 63%. On the basis of these results, one might reasonably estimate that about 20% of the men see their preferred military assignment as closely related or identical with type of job planned for age 35, but see a lesser degree of relationship between actual initial assignment and type of job planned for age 35. As with one year postservice plans, the results suggest that initial military assignment and recruits' long-range job plans are perceived to be out of alignment in a sizable proportion of cases.

Table 13

Similarity of Preferred Military Job and Job Expected at Age 35, Before Assignment

(Percent)

Response	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=1549)	Fort Dix (N=1553)	San Diego (N=1204)	San Diego (N=1063)	Lackland (N=1593)
Identical	27.3	27.7	26.5	28.3	32.4
Closely related	25.0	27.4	27.3	23.0	28.8
Related, but not closely	11.6	13.2	11.4	11.7	11.9
Fairly different	9.6	9.3	7.8	8.2	6.0
Completely different	20.4	16.0	16.5	20.5	13.0
Don't know	6.0	6.5	10.6	8.4	8.0

Further light is cast on the matter of alignment of military assignments with long-range plans by examining the percentages of men who responded with "Completely different" to the AAQ items as compared to the VPQ items. The differences are about

20% for the Air Force recruits, about 8% for the Army recruits, 9% for the Marine Corps recruits, and less than 2% for the Navy recruits.

Thus, it appears that Air Force and Army recruits are the most likely to see little or no relationship between their initial military assignment and the type of job they plan to have at age 35. The reason for the discrepancy in the Army may well be found in the large number of men who are drafted and who are assigned to combat jobs. Other factors must account for the results for the Air Force. One factor that may be operating here could be the unusually high percentage of recruits in the after-assignment sample of Air Force recruits who have long-range aspirations for work in the 0 and 1 (Professional, Technical, and Managerial) categories. Perhaps there is a tendency for enlisted men to see little relationship between military assignments and jobs in these categories.

EXPECTED EARNINGS ONE YEAR POSTSERVICE AND AT AGE 35

The findings on recruits' expected weekly earnings one year postservice and at age 35 are shown in Table 14. Here, the statistic used to express the average is the median. The statistic expressing the degree of variation around the average is the semi-interquartile range, or "Q"-value—one half the range of the middle 50% of the cases.

In the before-assignment data, it will be noted that the medians for the total samples and the reduced samples differ very little at any location for either future time frame. For example, the median for the total sample at Fort Knox, one year postservice, is $156 a week; the corresponding median for the reduced sample is $157 a week.

For the reduced sample, the median of the expected weekly earnings for one year postservice ranges from $157 a week for Army, Fort Knox to $174 weekly for Navy, San Diego. For each location the after-assignment median for expected earnings one year postservice is higher than the corresponding before-assignment median. The obtained results show a tendency for expected income to be greater after assignment than before assignment.

For each location, the obtained median expected weekly income value for age 35 is higher after assignment than before assignment.

In evaluating these results, it was noted that the variances are sizable. To test the statistical stability of the results, data for men planning to work only part time at one year after service were removed. Then all responses for which both before- and after-assignment expected earnings were available were pooled across all locations. Change scores were computed and analyzed to determine whether their mean differed significantly from zero. The obtained upward trends in expected earnings for one year postservice were both found to be consistent with the hypothesis of no difference.

Examination of the distribution of the same change scores does, however, yield some additional information. Of the 2311 men represented in the distribution, 557 had change scores of zero—they chose the same response both before and after assigment. Of the 1754 men who had a change score other than zero, 1255 (72%) showed an upward shift and 499 (28%) showed a downward shift in expected earnings. Thus, if the size of the change is disregarded, the results show that a much greater proportion of men shift their responses upward on the expected earnings scale than shift their responses downward.

Table 14

Recruits' Expected Earnings One Year Postservice and at Age 35[a]

Branch of Service and Location	Future Time Point	Time of Estimate								
		Before Assignment						After Assignment Reduced Sample		
		Total Sample			Reduced Sample					
		N	Median	Q-Value	N	Median	Q-Value	N	Median	Q-Value
Army, Fort Knox	One Year Postservice	1415	$156	32.4	546	$157	31.2	545	$182	32.7
	Age 35	1538	$255	66.1	603	$257	66.2	605	$300	78.3
Army, Fort Dix	One Year Postservice	1432	$163	36.3	552	$158	35.3	549	$187	39.0
	Age 35	1543	$269	75.0	623	$261	57.6	622	$307	78.7
Navy, San Diego	One Year Postservice	968	$174	39.1	574	$174	37.5	667	$185	43.0
	Age 35	1207	$274	78.0	72.3	$271	75.3	718	$283	70.1
Marine Corps, San Diego	One Year Postservice	971	$155	37.5	498	$167	46.0	450	$175	45.6
	Age 35	1053	$260	77.2	541	$266	79.7	486	$270	76.1
Air Force, Lackland	One Year Postservice	1469	$172	34.9	803	$171	34.3	814	$196	45.5
	Age 35	1589	$281	71.0	856	$279	72.0	859	$303	81.3

[a]Based only on men who expect to be working in a civilian job at the stated time point and who completed the questionnaire items on expected earnings.

Parallel analyses of changes in expected earnings at age 35 give similar results. The mean of the change scores is not sufficiently large to approach statistical significance, but a sizable majority of the changes that occur are in the upward rather than the downward direction. However, the proportion of upward shifts as compared with downward shifts is not as pronounced as in the results for one year postservice. Of the 3274 men included in the analysis, 865 (26%) had change scores of zero. Of the 2409 men whose responses shifted, 1486 (62%) showed an upward shift while 923 (38%) showed a downward shift in reported income expectations.

Overall, the results of analyses to determine whether successful early military experience is accompanied by increased income expectations rather equivocal. Where the magnitude of the changes is taken into account, the results are clearly consistent with the hypothesis of no change. At the same time, many individual changes occur, and most of them, particularly as regards expected earnings for one year postservice, are in an upward direction.

If one accepts the tentative conclusion that early military experience tends to yield positive rather than negative changes in estimated future weekly income, at least two interpretations are possible. One is the direct conclusion that means' earning expectations tend to increase in more cases than they tend to decrease. Another possible interpretation is that upward shifts in estimated expected future income are indirect indications of increased personal confidence, including confidence about the future. Since most of the men have no clear basis for estimating future earning, the writer tends to choose the interpretation that upward shifts in expected earning reflect increased personal confidence brought about by successful early military experience.

EDUCATIONAL PLANS FOR ONE YEAR POSTSERVICE

At both data collection time points, recruits were asked about their postservice educational plans. Responses are summarized in Table 15.

For both data collection time points and for all locations, the most frequently chosen response was: "Not planning further education or training" *or* "Plan military career." The percentages choosing these options range from 22% to 31%. The next most frequently expressed postservice educational plans were to take trade or technical training, and attend a four-year college.

There are clearly some major between-service differences; for example, the relatively high proportion of Army and Marine Corps recruits who plan to take high school courses. However, only for the Air Force recruits is there a significant shift between the before-assignment and the after-assignment data collection points ($\chi^2 = 24.0$, $df = 5, p < .001$). For the reduced sample, the after-assignment responses show higher percentages of men who plan to attend a four-year college or take postgraduate study, and a lower percentage of men who plan to attend a trade or technical school after leaving service. This tends to indicate that early experience in the Air Force has raised educational aspirations.

ANALYSES OF INDIVIDUAL CHANGES

Purposes of the Analyses

Almost without exception, the analyses presented to this point give the overall distributions of results before- and after-assignment, and do not focus on the nature and

Table 15

Recruits' Plans for Education or Training One Year Postservice, Before and After Assignment[a]

(Percent)

Response	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After	Before		After	Before		After	Before		After	Before		After
	Total Sample N=1547	Reduced Sample N=600	N=600	Total Sample N-1543	Reduced Sample N=622	N=622	Total Sample N=1195	Reduced Sample N=514	N=514	Total Sample N=1064	Reduced Sample N=510	N=510	Total Sample N-1594	Reduced Sample N=861	N=861
Take high school courses	9.5	7.2	7.2	9.7	7.3	9.1	3.0	4.6	4.0	12.1	8.1	10.2	2.7	2.2	2.4
Attend Junior or 2-year college	12.6	12.0	13.6	12.4	13.3	15.6	14.6	13.2	14.8	15.0	17.8	15.7	13.0	12.4	13.6
Attend 4-year college	16.9	16.8	19.2	14.9	16.4	18.4	22.7	23.7	24.1	17.1	19.3	19.8	20.6	19.5	25.8
Trade or technical training	25.1	25.4	26.9	24.1	25.3	23.9	23.4	23.3	20.8	25.5	27.1	25.2	25.2	26.7	19.8
Postgraduate study	7.2	9.5	8.9	8.6	9.9	9.6	6.2	6.3	5.5	5.8	5.7	4.5	9.0	8.5	12.1
Not planning further education or training or Plan military career	28.8	29.2	24.3	30.3	27.8	23.3	30.2	29.0	30.8	24.4	22.0	24.7	29.7	30.8	27.4

[a]The Reduced group represents the men in the total Before sample who comprise the After sample.

extent of changes that may occur in individuals' postservice occupational and educational plans. The following analyses and results deal with individual changes rather than overall distributions.

In analysis of individual changes in postservice occupational plans, men of the following categories were omitted: (a) men who answered, "I don't think I'll be working then," or "I plan to make a career of the military service;" and (b) men for whom no response was available on either the before- or the after-assignment questionnaires. Study was made of the changes in responses for all the remaining cases with no separate breakdown by branch of service or location.

Definiteness of Plans for Type of Job

Analyses of the changes in responses to the item on definiteness of type of job planned for one year postservice were made on 2365 cases, the number remaining after the above described deletions. Results show that 42.3% of these men expressed the same degree of definiteness in both the before- and the after-assignment questionnaires. Conversely, 57.7% shifted their responses by one or more scale points on the five-point scale ranging from "Completely decided" to "Completely undecided." Only about 17% shifted their stated level of definiteness by more than one scale point, that is, in not more than about one in six cases was there any major shift in level of definiteness.

Shifts of more than one scale point were most likely for those men who initially said they were completely undecided. Of the 126 men who initially gave this response, 63, or 50%, moved upward in definiteness by two or more scale points, at least to "Fairly definite." About one in five (81 out of 379) men who initially answered "Not very definite" moved upward on the scale to "Very definite" or "Completely decided"; 113 out of 551 men initially answering "Completely decided" moved downward in certainty by two scale points or more. One out of four men who initially answered with the middle point on the five-point scale moved to one of the extremes, "Completely undecided" or "Completely decided"; over three out of four of these kinds of changes were to "Completely decided" rather than to "Completely undecided."

The zero-order correlation between before- and after-assignment was .48.

A stepwise multiple regression analysis was made to determine correlates and predictors of definiteness regarding type of postservice job, as expressed in the after-assignment questionnaire. Twenty independent variables were used in these analyses in addition to definiteness as expressed before assignment. These largely covered personal characteristics and demographic variables, preservice work experience, nature of military assignment received and its relation to interests and preferences, satisfaction with military assignment, and postservice educational plans.

The stepwise regression coefficient reached only the level of .52. Since a coefficient of .48 was achieved by before-assignment definiteness regarding postservice jobs, the remaining variables obviously have little independent value in predicting after-assignment definiteness. For this reason, the details of the multiple regression analysis are not reported here. However, a few of the zero-order correlations are worthy of mention.

Independent Variable	Zero-Order *r* With Criterion
Extent of knowledge recruit claims to have about his preferred military job	.21
Drafted-Enlisted	.16
When the man decided on his preferred military job	.15

Although these *r*s are statistically reliable, they are clearly low. They do show a slight tendency for a relatively higher level of definiteness on postservice plans expressed by enlisted compared to drafted personnel, by men who say they know a good deal rather than little about the kind of job they want in service, and by men who decided on their preferred military job some time before entering service rather than later. In general, these results suggest that definiteness in what a man wants to do in service tends to go together to some degree with definiteness in what he wants to do when he leaves the service.

The zero-order correlations and the stepwise regression fail to show that early military experiences (including the kinds of assignment a man gets, how the assignment fits his interests and preferences, whether the assignment is to a relatively high status military occupational field) have any systematic bearing on how definite the recruits' plans are with respect to the type of job he expects to be in one year after service.

Examination of individual changes with regard to type of job planned for age 35 was limited to examination of a cross tabulation of before-assignment and after-assignment responses. This shows that 50% of the men expressed the same level of definiteness after assignment as they did before; about 39% shifted one scale point on a four-point scale; and only about 11% shifted by more than one scale point. Thus, major changes in definiteness for plans for type of job at age 35 may be said to have occurred for no more than one man out of nine.

Plans for Category of Postservice Occupation

In examining individual changes in plans for type of postservice job one year after service and at age 35, use was made of DOT Occupational Category (1-digit DOT) code. As in previous analyses, DOT Categories 0 and 1 were combined into 1 category, referred to as Professional, Technical, and Managerial.

Of 2360 recruits, about 60% chose the same occupational category for their planned one-year postservice job in the after-assignment as in the before-assignment questionnaire. Forty percent gave a different occupational category after assignment.

The percentage of shifts clearly varies in relation to occupational category chosen before assignment. Those who initially chose 0 and 1 (Professional, Technical, and Managerial) show only about 31% (154 out of 501) shifting to another category. At the other extreme, 88% of those who initially chose 5 (Processing) and 57% of those who originally chose 7 (Bench Work) shifted to other categories in the after-assignment questionnaire.

A discriminant function analysis was made to identify factors differentiating between those who shifted and those who did not. Twenty-two independent variables were used. They were essentially the same as those in the multiple regression analysis of

definiteness except that the two ratings of definiteness of one year postservice job plan (the before- and the after-assignment ratings of definiteness) were added to the list of independent variables.

Results show that of the 22 independent variables used in the analysis, only six made any statistically reliable contribution in discriminating between the two groups—those who shifted from their planned one year postservice job category and those who did not shift their category. The six variables, in the order of their contribution to the discriminant function, are shown in Table 16.

The variable making the most contribution to the discrimination between the two groups is definiteness of plans as stated before assignment. In addition, the results indicate that men are more likely to hold to their initially chosen job category if they have relatively high education and learning ability or relatively more job experience and knowledge of some civilian job.

As is the case of the analyses of changes in definiteness of one year postservice job plans, none of the variables that made any statistically significant contribution to the discriminative function are variables that relate to type of initial assignment preferred, type of assignment received, or similarities of type of assignment received and type of assignment preferred.

Although the six variables listed make a statistically significant contribution to the discriminant function, it is clearly weak in its power to differentiate between those who show shifts in one year postservice plans and those who do not. Using the discriminant function, one would accurately categorize 1259 out of a total of 2066, or about 61%. Thus, with the discriminant function, prediction is correct in only 11% more of the cases than if men were simply assigned to the categories at random.

Study of individual changes in civilian job plans for age 35 was limited to examination of a cross tabulation of before-assignment and after-assignment responses. This showed that about 62% of the men (1555 out of 2519) chose the same DOT Occupational Category on both occasions. As with job plans for one year postservice, the highest proportion of changes were for categories 5 (Processing) and 7 (Bench Work) and the lowest percentage of changes were for the 0 and 1 Categories (Professional, Technical and Managerial).

For each category, the proportion of changes from initial to later choice was similar to that found for one year postservice job plans. From a cross tabulation of choice of category for one year postservice and for age 35, it was found that 90% (2267 out of 2508) of the men chose the same job category for both. Thus, one would expect that analyses of job plans in terms of Occupational Categories would yield essentially the same results whether working with the one-year postservice or the age-35 time frame.

Expected Earnings

Information on individual changes in individual income expectations at one year postservice and at age 35 has already been presented. Further analysis, including multiple regression analysis, was done to identify predictors of shifts in income expectations. The array of independent variables used was almost identical with that used in analyzing definiteness of future job plans. Results show all of the independent variables, even educational level and AFQT, have a very low degree of relationship with estimated future

Table 16

Six Variables Discriminating Between Shift and No Shift in Planned Job Groups

Name of Variable	No Shift Group		Shift Group		*F* ratio[a]
	Mean	SD	Mean	SD	
Definiteness of One Year Postservice Plan (Before Assignment)	2.29	1.05	2.65	1.11	56.00
AFQT	57.16	23.71	51.18	22.86	37.81
Self-rating of Knowledge About Preferred Military Job	2.91	1.04	2.58	1.02	23.28
Education	2.39	1.26	2.07	1.08	11.44
Months of Preservice Civilian Job Experience	3.14	1.96	2.72	1.90	6.75
Definiteness of Postservice Plan (After Assignment)	2.31	.99	2.56	1.03	4.83

[a]The *F* ratios are those indicative of the significance of the contribution of the variables in the discriminant function.

weekly earnings. In the multiple correlation analysis, using after-assignment expected earnings at one year postservice, as the criterion, none of the variables except expected earnings as reported before assignment made any major contribution to the R value. Thus, the analysis shed no light on factors associated with estimated future income.

Since actual postservice income will no doubt be correlated with some of the variables used in the multiple regression analysis, the results simply suggest that the recruits tend to have little basis for making such future income estimates. Since it appears that recruits have little ability to assess their future income expectations, the questions relating to future earnings appear to have little or no value in the study of recruits' occupational aspirations. Whether, as suggested previously, the responses to these items may represent indirect expressions of personal confidence in the future cannot be determined on the basis of data collected in connection with the present study.

Postservice Educational Plans

Study of changes in postservice educational plans was limited to an examination of a cross tabulation of before and after assignment to the questionnaire item on educational plans. The question and the alternatives were as follows:

"Which *one* of the following describes your plans for education or training one year after you leave the service?

A. I plan to take high school courses.
B. I plan to attend a junior or two-year college.
C. I plan to attend a regular four-year college.
D. I plan to have trade or technical training.
E. I plan to attend a college or university for postgraduate study.
F. I am not planning further education or training after I leave the service.

or

I plan to make a career of the service.

Of the 3285 recruits for whom both before- and after-assignment data were available, 1820 (55.4%) gave the identical response and 1465 recruits (44.6%) gave a different response at the two time points.

The degree of similarity of responses at the two time points is actually grossly underestimated by these numbers. Three of the response alternatives concern college. Of the men who chose one of these responses initially, 86% gave one of these responses after assignment. Only 14% shifted from the "attend college" responses to "other than attend college" responses (alternatives A, D, or F).

Most of the shifts that occur are within the three "Attend college" responses or are among the three other responses (attend high school courses, take trade or technical training, not planning further education or plan to make a career of the military). Two other kinds of shifts were fairly common: (a) Of those who initially said they planned to take trade or technical school, 27% responded after assignment that they planned to take college work; (b) of those who, before assignment, said they expected to attend a junior or two-year college, about 14% later said they planned to take trade or technical training.

In general, then, postservice plans of most individuals were quite similar at both time frames at which data were collected. The preponderance of individual changes falls within a few general types.

Section IV

SUMMARY OF MAJOR FINDINGS

1. The large majority of recruits (over two-thirds of those at Navy, Marine Corps, and Air Force locations and almost four-fifths of those at Army locations) expected to be working full time one year after leaving service. However, most of the men expressed a degree of uncertainty regarding the type of work they would be doing. It is reasonable to conclude that the military services can have a considerable influence on the vocational paths the men will pursue after they leave the service.

2. Although many of the recruits expressed some uncertainty regarding the type of work they would be doing after leaving the military service, over 70% of the men at all locations were willing to choose, or give their best guess, about the type of work they would be in one year after leaving the service. The preponderance of the choices were jobs for which there are counterparts or closely related jobs in the military services.

3. The results suggest that about 30-40% of the recruits see their actual military assignment as less closely aligned with their expected postservice job than their preferred military assignment is. (The present research does not attempt to assess the extent to which reduction in this kind of discrepancy is possible or the extent to which it should be attempted.)

4. Comparisons of before-assignment and after-assignment responses of the same group of men at each location showed very few statistically stable changes in postservice vocational and educational plans during early military experience. There were a few exceptions. For example, there was an increase in the proportion of Air Force recruits planning to attend college.

5. During the first few weeks of military service, about 40% of the recruits shifted their responses regarding the general type of occupation they planned to be in one year postservice. As compared with other recruits, these men were slightly more likely to have entered service with uncertainty regarding their future civilian job plans, to have relatively low education and learning ability, and to indicate less job experience and knowledge.

6. There is a slight tendency for a higher degree of definiteness regarding type of postservice occupation to be expressed by enlisted than by drafted personnel, by men who claim to know more about the kind of job they want in service than by men who say they know little about their preferred military job, and by men who decided on their preferred military job some time before coming into service rather than later.

7. Of the men who indicated the type of job they planned to have at age 35 as well as at one year postservice, 90% chose the same general occupational category for the two future time frames. A possible explanation for this might be that the men found the question regarding long-range occupational plans difficult to answer, and saw the choice of the same vocational area for age 35 as an easy way out. Another hypothesis is that the men tended to make their choices of job for one year postservice in terms of their longer-range plans. This hypothesis receives some credibility from the finding that there was a tendency for recruits to express a greater degree of definiteness about the type of job they expected to have at age 35 than about the type of job they expected to have one year postservice.

Appendix I

MAIN QUESTIONNAIRE CONTENT USED IN PRESENT STUDY

A. PORTIONS OF
VOCATIONAL PREFERENCE QUESTIONNAIRE—AIR FORCE

R Q 1

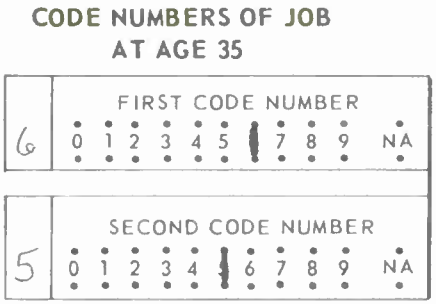
YOUR PLANS FOR AGE 35

CODE NUMBERS OF JOB AT AGE 35

What kind of job do you expect to have at age 35? Look at the inside back cover, "List of Civilian Occupations." Mark the code number of the job you think you will have at age 35.

If you have *no* idea what you will be doing, mark "NA" for both code numbers. If you can identify the first code number of your job but not the second, mark "NA" for the second code number. If you plan to be in the military service when you are 35, mark "NA" for both code numbers.

Example:



This man thinks that he will be a printer when he is 35 years old. He finds "65 Printing" under "Machine Trades" and he codes 6 as his first code number and 5 as his second code number. If he wants to be in some machine trade when he is 35 but doesn't have any idea which one, his answers would be 6 and NA.

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

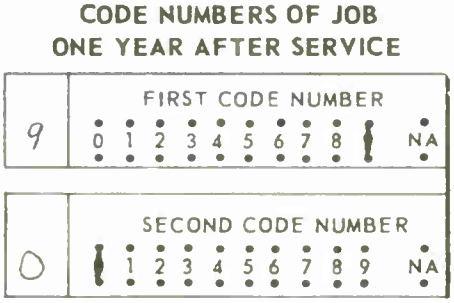
What kind of job do you expect to have one year after you leave the military service? Read all of the instructions and examples below before marking your answer.

To find the code number for your job one year after you leave the military service, look inside the back cover, "List of Civilian Occupations." You will see a list of civilian jobs with two code numbers for each job. These jobs are grouped under these headings:

Professional, Technical, and Managerial Work	Processing
Clerical and Sales Work	Machine Trades
Services	Bench Work
Farming, Fishery, Forestry	Structural Work
	Miscellaneous Work

Find the name of the job that is closest to what you expect to be doing one year after getting out of the service. Write and mark the first code number and the second code number of your job on your answer sheet.

Example:



This man plans to drive a truck after he gets out of the service. On the "List of Civilian Occupations" he reads "90 Motor Freight Transportation." He marks 9 as his first code number, 0 as the second code number.

On the next page, you will find more examples of "Code Numbers of Job One Year After Service."

If you:

-don't expect to be working one year after leaving the service;

or

-have no idea what you will be doing or would like to do;

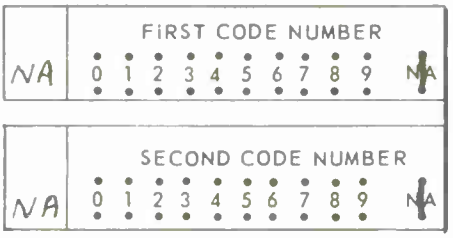
or

-are planning to make a lifetime career of the military service;

mark "NA" for both code numbers.

Example:

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

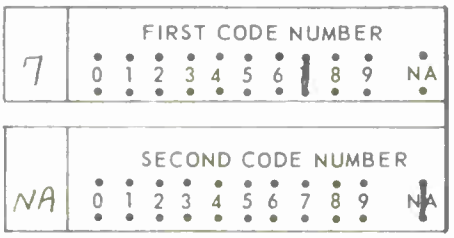


This man plans to be going to school full time one year after leaving the service and he thinks that he will not have a job then. He has marked "NA" for both code numbers.

If you can identify the first code number of your job but are *not* able to identify the second code number, mark "NA" for the second code number.

Example:

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE



This man would like to do some kind of bench work after he gets out of the service. He does not have any idea what kind—whether working on plastic, wood, metal, etc. He marks 7 as the first code number for "bench work" and "NA" as his second code number.

After you have coded on your answer sheet your job one year after military service, go to Question 16.

Answer every question. Select the one best answer for each question.

Questions 16, 17, and 18 refer to your plans for work one year after you leave the military service.

16. How definite are your plans for the kind of job you will have one year after you leave the military service?

A. Completely decided. (I am sure what work I'll be doing then.)
B. Very definite.
C. Fairly definite.
D. Not very definite.
E. Completely undecided. (I don't have any idea of what work I'll be doing then.)
F. I do not plan to be working one year after leaving the service.
or
I plan to make a career of the military service.

17. Do you think you will be working full time or part time one year after you leave the service?

A. Full time.
B. Part time.
C. I'll probably be working then, but I don't know whether I'll be working full time or part time.
D. I don't think I'll be working then.
E. I plan to make a career of the military service.

18. (On the blue side of your answer sheet you wrote the name of your preferred military assignment.) How much help would experience in your preferred military assignment be when you try to get the job you want after you leave the service?

A. Very great help to me. (Experience in my preferred military assignment should be of very great help to me in getting the civilian job I want.)
B. Great help to me.
C. Some help to me.
D. A little help to me.
E. No help to me.
F. I don't know how much experience in my preferred military assignment would help me in getting the civilian job I want.
or
I plan to make a career of the service.

19. Which *one* of the following describes your plans for education or training one year after you leave the military service?

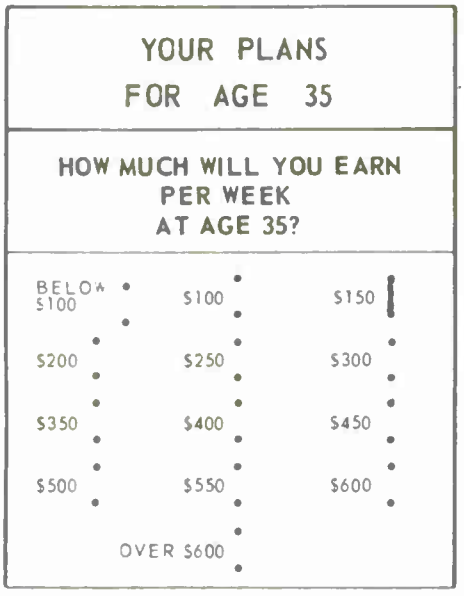
A. I plan to take high school courses.
B. I plan to attend a junior or two-year college.
C. I plan to attend a regular four-year college.
D. I plan to have trade or technical training.
E. I plan to attend a college or university for post-graduate study.
F. I am *not* planning further education or training after I leave the service.
or
I plan to make a career of the service.

YOUR PLANS FOR AGE 35

How much do you think you will be earning per week at age 35?

Mark on your answer sheet your guess of how much money you will be earning when you are 35 years old. Everyone should answer this including those who plan to be in the military service at age 35. The amount you mark on your answer sheet should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. Base your estimate on the money paid *now* for the kind of work you plan to be doing at age 35.

Example:



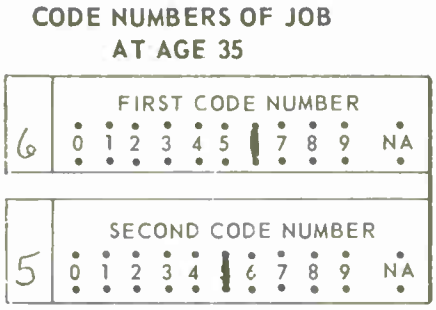
In the example, the man has marked that when he is 35 years old, he expects to earn about $150 each week before deductions.

CODE NUMBERS OF JOB AT AGE 35

What kind of job do you expect to have at age 35? Look at the inside back cover, "List of Civilian Occupations." Mark the code number of the job you think you will have at age 35.

If you have *no* idea what you will be doing, mark "NA" for both code numbers. If you can identify the first code number of your job but not the second, mark "NA" for the second code number. If you plan to be in the military service when you are 35, mark "NA" for both code numbers.

Example:



This man thinks that he will be a printer when he is 35 years old. He finds "65 Printing" under "Machine Trades" and he codes 6 as his first code number and 5 as his second code number. If he wants to be in some machine trade when he is 35 but doesn't have any idea which one, his answers would be 6 and NA.

Answer all the remaining questions with only one answer for each question.

20. How definite are your plans for the kind of job you will have when you are 35?

    A. Very definite.
    B. Fairly definite.
    C. Not very definite.
    D. Completely undecided (I don't have any idea of what kind of job I'll have then.)

21. (On the blue side of your answer sheet you wrote the name of your preferred military assignment.) How much alike are your preferred military job and your choice of a job at age 35?

    A. The jobs are identical. (My preferred military assignment and the kind of work I want to do at age 35 are the same.)
    B. The jobs are closely related.
    C. The jobs are related, but not closely.
    D. The jobs are fairly different.
    E. The jobs are completely different. (My preferred military assignment and the job I would like to have at age 35 have little or nothing in common.)
    F. I don't know.

B. PORTIONS OF
AFTER-ASSIGNMENT QUESTIONNAIRE—AIR FORCE

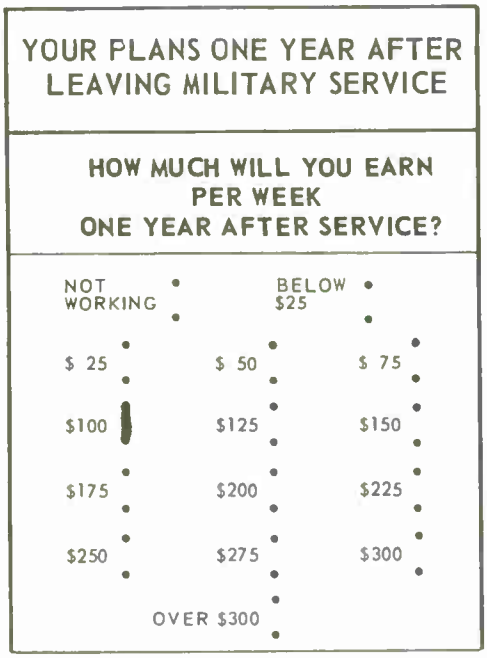
R Q 2

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

How much will you earn per week one year after service?

Mark on your answer sheet your guess of how much money you will be earning one year after you get out of the service. The amount you mark should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. If you do not expect to be employed one year after you leave the service, mark "not working."

If you plan to make a career of the military service, mark the amount of money you expect to earn one year after you reenlist.



In the example, the man has marked that one year after leaving the military service he expects to be earning $100 each week before taxes or other deductions.

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

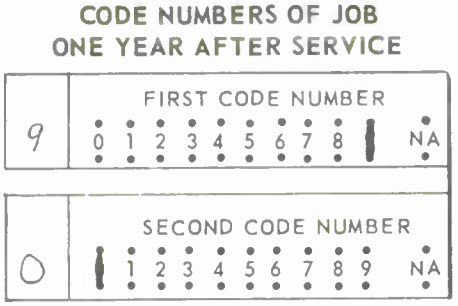
What kind of job do you expect to have one year after you leave the military service? Read all of the instructions and examples below before marking your answer.

To find the code number for your job one year after you leave the military service, look inside the back cover, "List of Civilian Occupations." You will see a list of civilian jobs with two code numbers for each job. These jobs are grouped under these headings:

Professional, Technical, and Managerial Work	Processing
Clerical and Sales Work	Machine Trades
Services	Bench Work
Farming, Fishery, Forestry	Structural Work
	Miscellaneous Work

Find the name of the job that is closest to what you expect to be doing one year after getting out of the service. Write and mark the first code number and the second code number of your job on your answer sheet.

Example:



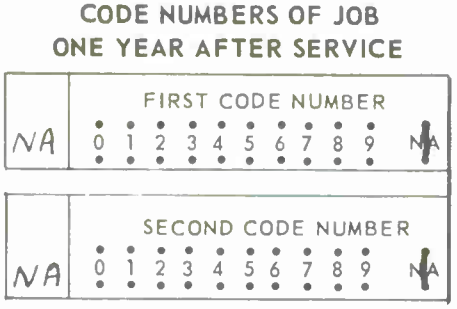
This man plans to drive a truck after he gets out of the service. On the "List of Civilian Occupations" he reads "90 Motor Freight Transportation." He marks 9 as his first code number, 0 as the second code number.

If you:

-don't expect to be working one year after leaving the service;
or
-have no idea what you will be doing or would like to do;
or
-are planning to make a lifetime career of the military service;

mark "NA" for both code numbers.

Example:



This man plans to be going to school full time one year after leaving the service and he thinks that he will not have a job then. He has marked "NA" for both code numbers.

Answer every question. Select the one best answer for each question.

Questions 16-19 refer to your plans one year after you leave the military service.

16. How definite are your plans for the kind of job you will have one year after you leave the military service?

A. Completely decided. (I am sure what work I'll be doing then.)
B. Very definite.
C. Fairly definite.
D. Not very definite.
E. Completely undecided. (I don't have any idea of what work I'll be doing then.)
F. I do not plan to be working one year after leaving the service.
or
I plan to make a career of the military service.

17. Do you think you will be working full time or part time one year after you leave the service?

A. Full time.
B. Part time.
C. I'll probably be working then, but I don't know whether I'll be working full time or part time.
D. I don't think I'll be working then.
E. I plan to make a career of the military service.

18. (On the blue side of your answer sheet you marked the code number of your assignment after basic training.) How much help will experience in this first assignment be when you try to get the job you want after you leave the service?

A. Great help to me. (Experience in my first assignment (after basic training) should be of very great help to me in getting the civilian job I want.)
B. Some help to me.
C. A little help to me.
D. Very little help to me.
E. No help to me.
F. I don't know how much experience in my first military assignment will help
or
I plan to make a career of the service.

19. Which *one* of the following describes your plans for education or training one year after you leave the military service?

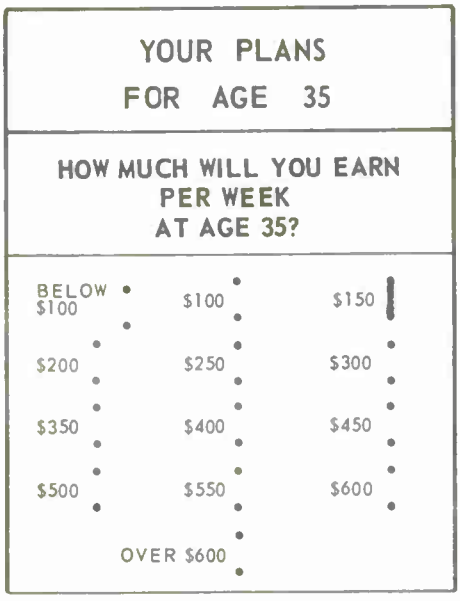
A. I plan to take high school courses.
B. I plan to attend a junior or two-year college.
C. I plan to attend a regular four-year college.
D. I plan to have trade or technical training.
E. I plan to attend a college or university for post-graduate study.
F. I am *not* planning further education or training after I leave the service.
or
I plan to make a career of the service.

YOUR PLANS FOR AGE 35

How much do you think you will be earning per week at age 35?

Mark on your answer sheet your guess of how much money you will be earning when you are 35 years old. Everyone should answer this including those who plan to be in the military service at age 35. The amount you mark on your answer sheet should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. Base your estimate on the money paid *now* for the kind of work you plan to be doing at age 35.

Example:



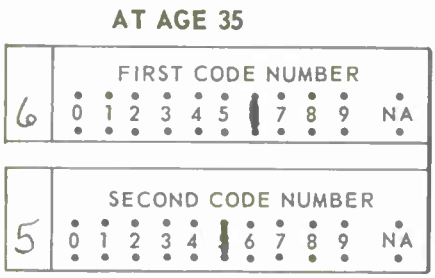
In the example, the man has marked that when he is 35 years old, he expects to earn about $150 each week before deductions.

CODE NUMBERS OF JOB AT AGE 35

What kind of job do you expect to have at age 35? Look at the inside back cover, "List of Civilian Occupations." Mark the code number of the job you think you will have at age 35.

If you have *no* idea what you will be doing, mark "NA" for both code numbers. If you can identify the first code number of your job but not the second, mark "NA" for the second code number. If you plan to be in the military service when you are 35, mark "NA" for both code numbers.

Example:



This man thinks that he will be a printer when he is 35 years old. He finds "65 Printing" under "Machine Trades" and he codes 6 as his first code number and 5 as his second code number. If he wants to be in some machine trade when he is 35 but doesn't have any idea which one, his answers would be 6 and NA.

Answer the two remaining questions with only one answer for each question.

20. How definite are your plans for the kind of job you will have when you are 35?
    A. Very definite.
    B. Fairly definite.
    C. Not very definite.
    D. Completely undecided (I don't have any idea of what kind of job I'll have then.)

21. (On the blue side of your answer sheet you wrote the code number of your assignment after basic training.) How much alike are your first assignment and your choice of a job at age 35?
    A. The jobs are identical (My first military assignment and the kind of work I want to do at age 35 are the same.)
    B. The jobs are closely related.
    C. The jobs are related, but not closely.
    D. The jobs are fairly different.
    E. The jobs are completely different (My first military assignment and the job I would like to have at age 35 have little or nothing in common.)
    F. I don't know.

You have finished the questionnaire. (Do not mark "Father's Occupation.") Check your answer sheet. Make sure that you have not skipped any questions, that your marks are dark, and that any changed answer was completely erased.

LIST OF CIVILIAN OCCUPATIONS

Use this list for "Job one year after leaving service" and "Job at age 35." (Some of the occupations have examples given in parentheses.)

Code	
	Professional, Technical, & Managerial Work
0 1	Architecture & Engineering
0 2	Mathematics & Physical Sciences
0 4	Life Sciences
0 5	Social Sciences
0 7	Medicine and Health
0 9	Education
1 0	Museum, Library, & Archival Sciences
1 1	Law & Jurisprudence
1 2	Religion & Theology
1 3	Writing
1 4	Art Work (designer)
1 5	Entertainment & Recreation
1 6	Administrative Specialties
1 8	Other Managerial Work
1 9	Other Professional & Technical Work
	Clerical and Sales Work
2 0	Stenography, Typing, Filing
2 1	Computer & Account Recording
2 2	Material & Production Recording (shipping clerk)
2 3	Information & Message Distribution (postal clerk)
2 4	Miscellaneous Clerical Work (claims adjuster)
2 5	Saleswork, Services
2 6	Saleswork, Goods
	Services
3 0	Domestic (valet)
3 1	Food & Beverage Preparation
3 2	Lodging (bellman)
3 3	Barbering & Cosmetology
3 4	Amusement & Recreation (ticket taker, attendant)
3 5	Other Personal Services
3 6	Apparel & Furnishings (laundry)
3 7	Protective (policeman)
3 8	Building (janitor)
	Farming, Fishery, Forestry
4 0	Plant Farming
4 1	Animal Farming
4 2	Other Farming
4 3	Fishery & Related Work
4 4	Forestry
4 5	Hunting, Trapping, etc.
4 6	Agricultural Services

Code	
	Processing
5 0	Metal
5 1	Ore Refining & Foundry Work
5 2	Food
5 3	Paper
5 4	Petroleum, Coal and Gas
5 5	Chemical (plastics, rubber, paint)
5 6	Wood
5 7	Stone, Clay, Glass
5 8	Leather & Textiles
5 9	Other Processing
	Machine Trades
6 0	Metal Machining
6 1	Other Metalworking (forging)
6 2	Mechanical Repairing (auto, aircraft, marine)
6 4	Paperworking
6 5	Printing
6 6	Wood Machining
6 7	Machining Stone, Clay, Glass
6 8	Textile Machine Work
6 9	Other Machine Work
	Bench Work
7 0	Manufacture & Repair of Metal Products
7 1	Make & Repair Scientific & Medical Apparatus
7 2	Assembly & Repair Electronic Equipment
7 3	Make & Repair Products Mixed Materials
7 4	Painting & Decorating
7 5	Make & Repair Plastics, Rubber, etc.
7 6	Make & Repair Wood Products
7 7	Make & Repair Sand, Stone, Glass Products
7 8	Make & Repair Textile & Leather Products
7 9	Other Benchwork
	Structural Work
8 0	Other Metal Fabricating (structural steel work)
8 1	Welding & Frame Cutting
8 2	Electrical Assembly, Installation & Repair (lineman, electrician, cable repairman)
8 4	Painting, Plastering, Cementing
8 5	Excavating, Grading, & Paving
8 6	Other Construction Work (carpenter, plumber)
8 9	Other Structural Work
	Miscellaneous Work
9 0	Motor Freight Transportation
9 1	Other Transportation Work (railroad, air)
9 2	Packaging & Materials Handling
9 3	Extraction of Minerals (mining)
9 4	Logging
9 5	Production & Distribution of Utilities (stationary engineer)
9 6	T.V., Radio, Movie and Stage Production
9 7	Graphic Art Work (sign painter, photoengraver)

Appendix II

ADDITIONAL INFORMATION ON DATA COLLECTION METHODS

SAMPLING OF PERSONNEL AT THE SELECTED SITES

The survey that yielded data for the present report had several purposes, only one of which was to provide information on recruits' vocational plans and aspirations.

One of the other major objectives was to determine the kinds of military-relevant job skills men have when they enter service and the extent to which such skills are utilized by the services in making initial assignments. Therefore, for purposes of sampling, men were categorized as CAS—having civilian work experience relevant to military jobs, or non-CAS. The way in which CAS and non-CAS were sampled affected the characteristics of men for whom after-assignment information was obtained in the present study. For this reason, it was necessary to present information on the sampling by CAS and non-CAS personnel before and after assignment in order to understand why, in analysis involving computation of population estimates, disproportionate representation of CAS and non-CAS personnel had to be taken into account.

For each of the five locations, there was a fixed quota of 400 CAS men and 400 non-CAS men for which all data was to be obtained. A quota of 400 CAS and 400 non-CAS men from whom all data were to be obtained meant more than 800 men would have to be given the initial questionnaire at each location. How many more than 800 would depend on the proportion of CAS among men entering the location and on the proportion of men who were not expected to be available to fill out the second questionnaire at the end of Basic Training (e.g., those who failed to graduate from basic within the period of data collection, had been discharged, were in the hospital, could not be located, etc.). The actual number of CAS and non-CAS cases selected at each location is given in Table II-1.

Table II-1

Number of CAS and Non-CAS Recruits at Each Location Designated for Follow-Up After Initial Questionnaire

Location	CAS		Non-CAS	
	Follow-Up	Not Follow	Follow-Up	Not Follow
Army				
Fort Knox	433	244	424	461
Fort Dix	465	117	486	499
Navy				
San Diego	439	0	466	307
Marine Corps				
San Diego	397	0	629	45
Air Force				
Lackland	723	1	686	193

After the initial questionnaire, it was necessary to designate the men for whom additional data were to be obtained. Each day, a method ensuring random selection was applied in designating a number of non-CAS men approximately equal to the number of CAS men.

Table II-1 shows the number of CAS and non-CAS men designated for follow-up for each location.

The After-Assignment Questionnaire (AAQ) was actually administered in the various locations to 65% to 88% of the men scheduled for follow-up (Table II-2). From information provided by the Project Officers at each location, it appears that the majority of the men absent from after-assignment testing were absent because they failed to complete basic training and receive an assignment on schedule. When After-Assignment Questionnaires (AAQ) were matched to the earlier administered Vocational Preference Questionnaire (VPQ) by means of Social Security Number (SSN), there was a further loss of cases amounting to 5% to 15%, depending upon location. Finally, a few additional cases were eliminated because they stated that they had had prior military service.

Table II-2

After-Assignment and Vocational Preference Questionnaires, Comparative Information

Questionnaire Statistics	Army		Navy	Marine Corps	Air Force
	Fort Dix	Fort Dix			
Number of men scheduled to fill out AAQ	857	951	905	1026	1409
Number of men filling out AAQ	669	685	792	736	920
AAQ matched to VPQ	613	642	737	555	883
AAQ matched to VPQ (prior Service deleted)	609	626	726	548	864

ADMINISTRATION OF THE QUESTIONNAIRE

The VPQ was administered to groups of 150 to 200 recruits some time during their first or second week in the service. The complete questionnaire covered a variety of topics, only a few of which are relevant to the present report. It required 60 to 90 minutes to administer. For each section of the questionnaire, an administrator (usually a noncommissioned officer) read instructions and comments on examples from a script while the recruits followed the instructions and examples in their questionnaire booklets. Then the recruits marked their answers on an optical scan answer sheet, while proctors circulated to assist recruits in filling out the answer sheet. Additional detail about the questionnaire administration and checking processes has been presented in previous Phase II reports.

The AAQ was administered to groups of men at the end of basic training, after the men had been informed of what their initial military assignment would be. All men had filled out the VPQ about eight weeks previously. The administration procedures were the same as those for the VPQ and the same kind of optical scan answer sheet was used. As with the VPQ, the AAQ included items on a variety of topics in addition to those relevant to the present report.

In pretesting, it was found that respondents had difficulty in expressing their planned postservice job in terms of the 2-digit code of the Dictionary of Occupational Titles. To enable the recruit to indicate a Dictionary code for a civilian job, the questionnaire provided a one-page listing of 2-digit Dictionary categories. (See last page of Appendix I.) With the name of a particular job in mind (e.g., auto mechanic, roofer, bus driver), many had difficulty in locating the respective correct category (e.g., mechanical repair, other construction work, and other transportation work). It was not feasible to add several pages of explanation and examples of the Dictionary coding to the questionnaire. The problem was largely solved by providing proctors with alphabetical lists of about 200 common job titles with codes. Proctors used these job lists in assisting recruits to code their planned postservice civilian jobs.

LIMITATIONS OF DATA-GATHERING PROCEDURES

The data-gathering procedures have several limitations that affect inferences based upon the data.

Because only five military locations were sampled, generalizations applying to all recruits of each service should be made only with caution. Also, the time period in which the data was gathered affects the type of recruits studied. For example, educational level of recruits varies markedly according to the time of year and other factors such as draft quotas.

Many recruits in the Army and Marine Corps appeared to have a vague or inaccurate idea of what their actual initial assignment was. Where this was the case, the value of opinion expressed by these recruits concerning their actual assignment is adversely affected.

When T1 (Before-Assignment) and T2 (After-Assignment) questionnaires were matched, a number of cases were missing. The major sources of the loss of cases were failure to graduate from basic training as scheduled and mistakes made in recording Social Security Numbers (SSN). A mistake in SSN meant that it was not possible to match T1 and T2 questionnaires, since the SSN was the basis of matching. For these reasons and because of the differences in representation of CAS and non-CAS at T1 and T2, the characteristics would be expected to differ. Table II-3 provides a basis for comparing the total T1 and T2 samples. Examination of the obtained values indicates that the T2 samples tend to be slightly more competent as reflected in educational level and AFQT scores. In addition, as compared with the T1 samples, the T2 samples tend to have lower proportions of men below 19 years of age and slightly higher proportions of Whites. However, the only statistically significant difference are in the percentage who were not high school graduates for Fort Dix ($\chi^2 = 11.7$, 1 *df*, $p<.001$) and for Marine Corps, San Diego ($\chi^2 = 10.8$, 1 *df*, $p<.001$); and percentage below 19 years of age for Fort Dix ($\chi^2 = 17.1$, 1 *df*, $p<.001$). For all the other variables and locations, the results in Table II-3 are consistent with the hypothesis that the T1 and T2 samples for each service are random samples from the same service population.

Table II-3

Description of Total Samples at T1 and T2 As Regards Education, Age, AFQT, and Race (percent)

Variable	Branch of Service and Location									
	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	T1 (N=1562)	T2 (N=609)	T1 (N=1567)	T2 (N=626)	T1 (N=1212)	T2 (N=726)	T1 (N=1071)	T2 (N=548)	T1 (N=1603)	T2 (N=864)
Education:										
Non-high school graduates	35.1	32.0	43.8	34.5	21.3	17.4	57.2	47.5	18.8	16.5
Age										
Below 19	20.3	20.3	42.9	31.6	47.3	44.3	58.7	54.8	32.9	30.1
Over 20	15.4	14.0	24.9	20.2	7.8	7.8	8.5	7.9	14.3	14.3
AFQT:										
Mean	49.8	51.2	52.8	54.0	62.9	63.9	50.4	55.2	54.5	57.3
Standard Deviation	23.9	23.6	24.3	24.3	24.4	23.2	22.2	21.7	25.1	24.5
Race										
White	92.3	93.7	78.2	82.1	90.9	91.2	85.5	85.5	78.1	79.9