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ABSTRACT

Data were collected from the Air Training Command personnel processing files on non-prior-service accessions for male and female basic trainees entering the Air Force during the years 1970 through 1973. Data included age, Airman Qualifying Examination (AQE) aptitude indexes, years of education, race, and geographic area of enlistment. Tables show AQE aptitude index means and standard deviations by sex and year of enlistment; percentage by sex in score range on AQE composites and at each index; number and percentage by sex for educational level and for racial subgroup; and racial composition by geographic area of enlistment. Conclusions, based on the data, were that: (1) using 1970 as a comparative base the 1973 aptitude indexes declined less sharply for females than males and two indexes (Mechanical and Electronics) were higher for females in 1973 than in 1970; (2) the educational level of females has risen, that for males has declined; (3) racial mix is the same for males and females but recruitment of black females varies considerably among recruiting areas; and (4) younger females tend to have relatively lower aptitude scores. (SA)

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AIR FORCE



**CHARACTERISTICS OF WOMEN IN THE AIR FORCE
1970 THROUGH 1973**

By

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July 1974

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<p>The total input of WAF enlistees for 1970 through 1973 (N=20,988) were compared with male enlistees for the same period (N=324,935). WAF AQE-A and AQE-G scores in 1973 have dropped less than those for males relative to 1970. WAF AQE-M and AQE-E scores in 1973 were higher than they were in 1970, whereas similar scores for males have declined slightly. Educational level for males has declined in the years 1970-1973, whereas, for WAF, it has climbed somewhat. Racial mix for females is about the same as for males, but the contribution by the various recruiting areas to the total number of Black women in the Air Force varies considerably from area to area. As with males, the younger females tend to have lower aptitude scores.</p>		



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CHARACTERISTICS OF WOMEN IN THE AIR FORCE 1970 THROUGH 1973

I. INTRODUCTION

In January, 1973, the Secretary of Defense announced the termination of the draft and the end of conscription in the Armed Services under the Selective Service Draft Lottery System. Although the Air Force had previously relied on voluntary enlistments to maintain its force strength, it was always recognized that a major portion of first-term airmen were motivated to enlist by the prospect of being drafted.

In the 1970 through 1972 time period, studies were done to predict the quality of an all-volunteer force. One of the conclusions of the studies indicated the desirability of considering expanded utilization of Women in the Air Force (WAF). A search of the literature relating to WAF characteristics revealed that, while some effort had been made to determine the characteristics of first-term WAF, the effort was much less concentrated than that expended in the determination of the qualities of first-term male enlistees. This was probably because WAF enlistees constituted a small percentage of yearly accessions. One of the first studies in the WAF area was conducted by McReynolds in 1956. She developed the Armed Forces Women's Selection Test (AFWST) whose characteristics were more appropriate for women than the Armed Forces Qualification Test (AFQT) which, at the time, was being used to screen women desiring to enlist in the Air Force. In that same year Berkeley and Brokaw (1956) surveyed a sample of WAF to determine their attitudes about enlistment, job satisfaction, and satisfaction with Air Force life in general. Elliott (1960) reported that test performance of the incoming WAF population compared favorably with test performance of the non-enlistee female population. Lecznar (1965) compared test performance of 1962 male and female enlistees on the four aptitude composites of the Airman Qualifying Examination (AQE). Tupes (1965) presented AQE normative data for nationwide groups of 12th grade girls by region of the country, type of high school curriculum, and size of city within each region. Vitola and Wilbourn (1971) compared male and female performance on Air Force selection measures and Vitola, Mullins, Williams, and Michelson (1974) sampled the attitudes of 1973 WAF enlistees.

Vitola, Mullins, and Brokaw (1974) established a data base on 1970 through 1972 male accessions; calendar year 1973 Air Force accessions were compared with this base. This report presents data on the 1970 through 1972 WAF accessions and provides year-by-year comparisons across the dimensions of aptitude, age, education, race, and region of enlistment; calendar year 1973 WAF accessions were compared with this base. Further, comparison of male and female characteristics for the entire four-year time period (1970 through 1973) are made.

II. METHOD

Data were collected on female, non-prior-service basic trainees who entered the Air Force in calendar year 1970 (N=4,238), 1971 (N=4,371), 1972 (N=4,688), and 1973 (N=7,691). Source of the data was the Air Training Command personnel processing files on non-prior-service accessions. Data on the enlistees included day, month, and year of birth, AQE aptitude indexes, years of education completed, race, and geographic area of enlistment. No Officer Training School "holds" were included.

Means and standard deviations for the four yearly groups were obtained on the four AQE composites. Score distributions for accessions in each year were obtained for each of four levels of education: 16 or more years of schooling completed, 13 through 15 years, 12 years, and 11 or less. It is noted that in the past, prerequisite for WAF enlistment was completion of high school. However, a policy change in October 1973 provided for WAF enlistments with less than 12 years of completed education. Each yearly group was divided into Black and non-Black racial sub-groups. Various comparisons were made between these groups on selection test dimensions, education, age, and geographic area of enlistment. Male data used in male-female comparisons were obtained from the Vitola, Mullins, and Brokaw (1974) study.

III. RESULTS AND DISCUSSION

During the data collection period all potential enlistees, both male and female, were required to

qualify on the AQE. This test yields four aptitude composites: Mechanical, Administrative, General, and Electronics. Separate five-centile interval indexes (01, 05, 10, . . . 95) are developed so that 5 percent of the normative sample falls within each of the 20 intervals of the scale. Tables 1, 2, and 3 show AQE data for 1970 through 1973 enlistees. Further information by racial subgroup for 1970 through 1973 enlistees may be found in Appendix A (Tables A1 through A8).

Table 1 data indicate average performance on the AQE aptitude indexes. While mean AQE scores

of males were lower in 1973 than they were in 1970 on all indexes, this phenomenon obtained on only two of the indexes (General and Administrative) for females. The other two WAF indexes (Mechanical and Electronic) were higher in 1973 than in 1970.

Compared with 1972, the 1973 Mechanical and Electronic aptitude indexes increased for both males and females, while Administrative and General declined.

Table 1. AQE Aptitude Index Means and Standard Deviations for Air Force Enlistees (1970 through 1973)

Aptitude Composite	Mean and SD on Selection Measure							
	1970		1971		1972		1973	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Males								
AQE-Mechanical	61.4	21.2	58.3	21.2	58.9	20.5	59.7	20.4
AQE-Administrative	61.6	22.3	57.9	22.0	56.5	20.9	52.3	20.1
AQE-General	65.3	19.9	62.4	19.2	61.7	18.5	58.9	18.6
AQE-Electronics	64.2	22.2	60.8	22.2	60.7	20.5	61.6	19.6
Females								
AQE-Mechanical	33.4	18.9	32.9	19.1	35.9	18.9	39.4	19.1
AQE-Administrative	70.1	13.7	68.9	13.8	68.5	13.6	64.4	16.0
AQE-General	69.8	12.8	68.7	12.9	68.7	12.8	64.9	15.4
AQE-Electronics	50.6	18.4	50.0	18.6	51.9	17.9	52.9	18.9

Table 2 reveals quite different trends for males and females at different AQE levels across the four years studied. The percentage of males who scored 80 and above on the Mechanical and Electronics composite has dropped a little and the percentage of females has climbed a little. At the same interval on the Administrative and General composites, female performance has dropped sharply, but male performance has dropped even more sharply. At 40 and above, females have risen sharply on the Mechanical composite, and males have dropped sharply on Administrative. No other large changes are observable at this interval for any of the composites.

Table 3 is a male-female comparison of the highest four score intervals (80, 85, 90, and 95) on each of the four composites for 1970 through 1973. These high score comparisons indicate

substantial superiority of males in the Mechanical and Electronics areas, and of females in the General and Administrative areas.

Table 4 indicates educational level patterns for female accessions relative to males across the four years, 1970 through 1973. The percentage of males with 16 or more years of education has declined from 6 percent in 1970 to 1 percent in 1973, while the percentage of females with 16 or more years has risen from 0 percent to 2 percent. Similarly, males at 13 through 15 years of education have declined from 12 percent to 6 percent, while females have increased from 5 percent to 8 percent. The percentage of females with more than a high school education has increased from less than one-third that of males in 1970 to higher than that of males in 1973.

Table 2. Percent of Enlistees Qualified at Three Aptitude Index Cut-Off Scores (1970 through 1973):

AQE Aptitude Index	Percentage by Sex in Score Range on AQE Composites							
	1970		1971		1972		1973	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Mechanical Composite								
80 and above	25	1	21	1	23	2	23	3
60 and above	55	10	51	10	56	12	54	17
40 and above	86	40	83	39	86	45	87	53
Administrative Composite								
80 and above	26	32	52	28	18	27	12	21
60 and above	57	82	82	83	50	83	53	70
40 and above	85	99	82	99	81	99	75	96
General Composite								
80 and above	30	31	26	28	23	27	19	23
60 and above	74	84	61	84	58	85	51	72
40 and above	90	99	91	99	92	99	91	98
Electronics Composite								
80 and above	33	9	30	9	30	10	27	12
60 and above	58	36	55	34	54	37	55	39
40 and above	86	78	84	77	85	81	90	80

Table 3. Percentage of 1970 Through 1973 Male and Female Enlistees With Very High AQE Scores

Index Centile	Percent Scoring at Each Aptitude Index							
	1970		1971		1972		1973	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Mechanical Composite								
95	4	0	4	0	4	0	5	0
90	8	0	6	0	7	0	6	0
85	7	0	6	0	7	1	7	1
80	6	1	5	1	5	1	5	2
Total	25	1	21	1	23	2	23	3
Administrative Composite								
95	7	6	6	6	4	5	3	5
90	5	6	4	5	3	4	2	4
85	7	9	5	7	6	8	3	6
80	7	11	7	10	5	10	4	6
Total	26	32	22	28	18	27	12	21
General Composite								
95	8	4	5	3	4	4	5	6
90	6	4	4	4	4	4	3	4
85	8	11	8	9	7	8	4	5
80	8	12	9	12	8	11	7	8
Total	30	31	26	28	23	27	19	23
Electronics Composite								
95	12	0	9	1	8	1	5	5
90	6	1	5	1	6	2	6	4
85	7	3	6	2	6	3	7	2
80	8	5	10	5	10	4	9	1
Total	33	9	30	9	30	10	27	12

**Table 4. Distribution of Educational Levels for 1970 Through 1973
Male and Female Air Force Enlistees**

Years Schooling Completed	Number and Percent for Educational Level							
	1970		1971		1972		1973	
	N	%	N	%	N	%	N	%
Males								
16 or more	4,564	6	3,351	3	1,573	2	824	1
13-15	8,450	12	8,977	9	8,093	10	4,201	6
12	52,807	73	70,373	71	60,967	75	58,742	82
11 or less	6,726	9	16,362	17	10,928	13	7,995	11
Total	72,547	100	99,063	100	81,563	100	71,762	100
Females								
16 or more	6	0	20	0	64	1	177	2
13-15	211	5	261	6	371	8	633	8
12	4,014	95	4,083	94	4,246	91	6,868	90
11 or less	7	0	7	0	7	0	13	0
Total	4,238	100	4,371	100	4,688	100	7,691	100

Table 5 shows the distribution of male and female enlistees by racial subgroup for 1970 through 1973. The percentages are fairly consistent across years, with parallel trends apparent.

A strong effort has been made to provide expanded opportunity for minority groups, and for women. Table 6 displays percentages of Black, non-Black, and Total WAF enlistments by geographic area in 1973. The geographic areas are designated as follows:

**Table 5. Distribution of 1970 Through 1973 Male and Female
Enlistees by Racial Subgroup**

Years of Enlistment	Number and Percent for Racial Subgroups				
	Black		Non-Black		Combined Groups N
	N	%	N	%	
Males					
1970	10,221	14	62,326	86	72,547
1971	15,679	16	83,384	84	99,063
1972	10,475	13	71,088	87	81,563
1973	10,985	15	60,777	85	71,762
Total	47,360	15	277,575	85	324,935
Females					
1970	594	14	3,644	86	4,238
1971	740	17	3,631	83	4,371
1972	629	13	4,059	87	4,688
1973	1,196	16	6,495	84	7,691
Total	3,159	15	17,829	85	20,988

- Area 1. Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York.
- Area 2. New Jersey, Pennsylvania, Delaware, Maryland, West Virginia, Virginia, District of Columbia.
- Area 3. North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Tennessee.
- Area 4. Arkansas, Louisiana, Oklahoma, New Mexico, Texas, Arizona.

- Area 5. Ohio, Indiana, Michigan, Illinois, Kentucky.
- Area 6. Washington, Oregon, California, Nevada, Idaho, Montana, Utah, Alaska, Hawaii.
- Area 7. Missouri, Iowa, Minnesota, North Dakota, South Dakota, Kansas, Nebraska, Colorado, Wyoming, Wisconsin.
- Area 8. Other than Areas 1 through 7.

Each area (1 through 7) corresponds to an Air Force recruiting group area.

Table 6. WAF Racial Composition by Geographic Area of Enlistment (1973)

Region of Enlistment	Black			Non-Black			Total Sample		
	N	Row %	Column %	N	Row %	Column %	N	Row %	Column %
1. ME, NH, VT, MA, RI, NY, CT	109	11	9	880	89	14	989	100	13
2. NJ, PA, DE, MD, WV, VA, DC	212	20	18	828	80	13	1,040	100	14
3. NC, SC, GA, FL, AL, MS, TN	359	29	30	897	71	14	1,256	100	16
4. AR, LA, OK, NM, TX, AZ	203	21	17	772	79	12	975	100	13
5. OH, IN, MI, IL, KY	191	14	16	1,204	86	19	1,395	100	18
6. WA, OR, CA, NV, ID, MT, UT, AL, HI	77	7	6	1,065	93	16	1,142	100	15
7. MO, IA, MN, ND, SD, KS, NE, CO, WY, WI	45	5	4	838	95	13	883	100	11
8. Other	0	0	0	11	100	0	11	100	0
Total	1,196	16	100	6,495	84	101 ^a	7,691	100	100

^aExceeds 100% because of rounding.

The row percentages in Table 6 indicate the mix of Black and non-Black female enlistees from the given areas and the column percentages indicate the proportions of enlistees from the various areas comprising the Black (and the non-Black and Total) samples. For example, 29 percent of the female enlistees from Area 3 are Black, whereas only 5 percent of those from Area 7 are Black. Of all female Black enlistees, 30 percent come from Area 3 and only 4 percent from Area 7. There are considerable disproportions in both row and column percentages for Blacks.

Assuming that vigorous efforts to recruit minority group members will continue, Table A9 (in the Appendix) was prepared to show regional differences in AQE means for Blacks and non-Blacks separately.

Table 7 distributes mean aptitude scores across intervals of age at enlistment, for males and females separately. For both male and female accessions, there is a strong trend for mean AQE aptitude indexes to increase with age.

**Table 7. AQE Aptitude Indexes by Age Group for 1973
Male and Female Enlistees**

Years of Age	Number and Aptitude Index for Males and Females									
	Males					Females				
	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean
17	2,763	55.3	46.8	54.9	58.5					
18	20,760	59.1	50.1	57.4	60.6	1,541	38.1	63.1	63.6	51.2
19	20,493	59.2	50.8	58.2	61.6	2,162	39.1	63.7	63.9	52.1
20	13,404	59.8	52.3	58.8	61.8	1,344	39.6	63.9	64.1	53.4
21	6,567	60.4	55.3	60.1	63.0	863	39.9	65.7	66.1	54.2
22	3,623	61.7	58.6	63.1	64.8	584	40.3	66.2	66.8	53.9
23	1,964	64.0	62.5	66.3	67.0	405	40.8	66.8	66.9	53.8
24+	2,188	63.0	62.1	65.1	66.6	792	41.9	68.0	68.2	55.3
Total	71,762	59.7	52.3	58.9	61.6	7,691	39.4	64.4	64.9	52.9

IV. CONCLUSIONS

The purpose of this study was to describe WAF enlistees for 1970 through 1973, and to compare them with male enlistees for the same period.

The results of this study lead to the following conclusions:

(a) Overall, using 1970 as a comparative base, the 1973 WAF aptitude indexes declined less sharply than did those of their male contemporaries. In fact, two of the WAF indexes, Mechanical and Electronics, were higher in 1973 than in 1970.

(b) Whereas educational level of male accessions has declined in the years 1970 through 1973, it has climbed somewhat for WAF.

(c) Racial mix for females is about the same as for males, but recruitment of Black females varies considerably among recruiting areas.

(d) Younger females tend to have relatively lower aptitude scores.

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**APPENDIX A: RACIAL SUBGROUP DISTRIBUTIONS FOR 1970 THROUGH 1973
FEMALE ENLISTEES BY SELECTION TEST MEASURE, EDUCATIONAL
LEVEL, AGE, AND ENLISTMENT REGION**

**Table A1. Average AQE Aptitude Indexes for 1970 Through 1973 Female
Air Force Enlistees by Racial Subgroup**

Aptitude Composite	Mean and SD on Selection Measure							
	1970		1971		1972		1973	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Black								
AQE-Mechanical	28.8	17.0	26.3	16.7	28.9	16.5	31.6	17.9
AQE-Administrative	65.2	12.1	63.4	11.7	62.9	11.8	59.1	15.4
AQE-General	64.2	11.5	62.1	10.6	62.7	10.9	57.3	13.7
AQE-Electronics	42.1	17.2	40.8	16.4	41.9	15.9	42.1	17.1
Non-Black								
AQE-Mechanical	34.2	19.1	34.3	19.3	37.1	18.9	40.9	18.9
AQE-Administrative	70.9	13.8	69.9	13.9	69.3	13.7	65.4	15.9
AQE-General	70.7	12.7	70.1	12.8	69.6	12.9	66.4	15.3
AQE-Electronics	51.9	18.2	51.9	18.5	53.4	17.8	54.9	18.5

**Table A2. Cumulative Percentages of AQE Aptitude Indexes for 1970 Through 1973
Female Air Force Enlistees by Racial Subgroup**

AQE Aptitude Index	Percentage by Racial Subgroup in Score Range on AQE Composite							
	1970		1971		1972		1973	
	Black %	Non-Black %	Black %	Non-Black %	Black %	Non-Black %	Black %	Non-Black %
Mechanical Composite								
80 and above	0	2	0	2	0	2	1	3
60 and above	3	11	3	10	4	14	8	19
40 and above	31	41	26	42	30	47	36	56
Administrative Composite								
80 and above	17	35	12	32	11	29	11	23
60 and above	76	83	75	84	77	84	60	72
40 and above	100	100	99	99	96	99	93	96
General Composite								
80 and above	14	34	8	32	10	30	8	25
60 and above	74	85	71	87	75	87	54	75
40 and above	100	100	99	99	100	99	95	98
Electronics Composite								
80 and above	2	10	1	10	2	11	3	14
60 and above	19	38	14	39	17	40	17	43
40 and above	63	80	61	80	61	84	63	84

Table A3. Percentage of 1970 Through 1973 F male Enlistees by Racial Subgroup With Very High AQE Scores

Index Centile	Percent of Racial Subgroup Scoring at Each Aptitude Index Centile							
	1970		1971		1972		1973	
	Black %	Non-Black %	Black %	Non-Black %	Black %	Non-Black %	Black %	Non-Black %
Mechanical Composite								
95	0	0	0	0	0	0	0	0
90	0	0	0	0	0	0	0	1
85	0	1	0	1	0	1	0	1
80	0	1	0	1	0	1	1	1
Total	0	2	0	2	0	2	1	3
Administrative Composite								
95	1	7	1	7	1	6	2	6
90	4	6	2	5	2	4	2	6
85	4	10	4	8	3	8	3	5
80	8	12	5	12	5	11	4	6
Total	17	35	12	32	11	29	11	23
General Composite								
95	0	4	0	4	0	4	0	6
90	2	5	0	5	1	5	1	4
85	4	12	3	10	3	9	2	6
80	8	13	5	13	6	12	5	9
Total	14	34	8	32	10	30	8	25
Electronics Composite								
95	0	1	0	1	0	1	0	1
90	0	1	.5	2	0	2	1	3
85	0	3	0	2	1	3	1	4
80	2	5	.5	5	1	5	1	6
Total	2	10	1	10	2	11	3	14

Table A4. Distribution of Education Level for 1970 Through 1973 Female Air Force Enlistees by Racial Subgroup

Years Schooling Completed	Number and Percent by Racial Subgroup for Each Education Level							
	1970		1971		1972		1973	
	N	%	N	%	N	%	N	%
Black								
16 or more	1	0	0	0	6	1	15	1
13-15	13	2	26	4	36	6	78	7
12	580	98	713	96	586	93	1,101	92
11 or less	0	0	1	0	1	0	2	0
Total	594	100	740	100	629	100	1,196	100
Non-Black								
16 or more	5	0	20	1	58	2	162	2
13-15	198	6	235	6	335	8	555	9
12	3,434	94	3,370	93	3,660	90	5,767	89
11 or less	7	0	6	0	6	0	11	0
Total	3,644	100	3,631	100	4,059	100	6,495	100

**Table A5. AQE Aptitude Indexes by Age and Racial Subgroup
for 1970 Female Air Force Enlistees**

Years of Age	Number and Aptitude Index by Racial Subgroup									
	Black					Non-Black				
	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean
18	135	26.2	64.1	61.8	39.5	1,120	33.2	70.6	69.9	50.9
19	223	28.7	65.8	64.6	42.9	1,263	34.0	70.9	70.8	52.8
20	126	27.1	65.9	64.8	43.2	635	36.0	71.5	70.8	52.7
21	61	32.5	65.9	66.4	44.1	308	35.3	71.8	71.5	52.5
22	27	30.8	64.4	66.1	41.7	154	35.9	71.4	73.2	54.3
23	9	21.2	65.6	60.0	43.3	70	32.2	72.5	70.9	50.3
24	13	27.8	63.8	62.3	40.4	90	31.7	73.2	71.9	51.8
Total	594	28.8	65.2	64.2	42.1	3,644	34.2	70.9	70.7	51.9

**Table A6. AQE Aptitude Indexes by Age and Racial Subgroup
for 1971 Female Air Force Enlistees**

Years of Age	Number and Aptitude Index by Racial Subgroup									
	Black					Non-Black				
	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean
18	117	24.8	62.9	61.5	40.2	877	33.8	69.5	69.5	51.5
19	261	25.5	63.2	61.8	40.3	1,188	34.3	69.7	69.7	51.8
20	164	26.2	63.9	62.3	40.5	692	35.4	69.9	69.8	52.1
21	82	26.4	64.8	62.9	41.2	338	35.5	69.9	70.7	52.6
22	64	27.5	62.3	63.0	42.9	232	32.5	71.6	70.9	51.8
23	23	25.5	65.2	63.7	43.0	139	33.8	72.3	71.7	51.8
24+	29	23.8	63.9	61.7	39.3	165	34.5	71.4	72.6	52.4
Total	740	26.3	63.4	62.1	40.8	3,631	34.3	69.9	70.1	51.9

**Table A7. AQE Aptitude Indexes by Age and Racial Subgroup
for 1972 Female Air Force Enlistee**

Years of Age	Number and Aptitude Index by Racial Subgroup									
	Black					Non-Black				
	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean
18	129	26.6	61.8	61.4	40.5	897	36.1	68.6	68.6	52.3
19	192	27.7	61.7	62.2	40.9	1,273	36.8	68.8	68.8	53.4
20	119	28.5	62.6	62.9	42.6	737	36.3	69.1	69.5	53.0
21	76	29.6	64.5	62.6	42.6	425	37.6	69.7	70.2	53.8
22	48	31.3	65.4	64.1	45.8	280	39.1	70.4	72.1	55.1
23	17	28.9	59.7	62.9	38.8	166	40.0	70.0	71.8	55.0
24+	48	29.1	64.5	65.4	42.2	281	38.6	72.4	72.5	55.1
Total	629	28.9	62.9	62.7	41.9	4,059	37.1	69.3	69.6	53.4

**Table A8. AQE Aptitude Indexes by Age and Racial Subgroup
for 1973 Female Air Force Enlistees**

Years of Age	Number and Aptitude Index by Racial Subgroup									
	Black					Non-Black				
	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean	N	Mech Mean	Admin Mean	Gen Mean	Elec Mean
18	223	30.9	58.6	55.9	40.6	1,318	39.2	63.8	64.9	52.9
19	315	31.3	58.9	56.4	41.7	1,847	39.9	64.0	65.4	54.3
20	216	33.9	59.2	57.4	42.6	1,128	41.3	64.2	65.5	55.7
21	140	30.7	59.8	59.1	43.7	723	42.1	66.9	67.5	56.5
22	104	31.4	59.5	59.4	43.5	480	42.8	67.4	68.4	55.3
23	67	26.2	59.2	56.0	38.4	338	43.2	68.3	69.0	56.7
24+	131	33.2	59.8	59.2	43.3	661	43.3	69.8	70.0	57.6
Total	1,196	31.6	59.1	57.3	42.1	6,495	40.9	65.4	66.4	54.9

Table A9. Mean WAF Scores on AQE Aptitude Composites for Racial Subgroups and Total Sample by Enlistment Region, 1973^a

Region of Enlistment	Black			Non-Black			Total Sample		
	N	Mean	SD	N	Mean	SD	N	Mean	SD
Mechanical									
1. ME, NH, VT, MA, RI, NY, CT	109	29	16	880	41	19	989	39	19
2. NJ, PA, DE, MD, WV, VA, DC	212	32	17	828	39	19	1,040	38	19
3. NC, SC, GA, FL, AL, MS, TN	359	31	18	897	39	19	1,256	37	19
4. AR, LA, OK, NM, TX, AZ	203	30	18	772	40	20	975	38	20
5. OH, IN, MI, IL, KY	191	35	19	1,204	42	18	1,395	41	19
6. WA, OR, CA, NV, ID, MT, UT, AL, HI	77	35	17	1,065	42	19	1,142	41	19
7. MO, IA, MN, ND, SD, KS, NE, CO, WY, WI	45	24	15	838	43	18	883	42	18
8. Other	0	0	0	11	40	18	11	40	18
Total	1,196			6,495			7,691		
Administrative									
1. ME, NH, VT, MA, RI, NY, CT	109	55	15	880	64	16	989	63	16
2. NJ, PA, DE, MD, WV, VA, DC	212	60	14	828	68	16	1,040	66	16
3. NC, SC, GA, FL, AL, MS, TN	359	58	15	897	67	15	1,256	65	16
4. AR, LA, OK, NM, TX, AZ	203	61	15	772	67	15	975	66	15
5. OH, IN, MI, IL, KY	191	60	16	1,204	65	16	1,395	64	16
6. WA, OR, CA, NV, ID, MT, UT, AL, HI	77	58	14	1,065	62	17	1,142	61	16
7. MO, IA, MN, ND, SD, KS, NE, CO, WY, WI	45	62	15	838	66	16	883	66	16
8. Other	0	0	0	11	52	15	11	52	15
Total	1,196			6,495			7,691		
General									
1. ME, NH, VT, MA, RI, NY, CT	109	58	14	880	66	16	989	65	16
2. NJ, PA, DE, MD, WV, VA, DC	212	57	14	828	67	16	1,040	65	16
3. NC, SC, GA, FL, AL, MS, TN	359	55	13	897	67	14	1,256	63	15
4. AR, LA, OK, NM, TX, AZ	203	59	12	772	67	14	975	65	14
5. OH, IN, MI, IL, KY	191	58	14	1,204	66	15	1,395	65	15
6. WA, OR, CA, NV, ID, MT, UT, AL, HI	77	59	13	1,065	65	16	1,142	65	16
7. MO, IA, MN, ND, SD, KS, NE, CO, WY, WI	45	59	15	838	67	16	883	67	16
8. Other	0	0	0	11	57	12	11	57	12
Total	1,196			6,495			7,691		
Electronics									
1. ME, NH, VT, MA, RI, NY, CT	109	43	17	880	55	18	989	54	19
2. NJ, PA, DE, MD, WV, VA, DC	212	42	18	828	54	19	1,040	52	20
3. NC, SC, GA, FL, AL, MS, TN	359	40	17	897	52	18	1,256	48	19
4. AR, LA, OK, NM, TX, AZ	203	38	16	772	54	19	975	51	20
5. OH, IN, MI, IL, KY	191	47	15	1,203	56	17	1,394	55	17
6. WA, OR, CA, NV, ID, MT, UT, AL, HI	77	47	17	1,065	55	19	1,142	55	19
7. MO, IA, MN, ND, SD, KS, NE, CO, WY, WI	45	47	19	838	57	18	883	57	18
8. Other	0	0	0	11	50	21	11	50	21
Total	1,196			6,495			7,691		

^aMeans and Standard Deviations have been rounded to nearest whole number.