Research Report 1349

Demographic Projections to the Year 2000 of Limited English Proficient Hispanic Accessions in the U. S. Army

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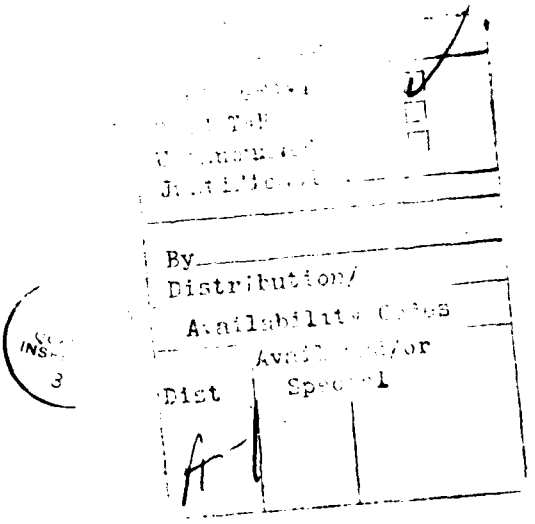

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The April 1984 version of this report supersedes an earlier version by the same title dated October 1983. Research was conducted at ARI, but contract was handled through the Army Research Office and Battelle Laboratories, Research Triangle Park, NC 27709.

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

This report presents background, methodology, findings, and implications regarding the generation of demographic projections to the year 2000 of limited English proficient Hispanic accessions in the U.S. Army. Projections were made for males and females, various Hispanic ethnic groups, and age bands within the accession age range of 17-35. Additionally, comparisons were made with total U.S. population and Black U.S. population figures.

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Results showed that the Hispanic population of the U.S. age 17-35 was projected to grow substantially between 1980 and the end of the century. All Hispanic ethnic groups in that age range had large gains, especially non-Puerto Rican Hispanics. Various Hispanic ethnic groups exhibited different age-related growth patterns.

The U.S. Hispanic population (including insular Puerto Ricans) age 17-35 was projected to increase by an overall 36.1% in the years 1980-2000, as compared with an increase of 11.5% for the Black U.S. population of those ages and a decrease of 8% for the total U.S. population in the same age bracket.

Hispanic accession rates in FY 81 were higher for males than females and for Puerto Ricans than other Hispanics. Accession rates were highest of all for insular Puerto Ricans. Younger age groups, such as 18 through 20, had higher accession rates than older age groups. Accession rates for Hispanic males exceeded accession rates for Hispanic females by about eight to one.

Accession projections for Hispanics age 17-35 were patterned differently from accession rates. Non-Puerto Rican Hispanics were projected to have more accessions than were Puerto Ricans in the period 1980-2000. Insular Puerto Ricans had higher accession projections than continental Puerto Ricans. Projected accessions tended to peak at the younger ages, 17-20.

Hispanic accessions were projected to grow as a proportion of total Army accessions between 1980 and 1990--from 5.0% to 5.8%. No information on projected or desired total Army accessions was available beyond 1990.

ESL eligibility rates in FY 81 were found to be much higher for Hispanic males than Hispanic females. Puerto Ricans had higher ESL eligibility rates than other Hispanics. Highest ESL eligibility rates were exhibited by Puerto Rican males age 21-22.

Projections of ESL-eligible Hispanic accessions age 17-35 showed slight to moderate increases between 1980 and the end of the century. Males were projected to outnumber females greatly in terms of ESL eligibility. Furthermore, ESL eligibility projections were about ten times higher for Puerto Ricans than for other Hispanic accessions. The proportion of Hispanic accessions eligible for ESL instruction was not projected to change dramatically between 1980 and the end of the century.

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Training Research

FOREWORD

The Training Research Laboratory of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) performs research and development in areas related to military training. Of special interest is information pertaining to numbers and types of soldiers who need English-as-a-second-language (ESL) instruction due to their limited proficiency in English. The majority of ESL-eligible soldiers are Hispanic, so the Army has a great concern for knowing more about the size and composition of its Hispanic ESL-eligible population. This report provides information on that population in the form of demographic projections to the year 2000 by age, sex, and ethnic group.

This investigation was funded by the Training Research Laboratory as Scientific Services Program Contract number DAAG 29-81-D-0100. The research was conducted at ARI, but the contract was handled through the Army Research Office and Battelle Laboratories, both of Research Triangle Park, North Carolina.

It is expected that the information reported here will be of use to policy makers and scientists concerned with military training, education, recruitment, selection, classification, personnel utilization, and retention.

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The authors are especially grateful to Dr. Veronica Thomas for her tireless data analysis efforts. We also thank the following persons for their helpful reviews: Dr. Joan Harman, Dr. M. A. Fischl, Dr. Janice Redish, Frances Grafton, and LTC (Ret.) Clinton Anderson. Essential technical and production support came from Joseph Duval, Bettie Teevan, Martin Gendell, and Deborah Lucas.

DEMOGRAPHIC PROJECTIONS TO THE YEAR 2000 OF LIMITED ENGLISH PROFICIENT HISPANIC ACCESSIONS IN THE U.S. ARMY

EXECUTIVE SUMMARY

Requirement:

To improve the Army's capability for planning its training and manpower programs by projecting the number of limited English proficient Hispanic accessions eligible for English-as-a-second-language (ESL) instruction to the year 2000.

Procedure:

The Cohort Component Prevalence Rate method was used to make projections. The procedure combined three sets of data: (1) projections of the Spanish origin population of the U.S. in accession ages (17-35), (2) age-specific rates of accession into the Army by Hispanics, and (3) rates of ESL eligibility for Hispanic accessions. Projections were made for males and females in the following age intervals: 17, 18, 19-20, 21-22, 23-25, and 26-35. These projections were "crossed" with the following ethnic groups: insular Puerto Ricans, continental Puerto Ricans, and other Hispanics. Additionally, comparisons were made with total U.S. population and Black U.S. population figures.

Findings:

The U.S. Hispanic population (including insular Puerto Ricans) age 17-35 was projected to increase by an overall 36.1% in the years 1980-2000, as compared with an increase of 11.5% for the Black U.S. population of those ages and a decrease of 8% for the total U.S. population in the same age range. All Hispanic ethnic groups, especially non-Puerto Ricans, were projected to have large gains. Hispanic accession rates in FY 81 were higher for males than females and for Puerto Ricans than other Hispanics. Accession rates were highest of all for insular Puerto Ricans. Younger age groups, such as 18 through 20, had higher accession rates than older age groups. Accession rates for Hispanic males exceeded accession rates for Hispanic females by eight to one. Non-Puerto Rican Hispanics had more projected accessions than Puerto Ricans in the period 1980-2000. Insular Puerto Ricans had higher accession projections than continental Puerto Ricans. Hispanic accessions were projected to grow from 5.0% to 5.8% as a proportion of total Army accessions between 1980 and 1990. ESL eligibility rates were much higher for Hispanic males than Hispanic females. Puerto Ricans had higher ESL eligibility rates than other Hispanics. Highest ESL eligibility rates were exhibited by Puerto Rican males age 21-22. Slight to moderate increases were found in ESL eligibility of Hispanic accessions age 17-35. Males were projected to outnumber females in terms of ESL eligibility. Furthermore, ESL eligibility projections

were about ten times higher for Puerto Ricans than for other Hispanic accessions. The proportion of Hispanic accessions eligible for ESL instruction was not projected to change dramatically between 1980 and the end of the century.

Utilization of Findings:

This report has utility for scientists and administrators in military recruitment, selection, classification, training, personnel utilization, and retention, because it provides information on an important segment of the Army population: limited English proficient Hispanic accessions. Results point to the need for continued, high quality English instruction, suitable selection and classification procedures, awareness of cultural differences, and improved data collection methods.

DEMOGRAPHIC PROJECTIONS TO THE YEAR 2000 OF LIMITED ENGLISH PROFICIENT HISPANIC ACCESSIONS IN THE U.S. ARMY

CONTENTS

DEMOGRAPHIC PROJECTIONS TO THE YEAR 2000 OF LIMITED ENGLISH PROFICIENT HISPANIC ACCESSION IN THE U.S. ARMY

THE ARMY HAS A NEED FOR DATA ON HISPANIC ACCESSIONS

In early 1981 educational officers in the Army Adjutant General's Office asked the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) to provide demographic projections of Hispanic recruits who were limited in English proficiency and hence eligible for the Army's English-as-a-second language (ESL) instruction provided in the Basic Skills Education Program (BSEP). Interest in projections of Hispanic recruits, especially those with English language deficiencies, also became evident in other offices within the Department of the Army. Inclusion of the topic of Hispanic limited English proficient soldiers in the continuous, long-range planning of the Department of the Army and the Army Research Institute attests to the growing need to accommodate the needs of such soldiers.

This report presents demographic projections to the year 2000 of limited English proficient Hispanic accessions in the Army. Projections are made for males and females, various Hispanic ethnic groups, and age bands within the accession age range of 17 to 35.

EIGHT KEY SECTIONS COMPRISE THIS REPORT

This report contains eight key sections: (1) focus and parameters of the research, (2) related research, (3) projection methodology, (4) results, (5) caveats, (6) implications, (7) references, and (8) an appendix of statistical tables showing results.

THE INVESTIGATION FOCUSES ON LIMITED ENGLISH PROFICIENT HISPANICS

The ultimate focus of the research is a particular type of soldier: the Hispanic accession who is limited in English language proficiency. As used here, the term "accession" signifies a recruit who has not only applied to join the Army but has also been accepted and has signed a contract. In this report we use total accession figures that include both nonprior-service recruits and prior-service recruits, the latter of whom comprise about 8% of all recruits. Our figures include active Army accessions only, not National Guard and Army Reserve accessions, because the initial requests for information which we received concerned only active Army accessions. Making projections of National Guard and Army Reserve accessions would necessitate a separate investigation, as their composition and accession trends are different from those of active Army accessions. We include in our figures both "delayed entries" and "direct ships," the former being soldiers who elect to delay their entry after signing the contract to join the Army and the latter being soldiers who enter immediately.

The terms limited English proficiency and "ESL-eligible" are used synonymously in this report, because limited English proficiency is the criterion for being eligible for ESL programs in the Army. "ESL-eligible" is a

programmatic term used for classification purposes in the Army's training and education arena. The operational definition of "ESL-eligible" in the Army at the current time is a score of less than 70 on the English Comprehension Level Test (ECLT) and/or command referral of an individual soldier for ESL instruction. The ECLT is a test developed by the Defense Language Institute English Language Center to assess English proficiency. Two-thirds of the test cover a combination of listening and reading, and the balance is purely reading. Further information on the test is found in Oxford-Carpenter, Harman, and Redish (1983).

Projections of Hispanic ESL-eligible accessions are important, because 85% to 95% of Army ESL students are native Spanish speakers (Holland, Rosenbaum, Stoddart, Redish, Harman, & Oxford-Carpenter, 1984; Oxford-Carpenter, Harman, & Redish, 1983). These projections are of great interest to Army educators and trainers, particularly those involved in planning and conducting ESL programs. Individuals concerned with personnel selection and classification also need to know how many limited English proficient soldiers may be entering the Army in the next two decades.

"Hispanic" and "Spanish origin" are used interchangeably here to encompass individuals whose origin is Mexican, Puerto Rican, Cuban, Central American, South American, Spanish, or other related backgrounds. "Spanish origin" is the official term used by the Census Bureau to designate these backgrounds, but "Hispanic" is often used as a shorthand name. "Anglo" is often used to signify "White" in demographic reports such as this.

It is helpful to distinguish among the terms "population projections," "forecasts," and "estimates." Simply put, a *population projection* merges a set of population data, such as the age and sex composition of a population, with assumptions concerning future demographic behavior (fertility, mortality, and migration rates). This merging generates population numbers for some specified year(s) in the future. Generally, alternative projections are provided by varying the assumptions, because several demographic scenarios may be possible. At the present time, the U.S. Bureau of the Census produces four sets of projections for the U.S. population by varying these demographic assumptions.

On the other hand, it is sometimes the case that the producer of the projections, for one reason or another, assigns a higher probability to one set of assumptions than to all other assumptions. In this instance, one set of numbers is produced, and this is called a "forecast." The difference between a projection and a forecast concerns the degree of confidence the producer has in any one set of assumptions being more likely to hold than all others.

The other term frequently used in similar contexts is "estimate." Estimates are usually generated for intercensal time periods (i.e., periods between the ten-year, or decennial, censuses) and after the estimate year in question. The estimates published by the U.S. Bureau of the Census through the federal-state cooperative program usually appear two years after a given estimate year has passed. The procedures used to create population estimates are frequently different from those used to yield projections.

This investigation is concerned with population estimates for 1980 and, more importantly, population projections for 1985, 1990, 1995, and 2000. The obvious use for a population projection is to provide a set of numbers of which to base planning decisions. However, an equally important purpose may be analytic in nature. Any population projection will contain some error. As one makes projections further away from the current year, the error can be greatly magnified. However, by analyzing errors--that is, periodically ascertaining the differences between projected and actual numbers and attempting to isolate the sources of the differences--errors in the future may be reduced. Error sources, such as faulty fertility or mortality assumptions, can be identified and subsequent assumptions adjusted.

There is a significant amount of research related to the focus described here. The following section presents some of the most germane information from previous research.

RELATED RESEARCH COVERS GENERAL DEMOGRAPHIC STUDIES AND ARMY RESEARCH

This section concerns research relevant to the current investigation. Such research falls into two areas: first, general (i.e., non-Army-specific) demographic research on Hispanics or other pertinent ethnic and/or language groups; and second, Army-related research on Hispanics and ESL-eligibles.

General Demographic Research Shows High Hispanic Growth Rates

Many important demographic studies have been conducted on the topic of Hispanics and other ethnic groups. We will discuss the most relevant of these studies here in the order in which they were conducted or published.

1970 Census Has Undercounts. The 1970 Census (see Russell, 1983) estimated the Spanish origin population in four ways: a Spanish origin question, asked of a 5% sample of households across the U.S.; a Spanish surname identifier used in five states; a Spanish mother-tongue question asked of a 15% sample of households; and a question concerning birthplace of self and of parents asked of 20% and 15% of households, respectively. With four ways of counting Hispanics, four separate estimates of the Hispanic population were produced by the Census Bureau. The Spanish origin question produced an estimate of 9.1 million (the most often quoted figure for the 1970 Hispanic population). Other 1970 Census estimates of Hispanics were 4.7 million generated from the Spanish surname identifier; 9.6 million based on the Spanish mother-tongue question; and 5.2 million estimated from birthplace data (Russell, 1983). The 1970 Census is likely to contain a severe undercount of Hispanics, an undercount at least as great as the 7.7% underestimate for Blacks, according to the U.S. Commission on Civil Rights (Macias, 1977). A widely held assumption is that undocumented Hispanics avoid government contacts, such as the Census (Macias, 1977).

1975 Current Population Survey Taps Languages. The 1975 Current Population Survey--Survey of Language Supplement, or CPS-SLS (U.S. Bureau of the Census, 1975) asked questions about current individual language, current household language, mother tongue, ability to speak and understand English, birthplace,

year of immigration, and ethnic origin. The CPS-SLS used stratified multi-stage cluster sampling of households. The CPS-SLS was used as a pilot test for certain questions which were used in later studies such as the Survey of Income and Education (SIE). The CPS-SLS indicated that 90% of Americans had no second language, while 4.3 million reported Spanish as a second language and 4.9 million reported English as a second language. Of the 8 million persons 4 years old or over who had a language other than English as their usual language, 5 million (63%) reported difficulty in speaking or understanding English. Four million persons 4 years old or over had Spanish as their usual language; of this number 54% reported difficulty in speaking or understanding English. Compared to 96% of Americans reporting English as their usual language, 2% of Americans reported Spanish as their usual language. The number of Americans living in non-English speaking households (i.e., households where the language is other than English) was 4.8 million. The 1979 CPS also included a Survey of Language Supplement. Respondents were asked self-report and other-report questions on language proficiency.

Measure of English Language Proficiency Is Used in Several Studies. In anticipation of the SIE, a study (Stolz & Bruck, 1976) was conducted by the Center for Applied Linguistics to develop a surrogate "measure of English language proficiency," or MELP, which consists of a set of census-type or survey-type questions such as mother tongue, usual language spoken, or family income. The main purpose of a MELP is to allow estimation of limited English proficiency rates when language testing cannot be used, as in the SIE. In order for a MELP to be useful, it must first be calibrated in a study in which both the MELP and a language test are administered, and then the MELP alone can be used as a surrogate for the test in a larger census or survey to impute levels of English proficiency. The 1976 MELP study included a sample of children and adults from four states (Florida, Texas, Arizona, and California). This study calibrated the MELP (a set of items including length of time in U.S., ratings of proficiency in speaking and understanding English, usual household language, language spoken with siblings, language spoken with best friends, educational attainment, income, year of birth, and other topics) with a language test covering reception, production, and communication and with other language ratings. A discriminant function analysis showed 82% correct classification between the test and the MELP.

The Survey of Income and Education, or SIE (Waggoner, 1978), was required by the Education Amendments of 1974 to furnish current data on the number of school-aged children in poverty for purposes of formula allocation of Elementary and Secondary Education Act (ESEA) Title I (compensatory education) support. The Census Bureau conducted the SIE with input from the National Center for Education Statistics (NCES). The SIE used the MELP technique along with stratified, multi-stage cluster sampling, with primary sampling units (PSUs) stratified by the proportion of persons 5-17 years of age living in poverty families in 1970. The SIE included 158,500 households and 440,000 individuals in a sample of 50 independent states and the District of Columbia. The SIE found that approximately 28 million persons in the U.S., including about 5 million school-age children, had mother tongues other than English or lived in households in which languages other than English were spoken (Waggoner, 1978). Approximately two-thirds of all these persons and more than four-fifths of the school-age children were native born. One person in eight in the U.S. was classified as non-English language background (NELB), and one in ten school-age children (6-18) was NELB. More than one-third of all NELBs and 60% of all

NELB school-age children were Hispanic, with Spanish-language background persons numbering 10.6 million. Other principal NELB groups were Italian and German (3 million each); French (2 million); and Asian, including Chinese, Filipino, Japanese, Korean, and Vietnamese (total of 2 million). These figures may be conservative, particularly for the Hispanic population, which includes a sizeable number of undocumented persons.

The Children's English and Services Study or CESS (Dubois, 1980; O'Malley, 1981, 1982) was launched by the National Institute of Education (NIE) and NCES to obtain counts of LEP children for the nation and for four smaller areas: California, Texas, New York, and the rest of the nation. The CESS dealt only with the specific language categories of Spanish and "other." The CESS used stratified, multi-stage sampling with 35,000 households screened and approximately 2,000 identified as NELB, and thus eligible for inclusion. Ultimately, 1,909 children (ages 5-14) and their families were interviewed. A new 13-item MELP and a specially constructed test of English proficiency (the Language Measurement and Assessment Inventories, or LM&AI) were administered for each sampled child. The LM&AI is an indirect, discrete-point instrument having 11 different forms, one each for ages 5-14. The test is objective-based, built by expert consensus, and covers all four language skills: reading, writing, speaking, and understanding. The results of this test were calibrated with selected MELP items common to both the CESS and the SIE to obtain estimates of LEP persons. Discriminant function analysis in the CESS showed accuracies of classification ranging from 54% to 67% between the MELP and the test. The age group 5-14 was found to contain 2.4 million LEP children. Using extrapolation, the study determined that the U.S. school-age population (4-18 years) contained an estimated 3.6 million LEP children, which equalled 63% of all NELB children in that age range. More Hispanic NELB children of ages 5-14 than other NELB children of the same age were classified as LEP. This means that the LEP rate was higher for Hispanic NELB children of ages 5-14 (73%) than for other NELB children of the same age. CESS results indicated that LEP rates did not vary appreciably by age. The study showed that 1.5 million or 62% of all LEP children lived in three states: California, Texas, and New York. The proportion of LEP children in those states ranged from 70% to 77%, while the proportion in the rest of the country was 53%.

The LEP projection study conducted by InterAmerica Research Associates (Oxford, Pol, Lopez, Stupp, Gendell, & Peng, 1981; Peng, Oxford, Stupp, & Pol, 1982; Oxford-Carpenter, Pol, Lopez, Stupp, Gendell, & Peng, 1984) made projections by state, age, and language group to the year 2000 for NELB and LEP persons. The SIE, the CESS, the CPS, and the Census Bureau's illustrative projections of the 50 states and the District of Columbia were used as data elements in the study. A new, special MELP composite developed for this study consisted of two items: reported ability to speak and understand English and family income. A probabilistic procedure was used to link the CESS and the SIE with the new MELP composite. The researchers used a Cohort Component Prevalence Rate Method to project the number of LEP persons ages 5 through 14 for particular years. NELB population figures for all ages were projected before LEP rates were applied.

Results indicated that the number of NELBs in the total U.S. was projected to increase from approximately 28.0 million in 1976 (the base year) to 30.0 million in 1980, 34.7 million in 1990, and 39.5 million in 2000.

Of all NELBs of any year, the largest single language group was Hispanic, comprising 10.6 million NELBs in 1976, or 38% of the total NELB population in that year. Due to their higher growth rate, Hispanic NELBs were projected to increase to 18.2 million by the year 2000 (46% of the total NELB population). Younger NELB age categories showed projected increases that were larger than those for older NELB age categories. The Hispanic NELB group was much younger than the rest of the NELBs, and this configuration became more pronounced through the projection years. Heavy concentrations of NELBs were found in Texas, California, and New York, with projected proportional increases in the first two states and a projected proportional decrease in the last. Between 1976 and 2000 there was a projected increase of 880,000 LEP children ages 5 to 14; of this number, 840,000 or 95.5% were accounted for by the Hispanic LEP population. Hispanic LEP children were projected to move from 1.8 million or 71% of all LEP children in 1976 to 2.6 million or 77% in 2000. LEP rates (i.e., the percentage of all non-English language background persons in a particular group who have limited English proficiency) varied considerably by language, with the highest LEP rates (75%) being found among Hispanic and Vietnamese populations and the typical range being 41% to 53%. California and Texas showed overall projected gains in numbers of LEP children between 1976 and 2000, while New York's LEP number remained the same for 1976 and 2000. In various NELB and LEP groups, slight and temporary declines were projected for certain early projection years, but these declines were more than compensated for by later increases.

Synthetic Estimate Procedure Is Useful. Peng, Oxford, Stupp, and Pol (1982) reviewed three analytic procedures by which estimates can be made of the number of LEP children in the U.S.: discriminant function analysis as used in the CESS, probabilistic techniques as used in the InterAmerica projection study, and a synthetic estimate procedure. The researchers maintained that the synthetic estimate procedure can be used to generate information about the number of LEP persons with fewer prerequisites than the other two procedures entail. Specifically, the synthetic estimate procedure does not require subjective language ability rating items, unless grouping of subpopulations calls for those items. However, the synthetic estimate procedure still requires reliable, valid, and objective measurement of English language skills from a representative sample of NELB persons. Periodic recalculation of LEP rates was also recommended.

1980 Census Expands Hispanic Queries. In the 1980 Census (see Russell, 1983), in contrast to the 1970 Census, the question, "Is this person of Spanish/Hispanic origin or descent?" was asked of every person in the country. The Census Bureau admits that there may have been an overcount of Hispanics in certain areas, such as small towns, where Hispanics had rarely been found in the past. However, the overcount in those areas is likely to be too small to have any overall effect, according to experts on the Census as discussed in a recent New York Times article. Using the Spanish/Hispanic origin question, the 1980 Census found that 14.6 million people in the U.S. are Hispanic, a 61% increase over the 9.1 million figure from the 1970 Census. Census Bureau specialists feel that the true growth rate is probably lower, but "for the nation as a whole they are unable to separate the apparent growth rate of Hispanics due to improved reporting on the census from the true growth due to births and to legal and illegal immigration" (Russell, 1983, p. 16). However, for certain states with many Hispanics, comparisons between 1970 and 1980 are possible because large numbers reduced sampling errors. Russell

indicated that the Hispanic population of Florida grew 112% in the ten-year period (even before the influx of about 120,000 Cubans just after completion of the 1980 Census), while California's Hispanic population increased by 92%, Texas' by 62%, and New York's by 23%. The 1980 Census counted 8.7 million Mexicans, 2.0 million Puerto Ricans, 803,000 Cubans, and 3.1 million "other Spanish." Mexicans were the dominant Hispanic group in California and Texas. Puerto Ricans were the largest Hispanic group in New York, and Cubans were the biggest Hispanic group in Florida. According to the 1980 Census, the median age of Hispanics throughout the U.S. was 23 years, compared to 30 years for all Americans (Russell, 1983). In the 1980 Census, median family income for all Hispanics was $14,700, compared to $19,900 for all U.S. families and $12,600 for Black families; but wide ranges were found for various Hispanic groups, with Cubans being most affluent.

U.S. Hispanics Are "Wealthy." Although the overall income of U.S. Hispanics is lower than the national average, Hispanics in the U.S. are the wealthiest Hispanics in the world (Russell, 1983). The potential for economic opportunity draws both legal and illegal Hispanic immigrants to the U.S. Incomes of Hispanics in this country are lower than the national average largely due to lower Hispanic education levels, although Russell indicated that younger Hispanics are catching up with their non-Hispanic peers in the area of education. Among 25- to 34-year-old Hispanics, 57% had finished high school and 24% had attended at least one year of college, according to the 1981 Current Population Survey (Russell, 1983).

English Use Varies Among Hispanics. Use of English varies by Hispanic ethnic group. Russell (1983) pointed out that the 1980 survey of Hispanics in NCES' High School and Beyond Study found that among high school seniors, 12% of Mexican-Americans, 19% of Puerto Ricans, and 26% of Cubans spoke only Spanish at home. In contrast, 30% of Mexican-Americans, 27% of Puerto Ricans, and 21% of Cubans spoke only English at home. The rest used both languages at home. Level of education and place of birth (inside or outside U.S.) are related to English proficiency among Hispanics.

Illegal Aliens Are Mostly Hispanic. Census Bureau demographers Warren and Passel (1983) noted that the official 1980 Census count of illegal aliens in the U.S. was only about 2 million, which is about one-third of the more scientifically accurate 6 million estimate produced by Warren and Passel. (Note that this would mean that the actual total number of Hispanic origin individuals in the U.S. in 1980 might be closer to 18.6 million than to the reported 14.6 million.) Estimates of the numbers of illegal aliens in the U.S. have varied widely, from 2 million to 25 million. No single country besides Mexico appears to contribute a substantial segment of the illegal alien population, according to Warren and Passel. Macias (1977) estimated that at least 90% of the undocumented population is Hispanic.

U.S. Hispanics Have Higher Growth Rate Than Total U.S. Population. A higher growth rate for U.S. Hispanics than for the overall U.S. population was cited by Macias (1977), Oxford, Pol, Lopez, Stupp, Gendell, and Peng (1981), and Russell (1983). Some contributing factors include the larger Hispanic family, the younger age of Hispanics, the higher birth rate of U.S. Hispanics (except for Cubans) in comparison with the general population, and continuous legal and illegal immigration to the U.S. from Spanish-speaking countries.

Because of this high Hispanic growth rate, it was asserted that by the year 2000 Hispanics will be the largest racial/ethnic group, after Anglos, in the U.S. (Macias, 1977). The proportion of the total U.S. population that is Black has been projected to increase from 11.9% in 1981 to 13.4% in 2000 (U.S. Bureau of the Census, 1982). Not all data support the assertion that Hispanics will outstrip Blacks in number by the year 2000. The key question relates to the uncertain number of illegal Hispanic immigrants.

A report published by the Center for Continuing Study of the California Economy (cited by Russell, 1983) projected that the U.S. Hispanic population will number 18.8 million by 1990 and 23.1 million by 2000 using one set of assumptions, or 20.4 million by 1990 and 26.9 million by 2000 using a different set of assumptions. The higher figures assume higher fertility and more legal and illegal immigration than the lower figures. In both projection series, Mexicans were projected to increase as a share of the total Hispanic population, from 61% in 1990 to as much as 66% in 2000 under the higher-growth alternative. As a proportion of the total population, Hispanics were projected to increase from their current 6.4% to between 8.6% (first alternative) and 9.9% (second alternative) by the year 2000. By age the youngest group, under 15, was projected to grow most slowly because Hispanic fertility is expected to decline in accordance with declines already seen in the rest of the U.S. population.

Macias (1977) presented Hispanic projections for the year 2000 that ranged from a conservative 17.5 million to a liberal 55.3 million, depending on the rate of natural increase, source of base year data, and inclusion or exclusion of illegal alien data. Based on these figures, Hispanics in 2000 were projected to represent from 6.7% to 21% of the total U.S. population. At the low end, Hispanics in 2000 would be half the total of the Black population and at the high end about twice the Black total.

The 1980 Census counted 14.6 million persons of Spanish origin in the U.S., representing 6.4% of the total 1980 U.S. population of 226.5 million (Davis, Haub, & Willette, 1984). Among minority groups in the U.S., Hispanics are second only to Blacks in terms of numbers. Hispanics are also the fastest growing minority group. David, Haub, and Willette (p. 3) summarized the situation as follows:

> Fueled by the relatively high fertility of most Hispanic groups and increasing immigration, both legal and illegal, their numbers grew by about 265 percent from 1950 to 1980, compared to just under 50 percent for the total U.S. population. If immigration to the U.S. were to continue at the recent estimated total of about one million a year (legal plus illegal, Hispanics plus Asians and all others), Hispanics could number some 47 million and comprise 15 percent of the population by the year 2020, displacing Blacks as the country's largest minority.

Two important projections of Hispanics, both used in the current investigation, came from the Population Reference Bureau (Bouvier, Davis, & Haupt, 1983) and the Puerto Rican Planning Board (1984). The Population Reference Bureau projections included continental U.S. Puerto Ricans and other Hispanics in the U.S. but did not include insular Puerto Ricans. The Puerto Rican Planning Board projections concerned insular Puerto Ricans only. Taken

together, these two sources provided all the information we needed concerning U.S. population projections of Hispanics. The Population Reference Bureau projections of accession-age individuals showed increases in some age groups from 1980 to the year 2000 and moderate declines in other age groups in the same time period. Huge gains were found in the 26-35 age band. The Puerto Rican Planning Board projections of insular Puerto Ricans of accession age displayed either no change or else clear increases for various age categories, with no decreases such as those found in the non-insular data provided by the Population Reference Bureau. Use of the Puerto Rican Planning Board data represents a large step forward for the Army, which has formerly had little or no information on the population trends of insular Puerto Ricans--the group that comprises the majority of the Army's limited English proficient population.

Hispanics Are Younger than Other Americans. As cited by Russell (1983), median age of Hispanics was projected to climb to between 27 and 29 years by the turn of the century--still far below the projected median age of 36 for all Americans. The total U.S. population is growing older. The most rapidly growing age group in the U.S. population is 35- to 44-year-olds (Miller, 1983). The U.S. population of 18- and 19-year-olds, the prime group entering the labor force, college, and the Armed Forces, has been projected to decline from 8.5 million in 1981 to 6.5 million in 1995 before rising slowly to 7.5 million in 2000, according to the U.S. Bureau of the Census (1982). These changes represent a decline of 24% between 1981 and 1995 and a net decline of 12% between 1981 and 2000. Hispanic age structures are very different from and younger than age structures of the total U.S. population. Accession-age Hispanics are likely to increase significantly, as seen in the results section of the current report. Within the total U.S. population there is projected to be an increase in the percentage of students expected to complete high school, but both the relative number of 18- to 24-year-olds as a percentage of the total population and the absolute number of high school graduates each year are projected to decline over the next two decades (Taylor et al., n.d.). These factors will shrink the eligible manpower pool for military service.

Summary of General Demographic Research Focuses on Hispanic Growth. Many investigations have been conducted concerning Hispanic population growth. The overall results show that Hispanics are growing faster than other ethnic and language groups in our country. It is not known, however, whether Hispanics will outstrip Blacks in number as the largest U.S. minority group by the end of the century, as some have asserted. The unknown number of mostly Hispanic illegal immigrants would affect the balance.

The Hispanic population is younger than the total U.S. population and is growing faster than the total U.S. population. The total U.S. population is actually shrinking in accession age ranges. To be specific, the most rapidly growing age group in the total U.S. population is 35- to 44-year-olds. The U.S. population of 18- to 19-year-olds, the prime group for Army accession, has been projected to decline from 8.5 million in 1981 to 6.5 million in 1995 (a 24% drop) and then rise somewhat to 7.5 in the year 2000 (a 12% decrease from the 1981 level). Hispanics, in contrast, are projected to increase considerably as part of the total U.S. population in the accession age group by the year 2000. Therefore, Hispanics could provide a source of available and talented manpower for the Army as its overall available manpower pool shrinks.

Army-Related Research Shows Sizeable Number of Limited English Proficient Hispanic Accessions

The Army's great concern for projections of Spanish origin ESL eligibles is related to the fact that almost all (85-95%) of the ESL eligibles are native Spanish speakers (Holland, Rosenbaum, Stoddart, Redish, Harman, & Oxford-Carpenter, 1984; Oxford-Carpenter, Harman, & Redish, 1983). Most of the Spanish-speaking, ESL-eligible soldiers are from Puerto Rico. Most non-Spanish-speaking ESL eligibles are from Korea and the Philippines. Puerto Rican ESL eligibles are almost all high school graduates who are literate in their native language. Some have college experience and even college degrees. Most have studied English in a grammar-translation mode in Puerto Rico. The typical ESL soldier has some facility in reading and writing English but weak skills in speaking English and understanding spoken English. Despite their previous English language training, Army ESL students' scores on the ESL screening test, the ECLT, are widely distributed over the ESL-eligible range of 0 to 69.

ESL-Eligible Soldiers Are Undercounted. During fiscal years 1979 through 1981 (FY 79-81), at least 4,483 limited English proficient soldiers were identified as eligible for ESL instruction, with eligibility based on below-70 ECLT scores and/or referral by commanders (Krug & Wise, 1982; Holland, Rosenbaum, Stoddart, Redish, Harman, & Oxford-Carpenter, 1984; Oxford-Carpenter, Harman, & Redish, 1983). ESL instruction is optional for members of the National Guard and the Enlisted Reserves but is officially required for eligible Regular Army enlistees. Despite the officially mandatory nature of ESL for Regular Army soldiers who lack English skills, only about 62.5% of the eligibles actually enrolled in ESL in FY 79-81. The figure of 4,483 is an underestimate, because the data base from which it comes (provided by the U.S. Army Training and Doctrine Command, or TRADOC) is known to have a considerable amount of missing data. Extrapolating from data gathered in a special survey of Army ESL classes in FY 82, it is estimated that the ESL enrollment for that fiscal year alone was 1,500 to 2,000 soldiers--most of whom were, of course, of Spanish origin.

Hispanic and Black Accessions Have More Education Than White Accessions. The Department of Defense study, Profile of American Youth (Office of Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics, 1982), found that larger percentages of Hispanic and Black Army accessions had high school diplomas than did Anglo accessions (87% of Hispanics, 92% of Blacks, and 83% of Anglos). In the same study Hispanics had higher Armed Forces Qualifying Test (AFQT) averages than Blacks but lower ones than Anglos, and the same pattern occurred for reading grade levels. Profile of American Youth figures for Hispanics of accession ages are about 80% the size of Census-based figures, according to Frances Grafton of ARI (personal communication, 2 September 1983).

Hispanic Projections Are Difficult. Based on a Hispanic Market Profile produced by Strategy Research Corporation, the Office of Equal Opportunity (EEO) Programs of the Department of the Army (1981) developed some preliminary projections of Hispanic accessions to 1990. The market profile figures led the Department of the Army to assume that the Army's Hispanic accessions increased from 24,609 to 30,582 (24.3% increase) between 1976 and 1980 and that these accessions would grow from 30,582 to 76,284 by 1990 (40.1% increase). The 1990 Hispanic figure represents 9.9% of the 1990 total force, according to the Army's information paper on the topic. However, the time intervals used in the

market profile and the Army projections were not completely parallel, and the rationale for the assumptions underlying the projections was not offered. These projections are about four to nine times larger than those produced in the current investigation.

Gendell, Pol, and Oxford-Carpenter (1982), the current authors, attempted to make demographic projections of limited English proficient insular Puerto Rican accessions in the Army to the year 2000 using ECLT scores as a basis for determining LEP rates. However, a major problem arose because the ECLT is administered to relatively few accessions, and inconsistent criteria are used for determining who takes the ECLT. Some soldiers who need ESL instruction may be missed in the process. Due to this problem and others, it was impossible to make demographic projections using an actual language test as a basis for Army LEP rates. Gendell, Pol, and Oxford-Carpenter (1982) mentioned the option of administering the ECLT to all recruits in order to assess English competence and to provide appropriate data for planning.

In the absence of administration of the ECLT to all recruits, in 1983 the current authors turned to other methodological alternatives, such as use of language proficiency ratings available in the 1979 Current Population Survey. These ratings proved too subjective, as Stolz and Bruck (1976) might have foretold, and resulted in severe undercounts when linked with Army accession data (Pol, Oxford-Carpenter, & Gendell, in preparation). The subjective procedures, while logically appealing, were abandoned in favor of the simple approach of estimating ESL eligibility rates by using recent ESL enrollment and employing an inflation factor to correct for undercounts.

Econometric Forecasts May Have Implications. Although their research does not dirctly mention Hispanics, Dale and Gilroy (1983) produced econometric forecasts of Army enlistment that may have implications for Hispanics. Dale and Gilroy found that the rise in unemployment rate has led to a substantial increase in Army enlistments of male nonprior-service high school graduates. They projected that a drop in the national unemployment rate of just 1% (from 9% to 8%) could cause Army enlistments of male nonprior-service high school graduates to fall by 8.8%. A military wage freeze could also cause enlistment rates to fall substantially. Educational benefit levels also affect enlistment levels, as do Army Recruiting Command efforts to attract high school graduate enlistees. These factors may influence Hispanic recruitment. We may speculate that many Hispanics, perhaps in larger proportions than Anglos, may be drawn to the Army particularly in times of high unemployment. Hispanics may be more willing than some other groups to accept military salaries. Because Hispanics are closing the education gap between themselves and non-Hispanics, many may seek Army educational benefits in larger proportions than non-Hispanics. Change in unemployment rate, education benefits, and salary might therefore differentially affect Hispanics and non-Hispanics in terms of enlistment rates. In a similar vein, the report mentioned earlier, Profile of American Youth (Office of Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics, 1982, pp. 16-19), noted the strong effects of a variety of factors (accession policy, military pay, economic conditions, and All-Volunteer Force) on AFQT scores of accessions.

Minorities and Women Are Increasing in the Army. Minorities and women are increasing their numbers in the Army, according to Taylor et al. (n.d., pp. 19-20). These authors noted various implications such trends have for personnel allocation and use in the future.

Lord and Barnes (1983) reported that the number of Blacks in military service is higher than the numbers of other minority group members in military service. In 1982, 33% of the enlisted force and 7.8% of the officer corps were listed as Black; 23% of all recruits in 1982 were Black, and other minorities (including Hispanics) represented only about 5% of recruits. The higher percentage of Blacks in the overall Army (recruits and reenlistees) is explainable, according to Lord and Barnes, because Blacks tend to stay in the service longer than Whites due to economic conditions. These researchers predicted that, due to higher birth rates among Hispanics than among other minority groups, Hispanics would outnumber Blacks by the end of the century, resulting in higher levels of Hispanic than Black accessions by the year 2000. As mentioned earlier in this review of research, the data may or may not justify the conclusion reached by Lord and Barnes (1983) about Hispanic dominance among minority group Army accessions by the year 2000, particularly because illegal immigrants are technically ineligible for Army service.

Summary of Army Demographic Research Emphasizes Puerto Ricans. Research on Hispanics and ESL eligibles in the Army indicates that there is a sizeable number of limited English proficient soldiers in the Army and that most of them are well-educated Puerto Ricans. Larger percentages of Hispanic and Black Army accessions than Anglo Army accessions have graduated from high school. Accession is influenced by national economic trends, which might differentially affect Hispanics and other groups. Although Blacks are the largest minority group in the Army, the high Hispanic growth rate is likely to alter the numbers of Hispanics and Blacks in the total military manpower pool.

We have discussed some important research related to our investigation. Using this discussion as a basis, we now offer information on the methodology of the current projection research.

PROJECTIONS ARE MADE BY SEX, AGE, AND ETHNICITY

Projections were made by five-year intervals beyond 1980 (1985, 1990, 1995, and 2000) for males and females in the following age groups: 17, 18, 19-20, 21-22, 23-25, and 26-35. Age groups used here were chosen because of expected Army accession rates and densities at various ages. For example, ages 17 and 18 were projected separately because of the differences in accession rates for those ages, with age 18 having a much higher rate. Ages 17 and 35 are the limits for Army accession under normal circumstances, so those ages mark the boundaries of the projection age groups.

Additionally, projections were calculated for these age groups and each sex within various ethnic groups. Spanish origin U.S. population projections were made for the following groups: insular Puerto Ricans (i.e., those persons living on the island of Puerto Rico), continental Puerto Ricans (i.e., Puerto

Ricans living in the continental U.S.), total Puerto Ricans (insular and continental combined), all Hispanics excluding insular Puerto Ricans, and all Hispanics including insular Puerto Ricans. Puerto Ricans were singled out because they are the largest group of limited English proficient persons in the Army at this time, and it is helpful to see how Puerto Ricans compare with other Hispanics in the U.S. population as a whole. For purposes of comparison, projections of Blacks and of the total U.S. population in the overall age range of 17 to 35 were included for the year 2000 only.

Spanish origin accession rates and accession projections were made for the same ethnic groups, ages, and sexes as used for Spanish origin U.S. population projections. However, because Army education data do not distinguish between insular and continental Puerto Ricans, the rates of Army ESL eligibility (limited English proficiency) were given for total Puerto Ricans (insular and continental combined) and for other, non-Puerto Rican Hispanics. Projections of ESL eligibility were made for total Puerto Ricans, other Hispanics, and total Hispanics.

Projection Formula Combines Several Data Sets

The Cohort Component Prevalence Rate method was used for making projections. See Oxford et al. (1981) for greater detail on the nature of that method. The projection procedure combined three major data sets (along with other data sets for comparison and adjustment purposes). The three data sets were:

(1) projections of the Spanish origin population in the U.S. in Army eligible ages, 17-35,

(2) rates of accession into the Army by Spanish origin persons, and

(3) rates of ESL eligibility (limited English proficiency) for Spanish origin accessions.

To obtain accession projections, the population projections were multiplied by accession rates. Calculation of ESL eligibility projections involved multiplying accession projections by ESL eligibility rates. In algebraic form, ESL eligibility projections were made as follows:

$$\underset{(a)}{\text{ESL eligibility projection}_{i,j,k}} = \underset{(b)}{\text{U.S. population projection}_{i,j,k}} \times \underset{(c)}{\text{Army accession rate}_{i,j,k}} \times \underset{(d)}{\text{ESL eligibility rate}_{i,j,k}}$$

where i = sex,
j = age group,
k = ethnic group.

For ESL eligibility projections (a) = (b) x (c) x (d). Accession projections were found by multiplying (b) times (c).

We will now describe the methodology as applied to specific projections of the U.S. Hispanic population, the Army Hispanic accession population, and the Army Hispanic ESL-eligible population.

Hispanic Population Projection Methodology Uses Data from Multiple Sources

Tables 1 and 2 of this report (see appendix) concern population projections of U.S. Hispanics by several categories: insular Puerto Ricans, continental Puerto Ricans, other Hispanics, and totals with and without the insulars.

Insular Puerto Rican population projections by age and sex were provided by the Puerto Rican Planning Board (1984) in preliminary form. We disaggregated those projections into single years and reaggregated them into the necessary age groups for the current investigation.

Continental Puerto Rican and other Hispanic U.S. population projections by age and sex were obtained from the Population Reference Bureau (Bouvier, Davis, & Haupt, 1983). Again, appropriate age disaggregations and reaggregations were necessary.

From the insular Puerto Rican, continental Puerto Rican, and other Hispanic projections, we calculated population projections for all Puerto Ricans, all Hispanics excluding insular Puerto Ricans, and all Hispanics including insular Puerto Ricans.

Three types of assumptions (fertility, mortality, and migration) need to be considered for U.S. population projections for Hispanic groups. Since the youngest age of interest to the Army is 17, and the base date for the projections is 1980, the only births that can influence the projections to the year 2000 are those that occur in the brief period 1980-1983. It makes little difference, therefore, what is assumed about fertility. As for mortality, the single assumption of a gradual but decelerating decrease in the death rates from their already-low initial levels seems reasonable. Moreover, since the death rates in the ages of interest to this investigation (17-35) are very low, even unreasonable assumptions about mortality would have only negligible effects on the numbers projected. Migration, however, is a crucial factor because of the considerable legal and illegal immigration from Latin America (see Warren & Passel, 1983) and because of the great influence that political decisions have on immigration trends. Annual data from the Immigration and Naturalization Service for the late 1970s provided a basis for constructing a single assumption about the annual level of legal immigration for Hispanics, specifically about 220,000 legal immigrants per year with an allowance of an additional 24,000 Cubans per year in the 1980-1985 period, reflecting the Mariel exodus. Illegal immigration was not included as an adjustment factor in the current projection formula, because illegal immigrants are not eligible for Army service.

Age disaggregations were mentioned earlier. The available Spanish origin five-year population projections were disaggregated into single years and then reaggregated to form the age groups of interest here. The fluctuation over time in single-year cohort size in the total Spanish origin population parallels the fluctuation during the last 30 to 35 years in the number of births

in the U.S. This implies that to disaggregate the available 1980-2000 five-year age groups into single years of age, it is better to use the age distribution reported in the 1980 Census than a mathematical method (i.e., some type of interpolation). This observation may also imply that the effect of net migration on the Spanish origin population has not been great enough to alter the age patterns produced by the fluctuating number of births.

General Ethnic Group Comparisons Involve Data from the Census and the Puerto Rican Planning Board

Table 3 (see appendix) shows comparisons among the Spanish origin U.S. population, the Black U.S. population, and the total U.S. population in years 1980 and 2000 for the ages 17-35. Indicated are totals by year, percentage change in each group from 1980 to 2000, percentage of the total U.S. population by year, and change in percentage of total U.S. population from 1980 to 2000.

Information on the Spanish origin population came from two sources: the Population Reference Bureau projections of all U.S. Hispanics other than insular Puerto Ricans (Bouvier, Davis, & Haupt, 1983) and the Puerto Rican Planning Board preliminary projections of insular Puerto Ricans (1984). Data from these two sources were combined into total Spanish origin figures.

The Black U.S. population figures and total U.S. population figures were calculated from data in Miller (1983) and the U.S. Bureau of the Census (1982).

Each of these comparisons required disaggregation by single year of age and reaggregation into the appropriate age groups for the current investigation.

Hispanic Accession Projection Methodology Involves Army Accession Rates and Population Projections

Tables 4 and 5 (see appendix) show male and female Spanish origin accession rates by age and ethnicity, circa 1980, for ages 17-35. Accession projections for the same groups are given in Tables 6 and 7.

Accession data provided by the U.S. Army by sex, age, and ethnic group circa 1980 (actually FY 81, which started October 1980 and ended September 1981) were the numerators for the accession rates, while the appropriate 1980 population figures by sex, age, and ethnic group served as the denominators. Due to resource constraints we did not make projections of total Army accessions, only Spanish origin Army accessions. However, we needed total Army accession information in order to calculate the proportion of total accessions who are Hispanic. After an extensive search and interviews with Army accession officials, we were unable to find any actual, total-Army accession projections, although the Army has "objectives" for future accessions up to 1989 (see Elton, 1983). Therefore, we used the FY 89 objective as a rough surrogate of a 1990 projection for comparison purposes (see Table 8). As noted earlier, the Spanish origin population projections were multiplied by the accession rates to obtain Spanish origin accession projections.

FY 81 was selected for use because in previous years there was a problem with inaccurate norming of the screening test for applicants, the Armed Services Vocational Aptitude Battery (ASVAB). An error in calibration of the ASVAB in use from January 1976 through September 1980 resulted in inaccurate category designations for some recruits taking the test (Maier & Grafton, 1981; Office of Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics, 1982). Specifically, the January 1976 version of the Armed Forces Qualifying Test (AFQT), which is composed of four key subtests of the ASVAB, had been miscalibrated to earlier forms of the test. This error inflated the AFQT scores of low-scoring recruits. The problem was corrected with the introduction of the new test in October 1980. When the inflated scores were recomputed, the corrected norms revealed a significant decrease in Category III (average-scoring) recruits and a very large increase in Category IV (below-average) recruits recorded as having entered the services during the period 1976 through mid-1980. Even with the existence of retroactively corrected norms for earlier years, many problems remain for those years in terms of estimating the number of Hispanic accessions who would have been admitted under the new norms, had those norms been in place at the time. Also, use of the corrected norms would entail a separate investigation. Therefore, it was decided that FY 81 was the most appropriate and accurate source of Hispanic accession data for the projection base year, 1980. Even without the norming problem, FY 81 (October 1980 through September 1981) would have been as practical a source of base year accession data as FY 80 (October 1979 through September 1980). Had the norming problem not existed, however, it would have been possible to tabulate monthly data to obtain annual accession figures for the calendar year 1980, which would have been somewhat more precise.

Due to the inadequate historical trend data caused by changes in norming of Army selection instruments, there is no good basis for projecting variable accession rates for five-year intervals from 1980 to 2000. Therefore, our projections assume "constant" accession rates. "Constancy" here means that the rates observed at each age are peculiar to the age rather than to the cohort. That is, the rates for those, say, 17 to 18 years old would be the same at every projection date. This is the assumption for the projections appearing in this report. Constant cohort rates, on the other hand, would mean that the rates for those 17-18 in 1980 would be the same as those for 22-23 in 1985, 27-28 in 1990, 32-33 in 1995, and 37-38 in 2000. Since accession is a one-time event, and the probability of such an event occurring appears to be negatively related to age, age-specific rather than cohort-specific rates are appropriate for measuring accession.

Note that the multiplication of accession rates (from Tables 4 and 5) and Spanish origin population projections (from Tables 1 and 2) could only be done for three groups: insular Puerto Ricans, continental Puerto Ricans, and other Hispanics. The number of projected accessions for year 1985 and thereafter in the other three categories (total Puerto Ricans, total Hispanics excluding insular Puerto Ricans, and total Hispanics including insular Puerto Ricans) have to be obtained by addition and subtraction rather than by use of the projection formula. This is because the circa 1980 rates are kept constant, and the weights for the three "total" categories are weighted averages. The weights are the relative numbers in the other three (non-total) categories. Because these categories often change in number between 1980 and 2000 at considerably different rates, the weights change. As a result, the accession rates of the "total"

categories in 1985-2000 are increasingly different from those circa 1980, even on the assumption that the circa 1980 accession rates for Puerto Ricans and other Hispanics remain constant. Accession rate results (see later) demonstrate this seeming paradox.

In June 1983 we queried Department of the Army accession administrators (L. Ruberton, personal communication, 15 June 1983) concerning any current or future accession policies regarding Hispanics. We found no specific policy existing or planned which either limits or promotes Hispanic accession and no negative or positive quotas regarding Hispanics. Therefore, no ceiling or floor adjustment factor nor statistical change factor was included for Hispanic accessions.

Hispanic ESL Eligibility Projection Methodology Uses Special Adjustments

Tables 9 and 10 (see appendix) present male and female ESL eligibility rates for ages 17-35 by age and ethnicity and show how the calculations of rates were accomplished. Tables 11 and 12 (see appendix) offer ESL eligibility projections for the same groups.

To calculate ESL eligibility (limited English proficiency) rates, we relied on Army data concerning the number of ESL-eligible soldiers by sex, age, and ethnic group for the numerator and on Army accession data by the same categories for the denominator. Because of missing data, several adjustments were used to approximate the actual ESL figures. Because of the complex methodology used to compensate for missing data, the ESL eligibility projections must be viewed as somewhat less reliable than the population projections and the accession projections. Nevertheless, the ESL eligibility projections were systematically generated and are indicative of potentially important trends.

We began our calculations using ESL data from the Army TRADOC data set on eligibility for the Basic Skills Education Program I ESL program for the 3 years FY 79-81. The data set showed that (1) approximately 4,500 limited English proficient soldiers were identified as eligible for ESL instruction, although (2) only 62.5% or 2,800 actually enrolled in ESL classes during those three years. In FY 82 a special survey was conducted by the American Institutes for Research under contract to the Army Research Institute during a three-month period. Approximately 550 soldiers were involved in the survey. Extrapolating from survey results, it was estimated that FY 82 enrollment in ESL classes was between 1,500 and 2,000 soldiers. This would imply that ESL enrollment for the three-year period might be between 4,500 and 6,000 soldiers--not 2,800 as shown in the TRADOC data base. Furthermore, the number of ESL eligibles for those three years was approximately 1.6 greater than the number of actual enrollees (i.e., 1 divided by 62.5%). Obviously there was a need to adjust for the missing data and for the fact that not all eligible individuals actually enrolled.

Another equally important reason existed to make adjustments in the available data. Because the TRADOC data set did not contain information by sex, age, and ethnicity, it was necessary to match the TRADOC data set with the Enlisted Master File (EMF), which contained information in the appropriate cross-classifications. EMF data covered only a 50% sample of all

soldiers with Social Security numbers ending in digits 5 through 9. In addition, the computerized match between EMF data and ESL enrollees (on the TRADOC data set) was successful in only 60% of the cases, mainly because of missing or incomplete data. In other words, the EMF-TRADOC match resulted in 30% (i.e., 50% times 60%) of the available data or 1,160 cases; and, as we have seen, the available data already represented an underestimate of the actual totals. An adjustment of 3.33 (i.e., 1 divided by 30%) was made to produce a corrected EMF-TRADOC match of 3,863.

The adjustments were brought together in a systematic manner. First, the weighting factor of 1.6 (adjusting for the fact that only 62.5% of eligible soldiers actually enrolled in ESL during the 3-year period) was multiplied by 6,000 (the probable top figure of actual enrollees for FY 79-82 according to the special survey) to obtain the figure of 9,600. This figure 9,600 was divided by 3,863 (the corrected EMF-TRADOC match), producing a weighting factor of 2.485 for the three-year period. Because we wanted to obtain a one-year weighting factor, we divided 2,485 by 3 and obtained a final weighting factor of .828.

The EMF-TRADOC matched data were adjusted by the final weighting factor of .828 to obtain ESL eligibility figures for one year, circa 1980. The EMF data did not categorize Puerto Ricans as insular or continental, so only the total Puerto Rican category was usable, along with the category of other Hispanics. Then the ESL eligibility figures were divided by FY 81 accession figures to obtain ESL eligibility rates. These rates were then multiplied by the accession projections for 1985, 1990, 1995, and 2000 to obtain projections of ESL eligibility for those years by sex, age, and ethnicity.

The final issue remaining focuses on how to distribute within sex, age, and ethnic group the adjusted ESL-eligible totals. Because we had no additional information on how to distribute these persons, they were distributed in proportion to the percentage they already represent. That is, for example, if male Puerto Ricans age 17 comprised 5% of the unadjusted ESL-eligible figure, then they made up 5% of the adjusted total. There may be problems with this, because some groups (e.g., females) may have slightly greater attrition and should therefore perhaps represent a slightly greater proportion of the unadjusted than the adjusted totals. However, in the absence of solid facts to help us determine differential weights after a thorough review of all available data, we chose to apply the simpler proportional distribution scheme, in which a single group had the same proportional distribution for unadjusted and adjusted figures.

Contrast Is Shown Between Total Spanish Origin Accessions and ESL-Eligible Spanish Origin Accessions

Table 13 (see appendix) presents a comparison between total Spanish origin accessions and ESL-eligible Spanish origin accessions in 1980 and 2000 by sex. This comparison was made by using totals from accession tables (6 and 7) and tables of ESL eligibility (11 and 12).

RESULTS EXHIBIT LARGE INCREASES IN MANY CATEGORIES

Results of this investigation are presented in narrative form below and in tables in the appendix. The general order of results is Spanish origin population projections, comparisons with total U.S. and Black U.S. projections, Spanish origin Army accession rates and projections, comparisons with total Army accessions, ESL rates and projections, and comparisons with total Spanish origin accessions.

Hispanic Population Projections Show Substantial Increases

As can be seen in Tables 1 and 2, the Hispanic population of the U.S. (age 17-35) was projected to grow by more than one-third between 1980 and the year 2000. Such a large increase compares to a gain of only one-ninth for Blacks of this age and a decline for Whites.

Overall, all ethnic groups within the total Hispanic group (age 17-35) showed appreciable increases, but Puerto Ricans increased less than other Hispanics. Continental Puerto Ricans were projected to increase more than insular Puerto Ricans among those persons 21 and over but not among persons under 21. All Hispanics under 26 showed projected increases of 20% to 25%, while those 26 and over were projected to increase more than twice as much.

Insular Puerto Rican males in that age group showed an increase of 8.6%, moving from 464,000 in 1980 to 504,000 in 2000. Continental Puerto Rican males were projected to increase 38.9%, from 352,000 to 489,000. Total Puerto Rican males (insular and continental combined) showed a 21.7% increase, from 816,000 to 993,000. Other Hispanic males were projected to increase by 40.6%, from 2,323,000 to 3,267,000. A similar increase, 40.4%, was found for all Hispanic males excluding insular Puerto Ricans (2,675,000 to 3,756,000). The increase for all Hispanic males including insular Puerto Ricans was 35.7%, from 3,139,000 to 4,260,000. Similar increases were found for females, except for continental and total Puerto Rican females whose increases were less than those of comparable males.

Age differences by ethnic group were striking in the male Spanish origin population projections. For continental Puerto Rican males, earlier accession ages (17 and 18) showed decreases between 1980 and the year 2000, while later accession ages (19 through 35) produced projected increases that were higher with age. For example, age 17 continental Puerto Rican males had a projected decrease of 8.7%, while age 26-35 continental Puerto Rican males had a projected increase of 73% during the last two decades of this century. Age differences for insular Puerto Rican males were not as impressive. Other, non-Puerto Rican Hispanic males showed a relatively stable level of increase (in the 20% to 30% range) for all accession age groups except for 26-35, which displayed a 60.7% increase.

Among females, continental Puerto Ricans showed decreases between 1980 and the year 2000 for younger ages (17 and 18), no change for age 19-20, and substantial increases up to age 35 (the largest increase being 38.2% for age 26-35). Non-Puerto Rican Hispanic females showed much the same pattern as males--consistently dramatic growth, particularly in age 26-35.

Comparison with Total U.S. and Black Populations Exhibits Greater Growth for Hispanics

A comparison with the total U.S. population and the Black U.S. population, age 17-35, for the years 1980 and 2000 indicates that the U.S. Hispanic population of those ages was projected to increase by 36.1% (from 6,234,000 to 8,486,000), as compared to an increase of 11.5% for the same age Black U.S. population (from 9,268,000 to 10,335,000) and a decrease of 8% for the same age total U.S. population including insular Puerto Ricans (from 76,066,000 to 69,956,000). In terms of changes in percentage of the total U.S. population, Hispanics were projected to move from 8.2% to 12.1% (+3.9%), and Blacks were projected to increase from 12.2% to 14.8% (+2.6%). These figures count some but not all the undocumented Hispanics who might have already entered the U.S. It is possible that if the total number of undocumented Hispanic immigrants were known, Hispanics might represent a greater percentage of the U.S. population than Blacks would in the year 2000. However, we cannot state this as a fact without far more solid evidence.

Hispanic Accession Rates Are Higher for Males than Females and for Puerto Ricans than Other Hispanics

As shown in Tables 4 and 5, Hispanic accession rates were higher for males than females and for Puerto Ricans than other Hispanics. FY 81 accession rates, reported in accessions per 1,000, were in general highest for insular Puerto Ricans (5.057 among males and .393 among females), as compared with continental Puerto Ricans (1.707 among males and .289 among females), total Puerto Ricans (3.612 among males and .349 among females), other Hispanics (1.271 among males and .183 among females), all Hispanics excluding insular Puerto Ricans (1.328 among males and .198 among females), and all Hispanics including insular Puerto Ricans (1.879 among males and .230 among females).

Because other Hispanics grow more rapidly than Puerto Ricans, by the year 2000 there are relatively more of the former. Since their accession rate is less than half that of Puerto Ricans, this increase in their relative numbers reduces the accession rate for <u>all</u> Hispanics. This is an example of the total vs. subgroup weighting described as part of the accession projection methodology.

Current Army policy limits the number of female accessions allowed to join the Army, so it was predictable that the accession rates for Hispanic males would be much larger than the accession rates for Hispanic females. For various Hispanic ethnic groups, the ratio of males to females was about eight to one.

Age differences were marked for accession rates, as would be expected. Younger age groups, such as 18 and 19-20, had higher accession rates than older age groups and than 17-year-olds. For example, 18-year-old insular Puerto Rican males had the highest accession rate of any Hispanics: 16.032 per 1,000, while insular Puerto Rican males in the broad age group of 26-35 had a rate of 1.624 per 1,000. Similar patterns were shown for females, although the rate of female accession was much smaller.

ACCESSION PROJECTIONS SHOW ETHNIC, SEX, AND AGE DIFFERENCES

Like the accession rates just discussed, the accession projections (see Tables 6 and 7) displayed differences by sex, age, and ethnicity. Patterns, however, were not exactly the same as those of the accession rates.

For the entire age group, 17-35, non-Puerto Rican (other) Hispanic males had a slightly higher number of accessions in 1980 (2,952) than did total Puerto Rican males in that year (2,946), with the gap between non-Puerto Rican Hispanic males and total Puerto Rican males widening by the year 2000 (3,802 vs. 3,191). Again, similar patterns were found for females, though with smaller numbers. Even though Puerto Ricans, especially insular Puerto Ricans, showed very high accession rates, the relatively small number of Puerto Ricans in the total U.S. population (against which the accession rates were applied) produced smaller numbers of projected Puerto Rican accessions than projected non-Puerto Rican accessions.

Insular Puerto Ricans consistently had higher accession projections than continental Puerto Ricans for both sexes. Clear age differences were found for males and females. Projected accession tended to peak in the age groups of 18 and 19-20, although there were some fluctuations by Hispanic ethnic group within age categories.

Percentage point increases were not reported in Tables 6 and 7, because those percentage point increases would mirror the ones shown for population projections in Tables 1 and 2 when accession rates were held stable for any given age, sex, and ethnic group (other than the three "total" categories--total Puerto Ricans, all Hispanics including insular Puerto Ricans, and all Hispanics excluding insular Puerto Ricans).

Hispanic Accessions Grow as Proportion of Total Accessions

Table 8 contains a comparison of total Army accessions and Spanish origin accessions circa 1980 and 1990 in ages 17-35. The proportion of Spanish origin accessions as part of total accessions in 1980 was 5.0% (6,610 out of 133,186), while the proportion of Spanish origin accessions as part of total accessions in 1990 was projected to be approximately 5.8% (7,863 out of 135,300). These figures indicate a growth of approximately 1% when Spanish origin accessions are compared to total accessions. No information on projected or desired total Army accessions was available beyond 1990.

ESL Eligibility Rates Are Much Higher for Hispanic Males Than for Hispanic Females

As shown in Tables 9 and 10, ESL eligibility rates were found to be far higher for Hispanic males than for Hispanic females. Overall, ESL eligibility rates were 260 per 1,000 accessions for Puerto Rican males age 17-35 and 91 per 1,000 accessions for Puerto Rican females of the same age. For other Hispanics, ESL eligibility rates were 22 per 1,000 accessions for males and 6 per 1,000 accessions for females in the accession age bracket of 17-35.

The highest ESL eligibility rates of all were evident for Puerto Rican males of age 21-22 (416 per 1,000 accessions), followed by Puerto Rican males of age 19-20 (403 per 1,000 accessions). This means that about 40% of those

individuals were anticipated to be limited in English proficiency. Female ESL eligibility rates peaked at age 19-20 (123 per 1,000 accessions).

ESL Eligibility Projections Demonstrate Slight to Moderate Increases

As Tables 11 and 12 show, ESL eligibility projections for Hispanic male and female accessions age 17-35 demonstrated slight to moderate increases for several categories. Males were projected to outnumber females greatly in terms of ESL eligibility. Overall, ESL-eligible Hispanic males were projected to increase from 829 in 1980 to 915 in the year 2000. Comparable figures for females were 31 in 1980 and 33 in 2000.

ESL eligibility projections were about ten times higher for Puerto Ricans than for other Hispanics in the general age group of 17-35, though variations occurred in some of the smaller age categories.

In terms of percentage increases in ESL eligibility for the overall 17-35 age group, females demonstrated negligible projected gains between 1980 and the year 2000. Among males, Puerto Ricans increased 8.9%, other Hispanics 28.1%, and all Hispanics 10.4% in terms of ESL eligibility.

Comparison of ESL-Eligible Hispanic Accessions with Total Hispanic Accessions Indicates Little Change Across Years

The proportion of Hispanic accessions eligible for ESL instruction was not projected to change dramatically between 1980 and the year 2000, as seen in Table 13. ESL-eligible soldiers were projected to decrease slightly as a proportion of the total Hispanic accession population (from 14.1% to 13.1%), and female ESL-eligible soldiers were also projected to decrease slightly (from 4.4% to 3.8%). The total number of ESL-eligible Hispanic soldiers was projected to increase from 860 to 948. However, in terms of the percentage of the total Hispanic accession population, this change represents a slight decline, from 13.0% to 12.1%. Given the potential unreliability of the ESL eligibility projections, these projected changes should not be taken too literally.

Summary of Results Displays Hispanic Growth Patterns

The Hispanic population of the U.S. age 17-35 was projected to grow substantially between 1980 and the end of the century. All Hispanic ethnic groups in that age bracket showed large gains, especially non-Puerto Rican Hispanic males, who had a gain of 40.6% as compared with 21.7% for Puerto Rican males. Various Hispanic ethnic groups exhibited different age-related growth patterns.

The U.S. Hispanic population (including insular Puerto Ricans) age 17-35 was projected to increase by an overall 36.1% in the years between 1980 and 2000, as compared with an increase of 11.5% for the Black U.S. population of the same age and a decrease of 8% for the total U.S. population in the same age group. In terms of changes in percentage of the total U.S. population in this age bracket, Hispanics were projected to increase from 8.2% to 12.1%, and Blacks were projected to grow from 12.2% to 14.8%. If all undocumented Hispanic immigrants were included in the Hispanic totals, Hispanics might overtake Blacks in terms of proportion of the total U.S. population by the end of the century, although this is pure speculation.

Hispanic accession rates in FY 81 were higher for males than females and for Puerto Ricans than other Hispanics. Accession rates were largest for insular Puerto Ricans (5.057 per 1,000 for males and .393 per 1,000 for females). Younger age groups, such as 18 through 20, had higher accession rates than older age groups. As expected based on current Army policy, accession rates for Hispanic males exceeded accession rates for Hispanic females by about eight to one.

Accession projections for Hispanics in the 17-35 age group were not patterned exactly the same as accession rates. Non-Puerto Ricans were projected to have more accessions than Puerto Ricans in the period from 1980 to 2000. Insular Puerto Ricans had higher accession projections than continental Puerto Ricans. Projected accessions tended to peak at the younger ages, 17 to 20.

Hispanic accessions were projected to grow as a proportion of total Army accessions between 1980 and 1990--from 5.0% to 5.8%. No information on projected or desired total Army accessions was available beyond 1990.

ESL eligibility rates were found to be much higher for Hispanic males than Hispanic females. Puerto Ricans had higher ESL eligibility rates than other Hispanics. Highest ESL eligibility rates were exhibited by Puerto Rican males age 21-22.

Projections of ESL eligibility among Hispanic accessions age 17-35 showed slight to moderate increases between 1980 and the end of the century. Males were projected to outnumber females by a very large factor in terms of ESL eligibility. Furthermore, ESL eligibility projections were about ten times higher for Puerto Ricans than for other Hispanics of accession ages. The proportion of Hispanic accessions eligible for ESL instruction was not projected to change dramatically between 1980 and 2000. Possible unreliability of ESL projections must be taken into account when using these data.

A few caveats are necessary to understand the results just presented. These caveats are presented next.

CAVEATS CONCERN VARIABLE ASSUMPTIONS AND REPEATED PROJECTIONS

To the best of our knowledge, these projections of Hispanic accessions and of the number among them expected to need English-language training are the best available to the Army. Nevertheless, they could be better if more resources were available. Resource constraints did not allow us to try to produce a set of projections based on more than one assumption regarding rates of Hispanic immigration, accession, ESL eligibility, and national unemployment. If there were at least two assumptions about the future trend of each of these factors, then it would be possible to assess the relative impact of each factor on the projected number of ESL-eligible Hispanics in the Army. A set of projections would also provide a range of variation rather than a single set of numbers. There would, of course, then be a need to indicate the relative likelihood of occurrence of each projection in the set. But the analyses underlying the choice of alternative assumptions would provide some basis for estimating, even if only roughly, these probabilities.

Another thing we did not have an opportunity to do is judge whether it would be less costly to overestimate or underestimate the future number of ESL-eligible soldiers. With a single set of projections, such as ours, this means judging whether it is more cost effective to take the projected numbers as maxima or as minima and to plan accordingly. With two or more sets of projections, it means judging the relative costs of being wrong in accepting the high or the low set. Then, combining these judgments with the estimates of the probability of occurrence of each set of projections, one could judge on which set it would be most cost effective to base one's plans.

Finally, it should be noted that because of the large number of contingencies which it is virtually impossible to foresee or even consider in the analyses underlying the projections, the accuracy of projections tends to deteriorate with time. For example, the current projections cannot and do not take into account any unpredictable changes in Army accession policy. Such changes would, of course, affect the accuracy of any projections. It is advisable, therefore, to make new projections periodically, taking into account the available data about the period since the last projections, as well as any new or revised data about the period since the last projections. The frequency with which new projections should be made varies, depending on such factors as the degree of variability of the phenomena being projected, the potential value for planning, any policy changes affecting the phenomena, the degree of precision needed for planning, and the cost of making the projections. Hence, no fixed rule is useful. Doing the research needed to decide on the optimum frequency of making projections deserves high priority.

THE PROJECTIONS HAVE IMPLICATIONS FOR ARMY INSTRUCTIONAL AND MANPOWER PROGRAMS

The results presented above have major implications for the Army. First, due to higher rates of Hispanic limited English proficient accessions, the Army will have an increasing need to provide high quality English-as-a-second-language instruction. Key elements in such instruction are discussed by Oxford-Carpenter, Harman, and Redish (1983). These elements include more emphasis on oral-aural skills inside and outside of the classroom, more concern for adequate teacher training in ESL, realistic appraisal of entry levels and of what can be achieved in the allotted ESL training time, and a job-related approach to ESL instruction.

Second, we have seen that the Hispanic population is young and growing, while the overall U.S. population is older and shrinking. Therefore, Hispanics should be considered as a potential source of able and available manpower for the next two decades and thereafter. Although no recruiting campaign is planned to enlist Hispanics, such a campaign might be useful for long-range manning of the force.

Third, Puerto Rican males will continue to be the main recipients of ESL instruction at least to the year 2000, if current trends continue. Hispanic females in general will require much less ESL instruction than Hispanic males. Perhaps Hispanic females can serve as peer tutors to Hispanic males who are having English language difficulties.

Fourth, manpower and personnel specialists should be aware that the influx of Spanish origin accessions may bring with it a number of linguistic, cultural, and sociological differences. These differences must be understood and considered in the day-to-day Army routine. For example, Hispanics are often found to be extremely patriotic, hard-working, and able to cope well with authority. They often come from very closely knit, religious families. These traits must be acknowledged and can be used to the Army's advantage, particularly for unit cohesion.

Fifth, for recruiting and retention purposes the Army might want to capitalize on the generally high interest in training and education displayed by Hispanics who are limited in English proficiency. The high motivation level of Hispanic ESL-eligible recruits has been documented by Holland, Rosenbaum, Stoddart, Redish, Harman, and Oxford-Carpenter (1984). The increasing number of this type of individual makes it wise to build on that training-related motivation.

Sixth, selection and classification techniques may need to be refined to handle the generally bright, well educated Puerto Ricans who dominate the Army's limited English proficient population. The skills of these recruits need to be appropriately used by the Army in the years to come. The ability and motivation of many Hispanic soldiers should be recognized and used in job selection and classification. For many of these soldiers, the language problem is the main factor which bars them from more prestigious or more technical jobs in the Army. Therefore, the Army must consider how to assess fairly the aptitude of an individual who is deficient in English language skills. A Spanish-language version of the Armed Services Vocational Aptitude Battery (ASVAB) exists but has not been used widely. The currently used English version of the ASVAB may underestimate the aptitudes of some Hispanic applicants. Selection and classification planners need to consider ways to optimize the use of the skills of Hispanic soldiers who have English language problems.

Seventh, a more uniform method for determining who should be assessed for limited English proficiency is desirable for the Army. Decisions about who should take the language screening test, the ECLT, are made in different ways in different locations. Despite regulations, Army operational schedules and immediate manpower needs sometimes cause decisions about who is finally enrolled in ESL training to be made differently, as well. Perhaps all Army accessions should routinely be given the ECLT, which needs only a short administration time. The Navy has experimented with just such a program recently on a pilot basis. A more standardized procedure would assure that all who need such instruction get it and would improve the Army's record-keeping system.

Eighth, future Army accession projection research could use variable assumptions, such as different accession rates across time based on changing economic conditions. A larger investigation would, of course, be necessary, but the yield would be worth the effort.

Finally, better and more complete records would help reduce undercounts and would provide the Army with more reliable data for planning its many programs in the areas of training and manpower. In fact, the Army could use a separate investigation of the number and characteristics of its current Hispanic accession population, as well as trend data over time on that population. Clearly, projections are necessary for long-range planning within the Army. The quality of projections depends largely upon the quality of available data.

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APPENDIX: TABLES OF RESULTS

Table 1

Male Spanish Origin Population Projections Age 17-35 by Age and Ethnicity

(in Thousands)

Age	Ethnicity	Year 1980	1985	1990	1995	2000	Percentage point change 1980-2000
17	Insular PR	35	33	34	33	35	0
	Continental PR	23	22	20	23	21	- 8.7
	Total PR	58	55	54	56	56	- 3.4
	Other Hispanic	145	131	150	163	186	+28.3
	All Hispanic excluding insular PR	168	153	170	186	207	+23.2
	All Hispanic including insular PR	203	186	204	219	242	+19.2
18	Insular PR	32	34	34	33	34	+ 6.3
	Continental PR	22	22	21	23	21	- 4.5
	Total PR	54	56	55	56	55	+ 1.9
	Other Hispanic	144	132	147	163	185	+28.5
	All Hispanic excluding insular PR	166	154	168	186	206	+24.1
	All Hispanic including insular PR	198	188	202	219	240	+21.2
19-20	Insular PR	58	66	64	62	63	+ 8.6
	Continental PR	46	47	48	45	48	+ 4.3
	Total PR	104	113	112	107	111	+ 6.7
	Other Hispanic	299	282	306	320	376	+25.8
	All Hispanic excluding insular PR	345	329	354	365	424	+22.9
	All Hispanic including insular PR	403	395	418	427	487	+20.8
21-22	Insular PR	52	59	55	56	55	+ 5.8
	Continental PR	42	49	47	44	50	+19.0
	Total PR	94	108	102	100	105	+11.7
	Other Hispanic	287	305	283	313	345	+20.2
	All Hispanic excluding insular PR	329	354	330	357	395	+20.1
	All Hispanic including insular PR	381	413	385	413	450	+18.1

(42)

Table 1 (Continued)

Age	Ethnicity	Year 1980	1985	1990	1995	2000	Percentage point change 1980-2000
23-25	Insular PR	73	75	84	82	79	+ 8.2
	Continental PR	60	75	76	75	74	+23.3
	Total PR	133	150	160	157	153	+15.0
	Other Hispanic	412	478	441	482	510	+23.8
	All Hispanic excluding insular PR	472	553	517	557	584	+23.7
	All Hispanic including insular PR	545	628	601	639	663	+21.7
26-35	Insular PR	214	219	225	237	238	+11.2
	Continental PR	159	207	260	279	275	+73.0
	Total PR	373	426	485	516	513	+37.5
	Other Hispanic	1,036	1,405	1,644	1,654	1,665	+60.7
	All Hispanic excluding insular PR	1,195	1,612	1,904	1,933	1,940	+62.3
	All Hispanic including insular PR	1,409	1,831	2,129	2,170	2,178	+54.6
17-35	Insular PR	464	486	496	503	504	+ 8.6
	Continental PR	352	422	472	489	489	+38.9
	Total PR	816	908	968	992	993	+21.7
	Other Hispanic	2,323	2,733	2,971	3,095	3,267	+40.6
	All Hispanic excluding insular PR	2,675	3,155	3,443	3,584	3,756	+40.4
	All Hispanic including insular PR	3,139	3,641	3,939	4,087	4,260	+35.7

Note. Rounding may cause deviations in totals. Data sources: Miller (1983) and Population Reference Bureau (Bouvier, Davis, & Haupt, 1983) for 1980 data. For projection years 1985 on, Population Reference Bureau (Bouvier, Davis, & Haupt, 1983) for continental Puerto Ricans and other Hispanics and Puerto Rican Planning Board (1984) for insular Puerto Ricans. Totals for all years (total Puerto Ricans, all Hispanics including/excluding insular Puerto Ricans) were obtained by addition and subtraction. PR = Puerto Rican.

Table 2

Female Spanish Origin Population Projections Age 17-35 by Age and Ethnicity

(in Thousands)

Age	Ethnicity	Year					Percentage point change 1980-2000
		1980	1985	1990	1995	2000	
17	Insular PR	34	32	33	33	34	0
	Continental PR	23	21	20	22	20	-13.0
	Total PR	57	53	53	55	54	- 5.3
	Other Hispanic	134	128	144	157	179	+33.6
	All Hispanic excluding insular PR	157	149	164	179	199	+26.8
	All Hispanic including insular PR	191	181	197	212	233	+22.0
18	Insular PR	32	34	33	32	33	+ 3.1
	Continental PR	22	21	20	22	20	- 9.1
	Total PR	54	55	53	54	53	- 1.9
	Other Hispanic	132	131	143	158	179	+35.6
	All Hispanic excluding insular PR	154	152	163	180	199	+29.2
	All Hispanic including insular PR	186	186	196	212	232	+24.7
19-20	Insular PR	63	68	65	63	65	+ 3.2
	Continental PR	45	45	45	42	45	0
	Total PR	108	113	110	105	110	+ 1.9
	Other Hispanic	275	275	300	312	368	+33.8
	All Hispanic excluding insular PR	320	320	345	354	413	+29.1
	All Hispanic including insular PR	383	388	410	417	478	+24.8
21-22	Insular PR	57	63	59	61	60	+ 5.3
	Continental PR	43	47	44	44	46	+ 7.0
	Total PR	100	110	103	105	106	+ 6.0
	Other Hispanic	263	289	280	307	336	+27.8
	All Hispanic excluding insular PR	306	336	324	351	382	+24.8
	All Hispanic including insular PR	363	399	383	412	442	+21.8

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Table 2 (Continued)

Age	Ethnicity	Year 1980	1985	1990	1995	2000	Percentage point change 1980-2000
23-25	Insular PR	82	86	94	90	87	+ 6.1
	Continental PR	64	70	69	69	68	+ 6.3
	Total PR	146	156	163	159	155	+ 6.2
	Other Hispanic	384	443	438	476	502	+30.7
	All Hispanic excluding insular PR	448	513	507	545	570	+27.2
	All Hispanic including insular PR	530	599	601	635	657	+24.0
26-35	Insular PR	243	251	264	277	278	+14.4
	Continental PR	178	215	247	253	246	+38.2
	Total PR	421	466	511	530	524	+24.5
	Other Hispanic	1,021	1,324	1,544	1,612	1,660	+62.6
	All Hispanic excluding insular PR	1,199	1,539	1,791	1,865	1,906	+59.0
	All Hispanic including insular PR	1,442	1,790	2,055	2,142	2,184	+51.5
17-35	Insular PR	511	534	548	556	557	+ 9.0
	Continental PR	375	419	445	452	445	+18.7
	Total PR	886	953	993	1,008	1,002	+13.1
	Other Hispanic	2,209	2,590	2,849	3,022	3,224	+45.9
	All Hispanic excluding insular PR	2,584	3,009	3,294	3,474	3,669	+42.0
	All Hispanic including insular PR	3,095	3,543	3,842	4,030	4,226	+36.5

Note. Rounding may cause deviations in totals. Data sources: Miller (1983) and Population Reference Bureau (Bouvier, Davis, & Haupt, 1983) for 1980 data. For projection years 1985 on, Population Reference Bureau (Bouvier, Davis, & Haupt, 1983) for continental Puerto Ricans and other Hispanics and Puerto Rican Planning Board (1984) for insular Puerto Ricans. Totals for all years (total Puerto Ricans, all Hispanics including/excluding insular Puerto Ricans) were obtained by addition and subtraction. PR = Puerto Rican.

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Table 3

Spanish Origin U.S. Population, Black U.S. Population, and Total U.S. Population in Years 1980 and 2000, Age 17-35

(in Thousands)

Ethnicity	Total by year 1980	Total by year 2000	Percentage point change within group 1980-2000	Percentage of total U.S. population by year 1980	Percentage of total U.S. population by year 2000	Percentage point change for group as part of total U.S. population 1980-2000
Spanish origin U.S. population[a]	6,234	8,486	+36.1	8.2	12.1	+3.9
Black U.S. population	9,268	10,335	+11.5	12.2	14.8	+2.6
Total U.S. population[b]	76,066	69,956	- 8.0	N/A	N/A	N/A

Note. Rounding may cause deviations in totals. Data sources: Information on Spanish origin poulation came from the Population Reference Bureau projections of all U.S. Hispanics other than insular Puerto Ricans (Bouvier, Davis, & Haupt, 1983) and the Puerto Rican Planning Board (1984) preliminary projections of insular Puerto Ricans. Black U.S. population and total U.S. population figures were calculated from data in Miller (1983) and the U.S. Bureau of the Census (1982). N/A = not applicable.

[a]Spanish origin U.S. population here includes insular Puerto Ricans, continental Puerto Ricans, and other Hispanics in the U.S.

[b]Insular and continental Puerto Ricans (and other Hispanics) are included in total U.S. population figure in the current calculation.

Table 4

Male Spanish Origin Accession Rates by Age and Ethnicity, circa 1980

Age	Ethnicity	Total population[a] (in thousands)	Number of accessions[b]	Accessions per 1,000
17	Insular PR	34.8	184	5.287
	Continental PR	22.6	60	2.655
	Total PR	57.4	244	4.251
	Other Hispanic	144.9	282	1.946
	All Hispanic excluding insular PR	167.5	342	2.042
	All Hispanic including insular PR	202.3	526	2.600
18	Insular PR	31.5	505	16.032
	Continental PR	22.5	153	6.800
	Total PR	54.0	658	12.185
	Other Hispanic	143.9	813	5.650
	All Hispanic excluding insular PR	166.4	966	5.805
	All Hispanic including insular PR	197.9	1,471	7.433
19-20	Insular PR	58.4	621	10.634
	Continental PR	45.7	154	3.370
	Total PR	104.1	775	7.445
	Other Hispanic	298.9	955	3.195
	All Hispanic excluding insular PR	344.6	1,109	3.218
	All Hispanic including insular PR	403.0	1,730	4.293
21-22	Insular PR	51.7	336	6.499
	Continental PR	42.2	88	2.085
	Total PR	93.9	424	4.515
	Other Hispanic	286.7	357	1.245
	All Hispanic excluding insular PR	328.9	445	1.353
	All Hispanic including insular PR	380.6	781	2.052

Table 4 (Continued)

Age	Ethnicity	Total population[a] (in thousands)	Number of accessions[b]	Accessions per 1,000
23-25	Insular PR	73.0	351	4.808
	Continental PR	60.1	102	1.697
	Total PR	133.1	453	3.404
	Other Hispanic	412.4	304	0.737
	All Hispanic excluding insular PR	472.5	406	0.859
	All Hispanic including insular PR	545.5	757	1.388
26-35	Insular PR	214.3	348	1.624
	Continental PR	158.9	44	0.277
	Total PR	373.2	392	1.050
	Other Hispanic	1,035.8	241	0.233
	All Hispanic excluding insular PR	1,194.7	285	0.239
	All Hispanic including insular PR	1,409.0	633	0.449
17-35	Insular PR	463.7	2,345	5.057
	Continental PR	352.0	601	1.707
	Total PR	815.7	2,946	3.612
	Other Hispanic	2,322.6	2,952	1.271
	All Hispanic excluding insular PR	2,674.6	3,553	1.328
	All Hispanic including insular PR	3,138.3	5,898	1.879

Note. PR = Puerto Rican.

[a]From 1980 Census (as of April 1, 1980).

[b]Actual FY 81 accessions (October 1980-September 1981) from computerized Army accession files provided by F. Grafton.

Table 5

Female Spanish Origin Accession Rates by Age and Ethnicity, circa 1980

Age	Ethnicity	Total population[a] (in thousands)	Number of accessions[b]	Accessions per 1,000
17	Insular PR	34.3	9	0.262
	Continental PR	22.6	13	0.575
	Total PR	57.0	22	0.386
	Other Hispanic	134.3	25	0.186
	All Hispanic excluding insular PR	157.0	38	0.242
	All Hispanic including insular PR	191.3	47	0.246
18	Insular PR	31.7	38	1.199
	Continental PR	21.6	28	1.296
	Total PR	53.3	66	1.238
	Other Hispanic	131.7	116	0.881
	All Hispanic excluding insular PR	153.3	144	0.939
	All Hispanic including insular PR	185.0	182	0.984
19-20	Insular PR	62.7	48	0.766
	Continental PR	45.1	33	0.732
	Total PR	107.8	81	0.751
	Other Hispanic	274.7	124	0.451
	All Hispanic excluding insular PR	319.8	157	0.491
	All Hispanic including insular PR	382.5	205	0.536
21-22	Insular PR	56.9	39	0.685
	Continental PR	43.4	18	0.415
	Total PR	100.3	57	0.568
	Other Hispanic	263.0	54	0.205
	All Hispanic excluding insular PR	306.4	72	0.235
	All Hispanic including insular PR	363.3	111	0.306

Table 5 (Continued)

Age	Ethnicity	Total population[a] (in thousands)	Number of accessions[b]	Accessions per 1,000
23-25	Insular PR	82.3	37	0.450
	Continental PR	64.2	6	0.094
	Total PR	146.5	43	0.294
	Other Hispanic	384.1	46	0.120
	All Hispanic excluding insular PR	448.3	52	0.116
	All Hispanic including insular PR	530.6	89	0.168
26-35	Insular PR	243.1	30	0.123
	Continental PR	177.5	10	0.056
	Total PR	420.6	40	0.095
	Other Hispanic	1,020.9	38	0.037
	All Hispanic excluding insular PR	1,198.4	48	0.040
	All Hispanic including insular PR	1,441.5	78	0.054
17-35	Insular PR	511.0	201	0.393
	Continental PR	374.4	108	0.289
	Total PR	885.5	309	0.349
	Other Hispanic	2,208.7	403	0.183
	All Hispanic excluding insular PR	2,583.2	511	0.198
	All Hispanic including insular PR	3,094.2	712	0.230

Note. PR = Puerto Rican.

[a]From 1980 Census (as of April 1, 1980).

[b]Actual FY 81 accessions (October 1980-September 1981) from computerized Army accession files provided by F. Grafton.

Table 6

Male Spanish Origin Accession Projections Age 17-35 by Age and Ethnicity

Age	Ethnicity	Year				
		1980	1985	1990	1995	2000
17	Insular PR	184	175	180	175	185
	Continental PR	60	58	53	61	56
	Total PR	244	233	233	236	241
	Other Hispanic	282	255	292	317	362
	All Hispanic excluding insular PR	342	313	345	378	418
	All Hispanic including insular PR	526	488	525	553	603
18	Insular PR	505	545	545	529	545
	Continental PR	153	150	143	156	143
	Total PR	658	695	688	685	688
	Other Hispanic	813	746	831	921	1,045
	All Hispanic excluding insular PR	966	896	974	1,077	1,188
	All Hispanic including insular PR	1,471	1,441	1,519	1,606	1,733
19-20	Insular PR	621	702	681	659	670
	Continental PR	154	158	162	152	162
	Total PR	775	860	843	811	832
	Other Hispanic	955	901	978	1,022	1,201
	All Hispanic excluding insular PR	1,109	1,059	1,140	1,174	1,363
	All Hispanic including insular PR	1,730	1,761	1,821	1,833	2,033
21-22	Insular PR	336	383	357	364	357
	Continental PR	88	102	98	92	104
	Total PR	424	485	455	456	461
	Other Hispanic	357	380	352	370	430
	All Hispanic excluding insular PR	445	482	450	462	534
	All Hispanic including insular PR	781	865	807	826	891

Table 6 (Continued)

Age	Ethnicity	Year 1980	1985	1990	1995	2000
23-25	Insular PR	351	361	404	394	380
	Continental PR	102	127	129	127	126
	Total PR	453	488	533	521	506
	Other Hispanic	304	352	325	355	376
	All Hispanic excluding insular PR	406	479	454	482	502
	All Hispanic including insular PR	757	840	858	876	882
26-35	Insular PR	348	356	365	385	387
	Continental PR	44	57	72	77	76
	Total PR	392	413	437	462	463
	Other Hispanic	241	327	383	385	388
	All Hispanic excluding insular PR	285	384	455	462	464
	All Hispanic including insular PR	633	740	820	847	851
17-35	Insular PR	2,345	2,522	2,532	2,506	2,524
	Continental PR	601	652	657	665	667
	Total PR	2,946	3,174	3,189	3,171	3,191
	Other Hispanic	2,952	2,961	3,161	3,370	3,802
	All Hispanic excluding insular PR	3,553	3,613	3,818	4,035	4,469
	All Hispanic including insular PR	5,898	6,135	6,350	6,541	6,993

Note. Rounding may cause deviations in totals. Data sources: 1980 accession figures are actual accessions in FY 81 from Army data files. Figures for 1985 and beyond are calculated by multiplying population projections by accession rates for three categories: insular Puerto Rican, continental Puerto Rican, and other Hispanic. For the other three categories (total Puerto Ricans, all Hispanic including/excluding insular Puerto Ricans) the number of projected accessions was obtained by addition and subtraction. See methods discussion in text. PR = Puerto Rican.

Table 7

Female Spanish Origin Accession Projections Age 17-35 by Age and Ethnicity

Age	Ethnicity	Year 1980	1985	1990	1995	2000
17	Insular PR	9	8	9	9	9
	Continental PR	13	12	12	13	12
	Total PR	22	20	21	22	21
	Other Hispanic	25	24	27	29	33
	All Hispanic excluding insular PR	38	36	39	42	45
	All Hispanic including insular PR	47	44	48	51	54
18	Insular PR	38	41	40	38	40
	Continental PR	28	27	26	29	26
	Total PR	66	68	66	67	66
	Other Hispanic	116	115	126	139	158
	All Hispanic excluding insular PR	144	142	152	168	184
	All Hispanic including insular PR	182	183	192	206	224
19-20	Insular PR	48	52	50	48	50
	Continental PR	33	33	33	31	33
	Total PR	81	85	83	79	83
	Other Hispanic	124	124	135	141	166
	All Hispanic excluding insular PR	157	157	168	172	199
	All Hispanic including insular PR	205	209	218	220	249
21-22	Insular PR	39	43	40	42	41
	Continental PR	18	20	18	18	19
	Total PR	57	63	58	60	60
	Other Hispanic	54	59	57	63	69
	All Hispanic excluding insular PR	72	79	75	81	88
	All Hispanic including insular PR	111	122	115	123	129

Table 7 (Continued)

Age	Ethnicity	Year 1980	1985	1990	1995	2000
23-25	Insular PR	37	39	42	41	39
	Continental PR	6	7	6	6	6
	Total PR	43	46	48	47	45
	Other Hispanic	46	53	53	57	60
	All Hispanic excluding insular PR	52	60	59	63	66
	All Hispanic including insular PR	89	99	101	104	105
26-35	Insular PR	30	31	32	34	34
	Continental PR	10	12	14	14	14
	Total PR	40	43	46	48	48
	Other Hispanic	38	49	57	60	61
	All Hispanic excluding insular PR	48	61	71	74	75
	All Hispanic including insular PR	78	92	103	108	109
17-35	Insular PR	201	214	213	212	213
	Continental PR	108	111	109	111	110
	Total PR	309	325	322	323	323
	Other Hispanic	403	424	455	489	547
	All Hispanic excluding insular PR	511	535	564	600	657
	All Hispanic including insular PR	712	749	777	812	870

Note. Rounding may cause deviations in totals. Data sources: 1980 accession figures are actual accessions in FY 81 from Army data files. Figures for 1985 and beyond are calculated by multiplying population projections by accession rates for three categories: insular Puerto Rican, continental Puerto Rican, and other Hispanic. For the other three categories (total Puerto Ricans, all Hispanic including/excluding insular Puerto Ricans) the number of projected accessions was obtained by addition and subtraction. See methods discussion in text. PR = Puerto Rican.

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Table 8

Comparison of Total Army Accessions and Spanish Origin Army Accessions Age 17-35, circa 1980 and circa 1990

1980			1990		
Total	Spanish origin[a]	Spanish origin as percentage of total	Total[b]	Spanish origin	Spanish origin as percentage of total
133,186	6,610	5.0	135,300	7,863	5.8

[a]Calculated from accession rates and multiplied by projections in Population Reference Bureau data (Bouvier, Davis, & Haupt, 1983).

[b]Calculated from figures in Elton's (1983) accession "objectives" for FY 89.

Table 9

Male Spanish Origin ESL Eligibility Rates Age 17-35 by Age and Ethnicity

Age	Ethnicity	EMF match (A)	Adjusted by .828 (B)	FY 81 accessions (C)	ESL Eligibility rates (D = B/C)
17	Total PR	6	4.968	244	0.0204
	Other Hispanic	1	.828	282	0.0029
18	Total PR	104	86.112	658	0.1309
	Other Hispanic	6	4.968	813	0.0061
19-20	Total PR	377	312.156	775	0.4028
	Other Hispanic	27	22.356	955	0.0234
21-22	Total PR	213	176.364	424	0.4160
	Other Hispanic	16	13.248	357	0.0371
23-25	Total PR	146	120.888	453	0.2669
	Other Hispanic	18	14.904	304	0.0490
26-35	Total PR	78	64.584	392	0.1648
	Other Hispanic	10	8.280	241	0.0344
17-35	Total PR	924	765.072	2,946	0.2597
	Other Hispanic	78	64.584	2,952	0.0219

Note. ESL = English-as-a-second-language; EMF = Enlisted Master File; PR = Puerto Rican. Rounding may cause deviations in totals. Data sources: Enlisted Master File (EMF) matched with Basic Skills Education Program (BSEP) I ESL data file to obtain data by sex, age, and ethnicity; adjustment for missing data; FY 81 Army accession file.

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Table 10

Female Spanish Origin ESL Eligibility Rates Age 17-35 by Age and Ethnicity

Age	Ethnicity	EMF match (A)	Adjusted by .828 (B)	FY 81 accessions (C)	ESL Eligibility rates (D = B/C)
17	Total PR	0	0	22	0
	Other Hispanic	0	0	25	0
18	Total PR	4	3.312	66	0.0502
	Other Hispanic	0	0	116	0
19-20	Total PR	12	9.936	81	0.1227
	Other Hispanic	0	0	124	0
21-22	Total PR	7	5.796	57	0.1017
	Other Hispanic	0	0	54	0
23-25	Total PR	6	4.968	43	0.1155
	Other Hispanic	1	.828	46	0.0180
26-35	Total PR	5	4.140	40	0.1035
	Other Hispanic	2	1.656	38	0.0436
17-35	Total PR	34	28.152	309	0.0911
	Other Hispanic	3	2.484	403	0.0062

Note. ESL = English-as-a-second-language; EMF = Enlisted Master File; PR = Puerto Rican. Rounding may cause deviations in totals. Data sources: Enlisted Master File (EMF) matched with Basic Skills Education Program (BSEP) I ESL data file to obtain data by sex, age, and ethnicity; adjustment for missing data; FY 81 Army accession file.

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Table 11

Male Spanish Origin ESL Eligibility Projections Age 17-35 by Age and Ethnicity

Age	Ethnicity	Year 1980	1985	1990	1995	2000
17	Total PR	5	5	5	5	5
	Other Hispanic	1	1	1	1	1
	All Hispanic	6	6	6	6	6
18	Total PR	86	91	90	90	90
	Other Hispanic	5	5	5	6	6
	All Hispanic	91	96	95	96	96
19-20	Total PR	312	346	340	327	335
	Other Hispanic	22	21	23	24	28
	All Hispanic	334	367	363	351	363
21-22	Total PR	176	202	189	190	192
	Other Hispanic	13	14	13	17	16
	All Hispanic	189	216	202	207	208
23-25	Total PR	121	130	142	139	135
	Other Hispanic	15	17	16	17	18
	All Hispanic	136	147	158	156	153
26-35	Total PR	65	68	72	76	76
	Other Hispanic	8	11	13	13	13
	All Hispanic	73	79	85	89	89
17-35	Total PR	765	842	838	827	833
	Other Hispanic	64	69	71	78	82
	All Hispanic	829	911	909	905	915

Note. Rounding may cause deviations in totals. Data sources: For 1980 the formula involves FY 81 accessions from Army data file. For projection years 1985 on the formula involves accession projections. See methods discussion in text. PR = Puerto Rican.

Despite statistical adjustments for missing data, ESL projections reported here may still reflect some very severe undercounts in the original TRADOC ESL data base. Absolute figures for ESL eligibles probably should be higher. The relative growth trends for various groups, however, are probably fairly accurate.

Table 12

Female Spanish Origin ESL Eligibility Projections Age 17-35 by Age and Ethnicity

Age	Ethnicity	Year 1980	1985	1990	1995	2000
17	Total PR	0	0	0	0	0
	Other Hispanic	0	0	0	0	0
	All Hispanic	0	0	0	0	0
18	Total PR	3	3	3	3	3
	Other Hispanic	0	0	0	0	0
	All Hispanic	3	3	3	3	3
19-20	Total PR	10	10	10	10	10
	Other Hispanic	0	0	0	0	0
	All Hispanic	10	10	10	10	10
21-22	Total PR	6	6	6	6	6
	Other Hispanic	0	0	0	0	0
	All Hispanic	6	6	6	6	6
23-25	Total PR	5	5	6	5	5
	Other Hispanic	1	1	1	1	1
	All Hispanic	6	6	7	6	6
26-35	Total PR	4	4	5	5	5
	Other Hispanic	2	2	2	3	3
	All Hispanic	6	6	7	8	8
17-35	Total PR	28	28	30	29	29
	Other Hispanic	3	3	3	4	4
	All Hispanic	31	31	33	33	33

Note. Rounding may cause deviations in totals. Data sources: For 1980 the formula involves FY 81 accessions from Army data file. For projection years 1985 on the formula involves accession projections. See methods discussion in text. PR = Puerto Rican.

Despite statistical adjustments for missing data, ESL projections reported here may still reflect some very severe undercounts in the original TRADOC ESL data base. Absolute figures for ESL eligibles probably should be higher. The relative growth trends for various groups, however, are probably fairly accurate.

Table 13

Comparison of Total Spanish Origin Accessions and ESL-Eligible Spanish Origin Accessions in 1980 and 2000, Age 17-35, by Sex

	1980			2000		
	Total Spanish origin	ESL eligible	ESL eligible as percentage of total Spanish origin	Total Spanish origin	ESL eligible	ESL eligible as percentage of total Spanish origin
Males	5,898	829	14.1	6,993	915	13.1
Females	712	31	4.4	870	33	3.8
Total	6,610	860	13.0	7,863	948	12.1

Note. Data sources: See Tables 6, 7, 10, and 11.

Despite statistical adjustments for missing data, ESL projections reported here may still reflect some very severe undercounts in the original TRADOC ESL data base. Absolute figures for ESL eligibles probably should be higher. The relative growth trends for various groups, however, are probably fairly accurate.