



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 2 2011

MEMORANDUM FOR DEPUTY CHIEF OF STAFF FOR PERSONNEL, USA (G1)
CHIEF OF NAVAL PERSONNEL
DEPUTY CHIEF OF STAFF FOR PERSONNEL, USAF
DIRECTOR, MANPOWER PLANS AND POLICY, USMC
DIRECTOR, PERSONNEL MANAGEMENT, USCG

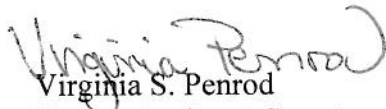
SUBJECT: Extension of Pilot Study and Policy for Home School Diploma Graduates

Previous memoranda (May 31, 2007 and October 19, 2007, attached) established a 5-year pilot test and policy guidance for the enlistment priority of home school graduates. The policy is due to expire on September 30, 2011. The purpose of this memorandum is to extend the policy for 1 year to permit analysis of the pilot study data and revise policy as may be necessary.

By continuing the policy established on October 1, 2007, all home school graduates will be administered the Assessment of Individual Motivation (AIM), a short non-cognitive test that measures such characteristics as adaptability and motivation. Home school graduates with AIM scores and Armed Forces Qualification Test (AFQT) scores at or above 50, AFQT Categories I-III A, will be given "Tier 1" enlistment eligibility status. Home school graduates in AFQT Categories I-III A who decline to take AIM or who score below 50 on the AFQT have been given Tier 2 status.

It remains critically important to code education credentials accurately for each and every applicant. Please remind your staff to follow coding guidance established by the Joint-Service Education Credential Panel. Dr. Jane Arabian, jane.arabian@osd.mil or 703 697-9271, is available to respond to any questions.

This policy will remain in effect until September 30, 2012. All Services and components are required to apply this enlistment screening guidance for all FY2012 enlistment contracts.


Virginia S. Penrod
Deputy Assistant Secretary
(Military Personnel Policy)

Attachments:
As stated

ATTACHMENTS



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MAY 31 2007

MEMORANDUM FOR DEPUTY CHIEF OF STAFF FOR G1, USA
CHIEF OF NAVAL PERSONNEL
DEPUTY CHIEF OF STAFF FOR PERSONNEL, USAF
DIRECTOR, MANPOWER PLANS AND POLICY, USMC
DIRECTOR, PERSONNEL MANAGEMENT, USCG

SUBJECT: Pilot Test for Home School Diploma Graduates

The Marine Corps and Navy have recently forwarded a 2006 Center for Naval Analysis (CNA) Study that shows that Naval Service home school diploma enlistees who score in the upper half on the Armed Forces Qualification Test (AFQT) have attrition rates comparable to those of traditional high school diploma graduates. These findings highlight that AFQT scores are a stronger predictor of attrition for home school credential holders than for those holding other education credentials.

Per the OUSD memorandum dated March 30, 2006 on the subject of education credentials – definitions and tier placement – home school diploma graduates are currently placed in the Tier 2 enlistment category based on their attrition behavior in military service. This was the result of a 5-year pilot test on the tier placement of both ChalleNGe GED and Home School graduates completed by CNA in 2004.

As a result of these new findings, beginning June 1, 2007, the Services are directed to begin a pilot test to validate these findings across the Components in which high-AFQT scoring (I-III A) home school graduates will enlist as category Tier 1 for a four-year period (ending September 30, 2011). The Services may still enlist other (IIIB/IV) home school graduates as Tier 2 recruits.

Further, beginning October 1, 2007 all home school graduates shall be administered the Army's Assessment of Individual Motivation (AIM), a short non-cognitive test that measures other personnel characteristics such as adaptability and motivation. Although this test is currently used as an operational attrition screening tool by the Army, it will be used only for research purposes for data collection in this pilot test; therefore, home school graduates should not be qualified or disqualified based on AIM scores obtained during the period of this test. The data collected during this effort will be used to determine the extent to which AIM is a predictor of attrition for all Service applicants.



Services will be required to collect data on the home school participants in the pilot test throughout its four-year duration. Details of the data collection will be provided under separate cover.

A handwritten signature in black ink, appearing to read 'W. Carr', with a stylized flourish at the end.

William J. Carr
Acting Deputy Under Secretary
(Military Personnel Policy)

Attachment:
None



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OCT 19 2007

MEMORANDUM FOR DEPUTY CHIEF OF STAFF FOR G1, USA
CHIEF OF NAVAL PERSONNEL
DEPUTY CHIEF OF STAFF FOR PERSONNEL, USAF
DIRECTOR, MANPOWER PLANS AND POLICY, USMC
DIRECTOR, PERSONNEL MANAGEMENT, USCG

SUBJECT: Policy for Home School Diploma Graduates

As stated in my May 31, 2007 memorandum on home school diploma graduates, recent reports from the Center for Naval Analyses provide evidence that home school diploma graduates who score above 50 on the Armed Forces Qualification Test (AFQT) pose a lower attrition risk than other alternate high school credential holders. Since June 1, 2007, home school graduates with scores at or above 50, AFQT Categories I-III A, were given "Tier 1" enlistment eligibility status.

Commencing October 1, 2007, all home school graduates will be administered the Assessment of Individual Motivation (AIM), a short non-cognitive test that measures such characteristics as adaptability and motivation. Home school graduates in AFQT Categories I-III A with AIM scores will be given Tier 1 status. Home school graduates in AFQT Categories I-III A who decline to take AIM or who score below 50 on the AFQT will be given Tier 2 status. It is critically important to code education credentials accurately, for each and every applicant. I therefore request each Service identify a point of contact and submit its plans and policies for insuring the coding accuracy of applicant education credentials. The information should be sent to Dr. Jane Arabian, jane.arabian@osd.mil, by December 1, 2007. USMEPCOM is responsible for AIM administration and maintaining applicant AIM scores.

This policy will remain in effect until September 30, 2011. All Services and Components are required to follow this enlistment screening guidance throughout its four-year duration.

William J. Carr
Deputy Under Secretary
(Military Personnel Policy)

