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ABSTRACT

The study surveyed the postservice educational and occupational plans of 3,946 first-tour enlisted personnel nearing separation from military service. Data were collected using a questionnaire administered at military sites during September-December 1971. Analyses were made to characterize the postservice plans of the respondents and to identify correlates of these plans. A large majority of the men said they wanted to enter full-time employment soon after leaving the service. Almost half indicated they already had a part- or full-time job promised. Most men expected to be in full-time work one year postservice, but 4 out of 10 were not very definite about the type of work they would be in. Although most men expect to pursue full-time work, results show a widespread interest in further training or education. The most prominent predictor of school versus work orientation for postservice plans is current educational level, although the relationship is not linear. Only about 1 of 4 men expected to use his military job training experience either in a civilian job or in related education or training. Appended are: lists and coding of variables, information related to data collection, the questionnaire, and intercorrelations of selected aspects of postservice plans. (Author/MW)

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AIR FORCE HUMAN RESOURCES LABORATORY

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POSTSERVICE OCCUPATIONAL AND EDUCATIONAL PLANS OF FIRST-TOUR MILITARY PERSONNEL NEARING SEPARATION FROM THE SERVICE

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FOREWORD

This research was prepared by the Human Resources Research Organization (HumRRO), Alexandria, Virginia, under Air Force Contract Number F41609-70-C-0037, Project 449905, Exploratory Development on the Impact of Military Service on Occupational Aspirations and Development of Skills. Mrs. Jeanne Fites, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command, served as Contract Monitor.

The research was conducted by HumRRO Division No. 7 (Social Science) with the Division Director, Dr. Arthur J. Hoehn, as Principal Investigator. This report was prepared under Phase III of the contract.

The work on Phase III was begun in March 1971 and completed in March 1972, with the data collection occurring September-December 1971. The manuscript was released by the author in April 1972, for publication as an AFHRL(MD) Technical Report. No copyrighted materials are contained in the report.

The assistance and cooperation of the military services in collection of the data are gratefully acknowledged. Appreciation is also expressed to the many enlisted personnel who completed the questionnaire.

The contractor's internal technical report number is HumRRO Technical Report TR-72-19.

The technical report has been reviewed and is approved.

George Patterson, Colonel, USAF
Commander

ABSTRACT

A study was made of several aspects of the postservice educational and occupational plans of first-tour enlisted personnel nearing separation from military service. Data were collected using a questionnaire administered at military sites during September-December, 1971. Usable returns were obtained from 3946 men from four services: Air Force, 481; Army, 942; Marine Corps, 783; and Navy, 1740. Analyses were made to characterize the postservice plans of the respondents and to identify correlates of these plans. A large majority of the men said they wanted to enter full-time employment soon after leaving the service. Almost half indicated they already had a part- or full-time job promised. Most men expected to be in full-time work one year postservice, but four out of ten were not very definite about the type of work they would be in. Although most men expect to pursue full-time work, results show a widespread interest in further training or education. The most prominent predictor of school versus work orientation for post-service plans is current educational level, although the relationship is not linear. Only about one of four men expected to use his military job training experience either in a civilian job or in related education or training. Results are interpreted by the writer as implying the need for continued, or even improved, pre-separation counseling to assist men in formulating their postservice plans, in locating jobs, and in becoming more aware of the potential value of the job skills they have acquired while in military service.

SUMMARY AND IMPLICATIONS

OBJECTIVE

Many military personnel who are returning to civilian life, after even one tour of military service, are confronted with difficult decisions and adjustments. Through its own programs, and programs carried out in cooperation with other government agencies, the Department of Defense has accepted responsibility for assisting men in their transition from military service to the civilian society. These efforts include educational and vocational counseling, special educational and job training programs, and assistance in finding jobs.

The present study was conducted on the premise that programs and policies concerning means of assisting men in their transition to civilian life would be furthered by information regarding the nature of the postservice educational and job plans of personnel approaching separation from the military services. In this report, consideration is given to the postservice school and job plans of such personnel, the extent to which these men plan to use or build on their military training and experience when they return to civilian life, and factors or variables that relate to the nature of postservice educational and vocational plans.

DATA COLLECTION

Data were obtained from questionnaires administered to first-tour military personnel approaching, or in the process of, separation from the military services. The data were collected at Army, Navy, and Marine Corps separation sites in CONUS and at Air Force sites both in CONUS and overseas, during the period 15 September through 15 December 1971.

About two-thirds of the men were within six days of separation; over 90% were within 60 days of separation. Plans for sampling at each site called for including all men in three selected military Career Management Fields (Administration, Electronic Maintenance, and Aircraft Maintenance), together with specified proportions of men in other Career Management Fields. Men being separated almost immediately upon return from overseas assignments were to be excluded from the data collection because the time schedule for out-processing precluded administration of the questionnaire to these men.[1]

Usable returns were obtained from 3,946 men, the numbers by service being Air Force, 481; Army, 942; Marine Corps, 783; and Navy, 1740.

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[1] Actually, some men, particularly Navy personnel, out-processing under these conditions, may have been included. Almost half of the Navy respondents indicated they had been in CONUS for not more than a week.

ANALYSES AND RESULTS

Because of difficulties encountered in implementing the sampling plan, the descriptive statistics presented are best viewed simply as summarizations of answers for all respondents or for subgroups of respondents. Greater confidence can be placed in the results of the correlational analyses made for the purpose of identifying variables related to various aspects of postservice plans. Results of these analyses are more likely to be near the values that would have been obtained with more adequate sampling and appropriate differential weighting to compensate for different sampling rates for different component groups of the population.

Plans for Postservice Work

Job Plans—Immediate Postservice

The large majority of respondents said they *wanted* to enter full-time work soon after leaving service. Almost two-thirds wanted to be in a full-time job within two months after leaving service; almost three-quarters, within four months. However, 18% said they wished to delay full-time work for a year or more.

Navy and Air Force personnel were more likely than Army or Marine respondents to plan starting full-time work two years or more after separation.

Almost half (46%) of the respondents indicated they already had a part- or full-time job promised. The Army showed the highest percentage of men saying they already had jobs promised—52%, as compared with 44% and 42%, respectively, for Air Force and Navy respondents, and 49% of Marine Corps respondents.

In the three selected CMFs, those respondents in the Administration CMF were least likely to have a job lined up—39%, as compared with 46% for men in the Aircraft Maintenance CMF, and 53% for men in the Electronic Maintenance CMF.

Men with six months or more of preservice work experience were more likely to have a job lined up than men without such preservice job experience. Almost twice as high a proportion of men with six months or more of preservice job experience said they had a job lined up than did men without this amount of preservice job experience—52% as compared with 27%. This may be due in part to job rights accorded men who were working before entering the military, but also to a greater likelihood of an orientation toward work rather than school, and perhaps greater know-how in locating a job. Whether or not the military service utilized the man's civilian-acquired skills appears to have made no difference in whether the man with six or more months of preservice work experience had a postservice job lined up.

Whether the men queried had or did not have a postservice job located also had a statistically stable, although quite low, relationship with number of dependents—men with dependents were *slightly* more likely to have a job promised.

No relationship was found between having a job located and such variables as socioeconomic status, race, perceived civilian applicability of military work experience, or variables such as time served overseas, or time in CONUS during the past six months (variables viewed as potentially influencing accessibility to employers).

Job Plans—One Year Postservice

In response to a question as to whether they expected to be in a full-time job, a part-time job, or no job at all one year postservice, only 54% said they expected to be in full-time employment; 22% expected part-time employment; 17% expected to be working but did not know whether it would be full or part time; and 7% answered that they did not expect to be working then.[2]

Relatively high proportions of Army and Marine Corps respondents expected to be working full time one year postservice as compared with Air Force and Navy personnel. The lowest percentage is for Navy personnel; only 48% expected to be working full time, about 10% less than for the Army and Marine Corps respondents.

Other variables found to have a modest relationship with plans to work full time were (a) having six months or more of preservice job experience, (b) number of dependents, and (c) educational level.

The relationship between current educational level and plans to be working full time one year postservice was nonlinear; men with a college degree were most likely to plan full-time employment (74%), while men with some college but no degree were least likely to plan to be working full time (39%).

As compared with other men, those who plan to be working full time a year after separation were somewhat more likely to have a postservice job promised and to be more definite about the type of work they would be doing one year after separation. As would be expected, only a small proportion of men who plan to work full time one year postservice planned to be in full-time school or training then.

A plan for working full time one year postservice was found to have a very low (although statistically stable) relationship with socioeconomic status—respondents of relatively low socioeconomic level were *slightly* more likely to be planning full-time work. A higher correlation with this variable and with race had been anticipated.

Forty-one percent of the men queried said they were very definite or completely decided about the type of work they would be doing one year postservice. However, over half of the men expressed some uncertainty about the type of work they would be in.

Correlational analyses revealed few variables related to degree of definiteness. These few were (a) plans for working full time, (b) educational level, and (c) CAS and its service use. Men planning only part-time work for one year postservice were more likely

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[2] There is no simple answer as to why the results appear to differ for the immediate postservice and the one-year postservice time periods. The main reason for a lower percentage of men expecting to be working full time one year postservice than the percentage who want full-time employment within one year is probably to be found in the differences between the questions posed for the two time frames. In one case (immediate postservice) men were asked how long after leaving service they wanted to be in a full-time job; in the other (one year postservice) they were asked whether they expected to be in full time, part time, not sure which, or not working at all. Taken at face value, the results could be interpreted in terms of what the men would like as compared with what they expect. However, the differences could be simply an artifact of other differences between the questions for the two time frames.

to be very indefinite regarding the type of work they would be doing. With regard to educational level, the highest percentage of responses indicating indefinite job plans were men who had graduated from high school but had not attended college, and men who had attended college but did not graduate. These are the groups, incidentally, that are most likely to be planning full-time education or training and part-time rather than full-time work. Men with six months or more of preservice work experience were more likely to express a relatively high degree of definiteness than men without such preservice work experience.

In terms of The Occupational Categories of the Dictionary of Occupational Titles (DOT), 25% of the respondents who planned to be working one year postservice expected to be in the Professional, Technical and Managerial Categories; 20% in Clerical and Sales; 15% in Structural Work; 9% in Machine Trades; and 9% in the Miscellaneous Occupations Category. Relatively small percentages planned to be in occupations in the Services, Farming-Fishery-Forestry, Processing, and Bench Work Categories.

Tabulations were also made using the DOT Occupational Divisions (two digit DOT occupational code). As compared with all respondents, planned occupations of men in the selected CMFs tended to be more concentrated in a few Occupational Divisions. Also, the high frequency civilian occupations planned by men in each of the three selected CMFs tended to be occupations related to the kind of military work performed by these men. This indicates that, as expected, men in the selected CMFs would perceive the civilian job relevance of their military training and experience and have a tendency to pursue related work upon return to the civilian job market.

Plans for Postservice Education and Training

It is clear that there is strong and widespread interest in postservice training or education. Over 90% of the respondents said that they planned further education or training either full or part time, after leaving military service.

Almost 60% of those who expected to get further training or education, on either a full- or part-time basis, said they expected to start within six months after separation from the military, and about 75% expected to start within one year of departure from the service.

Many of the men who said they expected to get further training or education did not have definite plans. About 20% said that they didn't know when they would begin, and a similar percentage said that they didn't know what type of education or training they would enter.

Of the 80% of the men who indicated the type of education or training they planned to be in, over 60% indicated that they expected to be attending college (junior college, regular four-year college, or post-graduate work); about 24% expected to be in trade or technical school, 10% in on-the-job training, and about 5% in high school courses.

Marine respondents were more likely than men of the other services to be planning on-the-job training or high school courses and were less likely to be planning to attend college one year postservice.

Close to 40% of the respondents planned to be in education or training on a full-time basis one year postservice while slightly over 60% either said they will be attending part time or don't know whether they will attend on a full- or part-time basis. As compared with men of the other services, Navy personnel were the most likely to plan to be in education or training on a full-time basis.

Analyses revealed few variables with any appreciable relationships to plans for attending school full-time one year postservice. For all respondents, only current educational level is found to have a major bearing on such plans. Those most likely to be planning full-time school attendance were those who have had some college but did not finish, while those least likely to have such plans were men below the high school graduate level and men who had already graduated from college.

White respondents were only slightly more likely to express plans for full-time training or education than Blacks or members of other races. Similarly, results failed to show that respondents of low socioeconomic status differed to any marked degree from other respondents in regard to plans for full-time training or education.

Men who had six months or more of preservice work experience in a particular kind of job were less likely to plan full-time school than were men without such preservice experience.

On the variable "Satisfaction With Military Service," men with the lowest level of satisfaction with military service were most likely to be planning full-time school (45%); men with the highest level of satisfaction with military service were least likely to be planning to attend full-time school (34%).

Work Versus School Orientation in Immediate Postservice Plans

As would be expected, plans to work full time tended strongly to go with plans for attending school on a part-time basis or not at all. The obtained zero-order correlation between plan for full-time work and plan for full-time school or training was —.93.

Although a large majority of respondents indicated they planned either full-time work or full-time school, about 14% (approximately one out of seven) responded that they planned to be in both full-time school or training *and* in full-time work.

For better integration of the results regarding plans for postservice work or for education and training, respondents were placed in three categories:

(1) Those planning full-time school, but not full-time work (school orientation).

(2) Those planning both full-time school and full-time work.

(3) Those planning full-time work, but not full-time school (work orientation).

Eighty percent of the respondents fell into one of the three categories—a little over one-third in the school-oriented category, a little over half in the work-oriented category, and about one-seventh in the dual school-work orientation category.

Work-vs.-school orientation was found to have some relationship with the following factors:

(1) Number of Dependents. Those with more dependents were more likely to have a work orientation.

(2) Socioeconomic Level. Those with relatively low socioeconomic status were slightly more likely to have a work orientation.

(3) Current Educational Level. Those with a college degree and those who were non-high school graduates were much more likely to have a work orientation than men of other current educational levels. Those with some college, but who did not graduate, were the most likely to have a school orientation.

(4) Men with six months or more of preservice work experience were more likely to have a work orientation than men without such experience.

(5) Men who were more satisfied with military service were more likely to have a work orientation than men less satisfied with military service.

(6) Men serving in the Navy were less likely to be work oriented compared with men in the other services.

(7) Men who do not have a civilian job promised were more likely to have a school rather than a work orientation.

Of these variables, only Current Educational Level appears to have a major bearing on work-vs.-school orientation.

Implications

The large majority of men want to be working at a civilian job, either part time or full time, soon after leaving the service. About 46% of the respondents indicated that they already had a part- or full-time job promised. It is obvious, however, that many men who want jobs would be faced with finding employment after they leave the service.

About 60% of the respondents indicated indefiniteness about the kind of work they would be doing one year after leaving service. Many of the men who were undecided about the kind of work they wanted were men who wanted full-time employment one year postservice or sooner.

These results suggest that, while much has been done to assist men nearing separation in career planning and in locating jobs, there is a continuing need for vocational counseling and for assistance in finding work.

The findings indicate very widespread interest in further education and training after leaving service. At least 40% of the respondents expected to be attending school or training on a full-time basis one year postservice and about 70% expected to be in part-time or full-time training or education within a year after separation from the military. If veterans are not continuing their education in as great numbers as seems optimal, it does not appear to be attributable to lack of interest or intent.

Results indicate that some aspects of postservice plans for work or education vary from service to service and among Career Management Fields. An example of a major difference among services is the tendency for Navy personnel to be more likely than men of other services to have a postservice school orientation rather than postservice work orientation. An example of an important difference among CMFs is the greater tendency of Electronic Maintenance and Aircraft Maintenance respondents, compared with Administration CMF respondents, to have a job arranged. Thus, the problems of counseling and of locating jobs for personnel can be expected to differ to some degree among services and among Career Management Fields. Special assistance is most likely to be needed for men who have been in military jobs with little or no direct transferability to the civilian economy—jobs that tend to be concentrated in the Marine Corps and the Army.

Although the findings show a slight relationship between socioeconomic status and plans for full-time school attendance, the obtained degree of relationship is unexpectedly low. Either recent improvements in assistance provided to veterans in attending school have largely taken care of the handicaps of economically deprived groups, or these men still tend to have special problems but failed to perceive them prior to departure from the service.

PLANS FOR POSTSERVICE USE OF MILITARY TRAINING AND EXPERIENCE

Plans for School and/or Job Use of Military Training and Experience—Immediate Postservice

For the immediate postservice period, 25% of the respondents said they expected to use their military job training and experience in connection with a civilian job or in related education or training. The other 75% said they either did not expect to use their military experience in related civilian work or education or did not know whether they would or not.

Marine Corps personnel were least likely to plan civilian job or school use of their military experience—only 19% of them as compared with 25% for Army respondents and about 28% of Air Force and Navy respondents.

There is also a wide variation in the extent to which men in the three selected CMFs planned to capitalize on their military training and experience—35% for those in the Electronic Maintenance CMF, 25% for those in the Aircraft Maintenance CMF, and 19% for those in Administration.

Men planning to make use of service experience in the early postservice period tended to perceive a high similarity between their military job and the kind of job they want to be in at age 35, and tended to see their service experience as being of help in getting a civilian job in the immediate postservice period and in reaching their long-range job and income goals. Planned use of military experience is also related, though to a lesser degree, with satisfaction with military service and with the military work assignments. A third set of variables related to some extent with planned use of military experience is interpreted as reflecting amount of investment in some particular line of work either in the preservice or the inservice period (CAS and its service use, years of military service, military grade, and time worked in primary occupational specialty).

Current educational level is also found to be of significance in relation to postservice plans for job or school use of military experience—men in the high school graduate group were more likely to plan such use than men in higher or lower educational levels.

Men with preservice job experience that the service capitalized on were much more likely to plan use of military experience in the early postservice period than were either men with a civilian-acquired skill that the service did not use or men with little or no preservice work experience (49% as compared with 22 and 24%, respectively).

Plans for Job Use of Military Training and Experience—Immediate Postservice

For all respondents, about 19% planned to use their military experience in a job in the immediate postservice period. Across services, the percentages ranged from 15% for the Marine Corps respondents to 22 or 23% for Navy and Air Force respondents.

As compared with all respondents, men in the Electronic Maintenance CMF were more likely to plan civilian job use of their military experience (28%), and men in the Administration CMF were less likely to plan use of military experience in a civilian job (11%).

The results of the correlational analyses closely parallel those previously presented for job and/or school use of military experience in the immediate postservice period.

Overall, the results suggest that the most crucial underlying variables in influencing plans to use military experience in a postservice civilian job are those that concern the degree to which the individual perceives alignment between the kinds of work he wants over a long-range period and the kind of work he did in the military. If he wants these to be in alignment, he will want his immediate work to be in line with both his post-military work and his long-range occupational goals. Desire for this kind of past, present, and future alignment is likely to have its source in the kind of work the man learned and performed while in service and the degree of satisfaction he derived from his inservice work.

Plans for Job Use of Military Training and Experience—One Year Postservice

Similar analyses were made for the one year postservice time frame. The results are essentially the same as those for plans for job use of military training and experience in the immediate postservice period.

Other Information Relating to Plans for Postservice Job Use Of Military Training and Experience

About half the respondents viewed their military training and work experience as being of at least "some help" in getting the kind of civilian job they want after leaving the service, but fewer than one in five saw it as providing a great amount of help. Nearly half viewed their military experience as being of little or no help in getting a desired civilian job.

Asked to indicate the one main way in which the job skills they had learned in service would help in civilian life, about one of seven respondents perceived these job skills as providing the basis of a career. About one in five viewed the skills as a means of obtaining temporary or part-time employment. More than one in four viewed such skills

as being of some other kind of help in civilian life but apparently not in terms of direct application of specific skills in a civilian job. More than one out of three (36%), responded that their military-acquired skills would be of no help in civilian life.

Of men in the selected CMFs, men in the Electronic CMF were most likely to see their military-acquired skills as helping them get a civilian job and providing a basis for a career.

Respondents not planning to make use of their military training and experience in civilian life were asked to indicate their main reason. About half of the men cited reasons that concern lack of alignment of respondents' military work with their personal plans and preferences ("...not in line with my career plans," or "...not a line of work I like"). About one out of eight felt he would "have better opportunities in other lines of work," and a similar proportion answered that "there are not civilian jobs like my military job." Thus, most men who do not plan civilian work that would make use of their military training experience said their decisions were primarily based on personal occupational preferences for, and better opportunities in, other kinds of work. Relatively few said their decision was based principally on absence of civilian jobs in which their military-acquired skills could be applied.

Results suggest that fewer men saw their military-acquired skills as being of help in relation to long-range occupational goals than in relation to shorter-range postservice goals.

Plans for Use of Military Training and Experience in Postservice Training or Education

About 21% of the respondents said they planned to make use of their military experience in either part- or full-time postservice education; 65% answered that they would not; 14% replied that they did not know.

Factors or variables related to plans for school use of military experience or training appears to be essentially the same as those related to plans for postservice job use of military experience.

Plans to Join the Active Reserves

Fewer than 10% of the respondents indicated they would, or probably would, join the active reserves. Only one variable among those studied showed any noticeable degree of relationship with such plans—Satisfaction With Military Service.

Implications

Although it is commonly accepted that most military jobs have counterparts in the civilian economy, only about 25% of the men queried in this study had decided they would make use of their military-acquired skills in the immediate postservice period in either civilian work or civilian educational pursuits.

Approximately 20% were undecided, and the remainder, which constituted a majority of the respondents, did not plan to use their military-acquired job skills in postservice civilian work or education.

Men not planning civilian use of their military training and experience most often gave as the main reason, personal preferences for, or greater opportunities in, other lines

of work. However, it is quite possible that many of the men failed to fully recognize the potential value of their military-acquired skills as an important asset in gaining employment after leaving the military service or as the basis of a satisfying career. To the extent that this is true, improved preseparation counseling could have an important influence in helping men become more aware of ways in which their military training and work experience relate to career opportunities in the civilian world of work.

The results suggest two other means of increasing the proportion of men who expect to make postservice use of military training and experience. The percentage of men who say they plan to make postservice use of military training and experience is considerably higher for men with civilian-acquired skills that the service used than it is for other respondents. Thus, service efforts to make more extensive use of civilian-acquired skills, where this is compatible with the interests of the individual, could increase the extent to which men leaving the service will seek to make postservice use of their military training and experience.

The other means of increasing the likelihood that men leaving the service after their first tour will make postservice use of their military training and experience is suggested by the finding that plans for such use [illegible]ted to satisfaction with military work assignments. Men expressing a favorable attitude [illegible]rd their military work assignments were more likely to indicate intent to utilize their military experience in postservice work or education. Slightly over 40% of the men queried expressed an unfavorable attitude toward their military work assignments, and 20% expressed a neutral attitude. Such changes as could be made in work assignments to increase satisfaction with them could potentially influence, in a positive way, the extent to which first-term personnel separating from the military would plan to use their service-acquired skills in the civilian economy.

CONTENTS

Section I

INTRODUCTION

MILITARY PROBLEM AND OBJECTIVES

The military services have, for a long period of time, been discharging large numbers of personnel, the majority of whom have had only one tour of duty. For the past few years, the number of separations of one-tour enlisted personnel has been very large. The services have recognized that men returning to civilian life are faced with important and difficult decisions, and that, for many, this return poses problems of adjustment.

To assist men in making their decisions and adjustments, the Department of Defense has provided educational and occupational counseling on a voluntary basis, has provided special job skill training for many men who have served in military jobs that have no civilian counterparts, and has cooperated with other agencies of the government in assisting men in locating jobs.

In assisting men in planning and preparing for return to civilian life, it is of importance to know more about the definiteness and nature of the plans men have for their postservice education and postservice work. Thus, one of the general purposes of the present research is to provide this kind of information.

A second general purpose is to examine the extent to which men leaving the service plan to make use of the training and work experience they have received in the military service. It is generally accepted that a high proportion of the men in the service learn and perform job skills that could be of considerable value to the civilian economy. In effect, the military serves as a major source of trained manpower for private industry and for civilian agencies of the government. The importance of this contribution of the military services depends upon the extent to which men leaving military service actually apply their service-created skills when they return to civilian life.

The extent to which application of service-created skills actually occurs can be assessed most directly by studying the educational and occupational pursuits of men after they leave the military service. However, if the military services are to contribute further to decisions that would be of benefit to the individuals involved as well as to the civilian society, the services need information concerning the extent to which men nearing time of separation see potential civilian applications of their military-created skills, and the extent to which men who do see such applications plan to make use of them.

The present report is part of project RELAY, The Impact of Military Service on Occupational Aspirations and Development of Skills. This report, as well as the larger project, is concerned with the linkages and interactions of the military and civilian manpower systems with reference to the inputs that the civilian system makes to the military system, and the contribution that the military system makes to the civilian economy in creating a large pool of trained manpower with job skills transferable to the civilian sector.

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

Phase II was concerned with the extent to which the Armed Forces utilize occupational or vocational skills and preferences that men have when they enter the service, and the extent to which occupational and educational goals and preferences at time of entry are influenced by the initial classification and assignment processes.[2]

The present report is the product of Phase III of the project. It presents results of a survey of the postservice educational and vocational plans of first-tour personnel who are nearing termination from the service.

RESEARCH OBJECTIVES

The specific objectives of the present research were as follows:

(1) To obtain information describing the postservice vocational and educational plans of men who are leaving the service after completing their first tour.

(2) To examine the relationships of postservice plans with variables or factors such as age, current educational level, race, socioeconomic status, ease of access to civilian employment and educational institutions, number of dependents, and preservice work experience.

(3) To examine relationships of postservice utilization of military training and experience with demographic variables, preservice work experience, satisfaction with the military and with military work assignments, and other potentially relevant variables.

(4) If feasible, provide information that would be useful in a subsequent follow-up study to compare postservice plans with actual postservice employment and educational status of veterans one year after departure from the service.

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

[2] Reports prepared under Phase II are as follows:

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

Arthur J. Hoehn, Thurlow R. Wilson, and John A. Richards. *Recruits' Military Preferences and Their Accommodation by the Military Services*, Technical Report AFHRL-TR-72-19, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas (HumRRO Technical Report 72-7), March 1972.

Arthur J. Hoehn, *Recruits' Postservice Occupational and Educational Plans: Nature and Extent of Influence From Early Military Experience*, Technical Report AFHRL-TR-72-28, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas (HumRRO Technical Report 72-15), February 1972.

In conducting the study, ten aspects of postservice plans were selected for special consideration in the analysis:

(1) Already have a civilian job promised vs. do not have a civilian job promised.

(2) Plan to be working full time, one year postservice vs. do not plan to be working full time, one year postservice.

(3) Definite regarding type of job, one year postservice vs. indefinite.

(4) Plan to be in school or training full time, one year postservice vs. do not plan to be in school or training full time.

(5) Orientation toward school or training in plans for one year postservice vs. work orientation.

(6) Plan to use military training and experience in school and/or job in the immediate postservice period vs. do not plan such use.

(7) Plan to use military training and experience in a civilian job, immediately after service vs. do not plan such use.

(8) Plan to use military training and experience in a civilian job, one year postservice vs. do not plan such use.

(9) Plan to use military training and experience in civilian education or training, immediately after service vs. do not plan such use.

(10) Plan to join the active reserves vs. do not plan to join.

Section II

DATA COLLECTION

The data for the present study were obtained from male enlisted personnel of the four military services who were nearing completion of their first tour, who had no prior military service, and who planned to return to civilian life rather than reenlist. All data were collected between 15 September and 15 December 1971, although specific periods of data collection varied somewhat from service to service within this time frame. Use was made of a survey questionnaire that was administered by agencies of the services.

SAMPLING OF SEPARATEES

Initial Plan and Schedule

The initial plan called for collection of data from a sample of all servicemen who were within 60 days of separation from the service and who met the other criteria mentioned above (no prior military service, and not planning to reenlist). One of the major considerations in allowing a period of up to 60 days prior to separation was to allow the sample survey agencies of the services some flexibility in the specific methods used in the data collection processes. The data, thus, could be collected either during outprocessing or within some delimited time prior to outprocessing.

It was known that a sizable percentage (almost 50%) of men separating from the service during the data collection period would be outprocessing almost immediately upon return from overseas. Initial plans called for including such men in each military service sample in proportion to their representation among all separatees for that service. This plan was abandoned, however, when it was learned that the very tight time schedule for outprocessing such personnel would preclude administering a 30-minute questionnaire to them.

Another consideration that was introduced in setting up a revised sampling plan was the request that data be obtained from a disproportionately large number of men in a few selected military Career Management Fields. The purpose was to provide information on postservice plans of sufficiently large numbers of men with known types and levels of military occupational experience as a basis for follow-up study to compare postservice plans with actual postservice employment and educational status one year after separation. The Career Management Fields selected for special attention were Administration, Electronic Maintenance, and Aircraft Maintenance. The main criteria on which these CMFs were chosen were that (a) they are composed of military occupational specialties for which there are civilian counterpart occupations, (b) the occupations comprising these CMFs are comparable across the military services, and (c) they include large numbers of military personnel relative to the numbers of personnel in most other CMFs. (Definitions of the CMFs in terms of the military occupational specialties that they include may be found in Appendix I, Part A, Attachment 3.)

The time schedule for completion of the present study was such that it was necessary to collect the data within about two months, and start not later than mid-July 1971. Given the above considerations and constraints, two sampling plans were prepared. The first of these covered the sampling of men being separated from assignments in CONUS. Projections regarding the population of CONUS-separatees were made from two information sources: (a) List of Transition Sites, Department of Defense Transition Program, April 1971, and (b) Computer print-outs provided by the services showing the number of men in each of the three selected CMFs, by years of service. The first of these documents included not only a list of separation sites by military service but also, by site, the monthly average separations, that is, the average number of men separating per month at the specified site. While it was recognized that separation rates fluctuate considerably, the information was viewed as an acceptable basis for selecting sites and making rough estimates of rates of separation by sites. Information from the second source mentioned was used to make rough estimates of the separation rates of men in the three selected CMFs.

Data collection sites for each service were identified and sampling rates set for the three selected CMFs and for all other first-tour separatees. A list of the data collection sites chosen for each service is presented in Appendix II. The planned sampling rates for the selected CMFs and for all other first tour separatees are shown in Table II-1.

Table II-1

Sampling Rates in Sampling Plan, by Service and Career Management Fields

Occupational Group	Air Force	Army	Marine Corps	Navy
Selected CMFS	100% at the selected sites	100% at the selected sites	16% regardless of MOS or CMF	100% at the selected sites
All Other CMFS	20% at the selected sites	6% at the selected sites		20% at the selected sites

With the sampling rates in Table II-1, it was expected that, over a two-month data collection period at the selected sites, the total number of respondents would be over 8000, with as many as one-third of these falling in the three selected CMFs.

It will be noted that the same sampling rate was planned for all Marine Corps personnel. Available information suggested that the number of respondents who would be obtained in the three selected CMFs would be very small—too small to warrant the special activities required on the part of test administrators to apply a different sampling rate for men in selected CMFs.

A more general plan for sampling Army and Air Force men located overseas was also prepared. However, this plan is relatively unimportant to the data collection since the Army survey agency found it infeasible to collect data overseas. The Air Force collected data from 116 men in three designated overseas locations (Korea, 20; Germany, 56; Thailand, 42).

Difficulties Encountered in Implementing the Sampling Plan

Because of delays resulting from reviews and revisions of the survey plans, data collection was actually initiated in the four services on or shortly after 15 September. It was scheduled to continue until 15 November.

Shortly after 15 October, when project officers at the various sites made reports on numbers of questionnaires completed, it became clear that the number of cases being obtained was falling far short of the numbers that had been anticipated. This, and particularly the small number of men in the special CMFs who had completed the questionnaire, indicated a requirement for changes in the data collection plan.

To increase the number of returns, the Army and the Marine sample survey agencies extended the data collection for an additional two weeks. The Navy survey agency made two changes—it continued data collection for an additional full month and changed the sampling rates from 20 to 100% for all men meeting the general criteria, whether or not they fell in the selected CMFs. Most of the Navy data were obtained during the period when the sampling rate applied was 100% for all outgoing personnel. It is also likely that, during this period, Navy personnel given the questionnaire included many who were being separated almost immediately upon return from overseas duty or from extended duty at sea.

The much lower than anticipated rate of returns is probably attributable to several factors. One possibility lies in the fact that the anticipated rate was based on projection of past rates to a future time frame; to the extent that the rates of discharge may have been overestimated in planning the sample, actual rates of return would fall below the expected numbers. Another factor is that men who are outprocessing from military service are not likely to have high motivation for completing a questionnaire that requires some time and effort.

Also, implementation of the sampling plan required that, in the three services other than the Marine Corps, inclusion or exclusion of a man from the survey be based on SSAN and CMF information. This was apparently troublesome to personnel directly responsible for deciding which men should complete the form. As one of the service survey agencies reported: "Neither SSAN nor Military Occupational Specialty Codes, used to determine a member's CMF, are critical to separation processing. Personnel specialists processing soldiers leaving the service had to search records to determine if the individual should participate. Also, members with lost or incomplete records may have missed taking the survey."

Because of difficulties with the SSAN and CMF information, and the probable low motivation of men being given the form in conjunction with the separation process, it is likely that many men who met the criteria for inclusion were missed. It is not possible, on the basis of available information, to determine the extent to which local decisions as regards who could and should be included reduced the rate of returns, and more important, the extent to which such decisions resulted in bias on the returns.

THE DATA COLLECTION INSTRUMENT

The questionnaire used in the survey, along with an outline of its contents, is presented in Appendix III.

The general categories of content included in the questionnaire are demographic and background information, preservice work experience, a variety of service-related factors or variables, postservice plans and aspirations, perceived value of skills acquired in preservice employment, and perceived postservice value of military training and experience.

Although the large majority of questionnaire items appeared to pose little difficulty for the respondents, some—including one particularly important item—did cause problems. Items that related to distant time frames were omitted by a large number of respondents. In many cases this could plausibly be attributed to uncertainty in the respondent's long-range plans. Also, it is quite possible that in the absence of assistance from trained survey administrators, some respondents found some of the questions difficult to interpret, even though this did not appear to be a common problem in pretests using a questionnaire very much like the final version.

The one critical item that gave a great amount of difficulty, especially for Navy personnel, but also for a high proportion of Army personnel, was one designed to obtain the first three digits of the individual's primary occupational specialty (See Questionnaire Item 63). Responses to this item were missing or uninterpretable in over 70% of the Navy cases, and were missing for almost half of the Army cases. Of the Navy personnel who responded to this item, a large proportion entered "000." Although some of these men may actually have had an NEC of "000," more plausible explanations are that either they did not know the number code corresponding to their Navy rating, or they did not have an NEC and were responding to the questionnaire instruction: "If you do not have an NEC, answer 000."

Since many men, particularly Navy and Army personnel, had difficulty with the item that was essential to determining whether they belonged in one of the selected CMFs, it is probable that some men who should have been categorized as being in one of these special categories instead have been placed in the other CMFs group.

DATA COLLECTION PROCESSES

The questionnaire was administered in several kinds of situations. The main ones were as follows:

(1) To men in the course of the regular separation processing at the very end of their tour.

This was the typical administration situation in the Army and the Navy.

(2) In conjunction with a man's meeting with a career counselor some days or weeks before initiation of the separation process.

This was the administration situation in a sizable proportion of Marine Corps cases, although some of the Marine Corps respondents probably completed the form in connection with final out-processing.

(3) To men nearing separation who were identified through a search of computer files, called in, and given the questionnaire.

This appears to have been the typical situation for administration of the form in the Air Force.

Whichever approach was used in giving the questionnaire, it was essentially self-administered. Specific instructions to project officers and questionnaire administrators at the various sites were mailed out with the questionnaire forms. These instructions were almost the same for all four services. A copy of the instructions transmitted by the Navy is given in Appendix II.

EFFECTS OF SAMPLING AND DATA COLLECTION PROBLEMS ON ANALYSIS AND INTERPRETATION OF RESULTS

Part of the planned analyses for the research data included computation of DOD-wide and service-wide estimates of descriptive statistics, in which the limits of error could be specified. It was believed that this could be done by applying appropriate weights to the responses of different groups of men from whom data were collected. However, in the light of the difficulties in defining the population, the lack of sufficient information on possible sampling biases introduced through local decisions as to which men should and should not be included, and uncertainties (particularly with Navy personnel) on who should be categorized in the three selected CMFs, it is not possible to apply weighting factors to generate DOD-wide or service-wide descriptive statistics with specifiable limits of error.

In the analysis and results section that follows, descriptive statistics are given for all respondents of each service and for all respondents across the four services. These results are simply summarizations of information from all the respondents of each service or from all respondents across all four services. Their interpretation as representing crude estimates of service- or DOD-wide values is clearly questionable. If done, it should be with full recognition of the hazards associated with such an interpretation.

Some of the analyses included in the next section consist of responses of men from the different services. These, too, must be interpreted with caution, that is, with due regard for the limitations of the data. The same is true of comparisons among CMF groups, though the underlying assumptions are probably more tenable in these comparisons than in the case of between-service comparisons.

The analyses that yield results most likely to be stable even in the face of considerable bias in the samples are the correlational analyses—that is, the zero-order correlation coefficients and the results of the multiple regression analyses. Some other analyses that are essentially correlational and that examine relationships between post-service plans and such independent variables as current educational level, Civilian Acquired Skill (CAS) and its Service Use, Satisfaction with Military Service, and the like, also yield results that should be relatively stable even with differences in the composition of the groups upon which they are based.

In summary, the correlational analyses are viewed by the writer as those most worthy of attention. The descriptive statistics summarizing answers of all respondents and some of their subgroups are of interest, but, in general, their main value is as background information for results of the correlational analyses.

DESCRIPTION OF THE RESPONDENTS

Returns by Service

The total numbers of returns received was 4462 (Table II-2). The returns, by services, were 526 for the Air Force, 1038 for the Marine Corps, 851 for the Marine Corps, and 2047 for the Navy.

Table II-2

Numbers and Percentages of Usable, Unusable, and Total Returns, by Service

Service	Usable Returns		Unusable Returns								Total	
			Prior Military Service		Reenlisting		Non-responsive[a]		Total			
	N	%	N	%	N	%	N	%	N	%	N	%
Air Force	481	91.4	17	3.2	9	1.7	19	3.6	45	8.6	526	100
Army	942	90.8	40	3.9	9	0.9	37	3.6	96	9.2	1038	100
Marine Corps	783	92.0	14	1.6	10	1.2	44	5.2	68	8.0	851	100
Navy	1740	85.0	272	13.3	8	0.4	27	1.3	307	15.0	2047	100
Total	3946	88.4	343	7.7	36	0.8	147	3.3	516	11.6	4462	100

[a]Includes answer sheets with very high rate of omissions or out-of-limits responses, or patterns of responses clearly indicating lack of motivation to complete the form.

About 12% of the returns were not usable. The first criterion applied in determining usability is referred to as responsiveness. Each answer sheet was examined, and rejected if it had a very high rate of omissions or out-of-limits responses, or showed a pattern of responses clearly indicating the respondent's inability or lack of motivation to complete the form. Slightly over 3% of all the returns were rejected on these bases as being nonresponsive. In addition, some of the answer sheets were rejected because the respondents did not meet the criteria of no prior military service or not reenlisting. About 8% of the returns were from men who had had prior military service, and about 1% were from men who indicated they planned to reenlist.

As shown in Table II-2, these rejections left a total of 3946 usable returns: Air Force, 481; Army, 942; Marine Corps, 783; and Navy, 1740. The number of returns is disproportionately high for the Navy and Marine Corps and disproportionately low for the Air Force and the Army when the numbers are compared to the total number of personnel separating from the services during the data collection period.

Returns by Career Management Field Category

The numbers and percentages of usable returns by CMF category as well as by service are shown in Table II-3. The numbers of men identified with the three selected CMFs are disappointingly low. Also, as previously mentioned, the number of men in the CMF-Unknown group is very high, particularly for the Navy and the Army. It is likely that some men belonging in one of the selected CMFs are included in the CMF-Unknown group. However, it can probably be safely assumed that such miscategorized personnel

Table II-3

Numbers and Percentages of Usable Returns, by Branch of Service and Career Management Field (CMF) Category

Service	Career Management Field Category												Total	
	Selected CMF						Other CMF							
	Administration		Electronics Maintenance		Aircraft Maintenance		Known		Unknown		Total			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Air Force	37	7.7	72	15.0	114	23.7	223	46.4	35	7.3	258	53.7	481	100
Army	65	6.9	104	11.0	119	12.6	220	23.4	434	46.1	674	69.5	942	100
Marine Corps	3	0.4	45	5.7	2	0.3	713	91.1	20	2.6	733	93.7	783	100
Navy	28	1.6	58	3.3	56	3.2	363	20.9	1235[a]	71.0	1598[a]	91.9	1740	100
Total	133	3.4	279	7.1	291	7.4	1519	38.5	1724	43.7	3263	82.2	3946	100

[a]Includes all Navy men giving 000 as the number code for their NEC.

Table II-4

Time to Separation, by Service

Service	Days to Separation												Total	
	1-6		7-13		14-41		42-84		Over 84		Unknown			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Air Force	27	5.6	29	6.0	168	34.9	191	39.7	62	12.9	4	0.8	481	100
Army	689	73.1	126	13.4	111	11.8	5	0.5	3	0.3	8	0.8	942	100
Marine Corps	267	34.1	81	10.3	213	27.2	153	19.5	60	7.7	9	1.1	783	100
Navy	1649	94.8	39	2.2	29	1.7	10	0.6	11	0.6	2	0.1	1740	100
Total	2632	66.7	275	7.0	521	13.2	359	9.1	136	3.4	23	0.6	3946	100

constitute only a small proportion of the total number of respondents (3263) placed in the "Other CMFs" category.

Characteristics

Table II-4 shows respondents' time to separation, by branch of service. Two-thirds of all the respondents completed the form within six days of separation from service. More detailed information not given in the table shows that about 8% of the men had over 60 days to separation. Over 3% had more than 84 days before separation. All cases reflected in Table II-4 were utilized in the analysis even though the initial plan called for data collection to be restricted to men with not more than 60 days before leaving the service.

It will be noted that there is considerable between-service variation in time to separation. This is attributed to differences in the extent to which the services utilized different situations in the data collection process.

About 75% of all respondents were between 21 and 24 years of age. Approximately 16% were below 21, and about 9% were over 24. Navy and Air Force respondents tended to be older than men in the other services. On the average, Marine Corps respondents were younger than respondents of the other services. The between-service age differences are, no doubt, attributable largely to the longer tours of Navy and Air Force personnel, and the tendency of Marine Corps personnel to enter service at an earlier age.

Ninety percent of the respondents were White, a little over 7% Black, and about 3% of other racial groups. It appears that Blacks are under represented among the respondents. Between-service differences are evident; about 13% of Marine respondents were Blacks, as compared to about 8% for Air Force and Army, and a little over 3% for Navy. About 5% of Marine respondents were in other racial groups, as compared with about 3% for the other services.

With regard to current educational level, 11% of all respondents were non-high school graduates; 57%, high school graduates; 5%, high school graduates plus some further business or vocational training; 22%, men with some college but not college graduates; and about 6%, college graduates. On the average, Air Force respondents had the highest level of education; Marine Corps respondents, the lowest. The Army respondents, as compared with the other services, had the highest proportion of men with college degrees—over 14% as compared to less than 5% for any of the other services.

For all respondents, 63% indicated that they had no dependents; 19% had one; 12%, two; and 6%, three or more. Marine and Navy respondents were most likely to have no dependents (about 67% of them as compared to about 56% for Air Force and Army respondents).

Over 90% of the respondents had a military grade of E3, E4, or E5; 8% were E1s or E2s, and fewer than 2%, E6 or above. Air Force respondents were most likely to be in military grades E4 or above, Marine respondents least likely to be in these grades. Forty-seven percent of the Marines were in the grades E1 through E3 as compared with 4% of Air Force respondents, 12% of Army respondents, and 25% of Navy respondents.

About 62% of all respondents had been in CONUS for two months or more before they completed the questionnaire, and over half had been in CONUS for more than four months. Only 10% had been in CONUS for the past two weeks to two months. A larger

percentage, about 28%, had been in CONUS for a week or less. A preponderance of these were Navy respondents; roughly half the Navy respondents reported that they had been in CONUS for the past week or less. (This supports the earlier stated belief that many of the Navy respondents were given the questionnaire almost immediately upon return from overseas or extended sea duty.)

About 48% of the respondents reported having had no assignment in a combat zone in Southeast Asia; about 38% reported up to 12 months of such duty; and about 15% said they had over one year of such duty. Air Force respondents were most likely to report having had no duty in a combat zone in Southeast Asia—63% of them as compared to about 43% of Navy respondents and 48 or 49% of Army respondents.

Section III

PLANS FOR POSTSERVICE CIVILIAN WORK

Information presented in this section concerns separatees' plans for postservice civilian work. How soon after leaving the military services do men expect to be working full time? What proportion of the men plan to work full time and what proportion plan to work only part time? How many have already located a postservice civilian job? What types of jobs do the men plan to be in at one year postservice, and how definite are they about the kind of work they will be in at that time?

IMMEDIATE POSTSERVICE JOB PLANS AND ARRANGEMENTS

Plans for Working Full Time

Asked how long after leaving service before they expected to have a full-time job, a large majority of the respondents indicated that they expected to be in a full-time job within a few months of separation from the service.

A summary of responses is presented in Table III-1. For all respondents, almost three-fourths expected to be in full-time work status within four months of separation; almost two-thirds planned to have a full-time job within two months of leaving service. Less than 15% planned to move into full-time work status in the period beyond four months after leaving service. About 12% responded that they expected to delay initiation of full-time work for two years or more. It seems clear that most of those planning to delay full-time work for a year or more were men who planned to go back to school. As will be shown later in this report, however, plans to work full time in the early postservice period were often accompanied by plans to get further training or education, possibly even on a full-time basis.

While, for reasons already stated, the percentages presented here must be interpreted with caution, it appears that most personnel about to leave the service do plan to enter the civilian labor market on a full-time basis quite soon after return to civilian life.

With regard to plans for the time until entry to full-time work, there was a low but statistically reliable difference in the results obtained from men in the different services. The main source of the between-service difference was found in the relatively low proportion of Navy respondents who planned to be working full time within two months of leaving the service, and the relatively high proportions of Navy and Air Force respondents who planned to delay entry to full-time civilian work for two years or longer.

Comparisons among the three selected CMFs suggest that men in the Electronic Maintenance CMF tended to plan entry to full-time work with somewhat greater delay after separation than men in the Administration or Aircraft Maintenance CMFs. About 70% of the men in the Electronic Maintenance CMF planned to be working full time

Table III-1

Expected Time After Service Before Starting A Full-Time Job, by CMF Category and Service

CMF/Service		2 Mo.		2-4 Mo.		4-6 Mo.		6-12 Mo.		1-2 Years		2 or More Years		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	26	70.3	4	10.8	0	0.0	0	0.0	2	5.4	5	13.5	37	100.0
	ARMY	48	73.8	3	4.6	1	1.5	2	3.1	4	6.2	7	10.8	65	100.0
	USMC	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	3	100.0
	NAVY	19	67.9	3	10.7	1	3.6	0	0.0	0	0.0	5	17.9	28	100.0
Electronic Maintenance	USAF	46	64.8	4	5.6	0	0.0	2	2.8	7	9.9	12	16.9	71	100.0
	ARMY	69	67.0	8	7.8	4	3.9	5	4.9	8	7.8	9	8.7	103	100.0
	USMC	29	65.9	2	4.5	1	2.3	1	2.3	7	15.9	4	9.1	44	100.0
	NAVY	30	51.7	5	8.6	3	5.2	0	0.0	7	12.1	13	22.4	58	100.0
Aircraft Maintenance	USAF	89	78.1	9	7.9	1	0.9	4	3.5	3	2.6	8	7.0	114	100.0
	ARMY	78	65.5	16	13.4	0	0.0	5	4.2	10	8.4	10	8.4	119	100.0
	USMC	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2	100.0
	NAVY	29	51.8	6	10.7	1	1.8	2	3.6	5	8.9	13	23.2	56	100.0
Other CMF (including unknown)	USAF	171	66.5	23	8.9	7	2.7	8	3.1	16	6.2	32	12.5	257	100.0
	ARMY	457	70.3	43	6.6	26	4.0	32	4.9	41	6.3	51	7.8	650	100.0
	USMC	500	68.4	69	9.4	31	4.2	31	4.2	36	4.9	64	8.8	731	100.0
	NAVY	947	59.7	173	10.9	64	4.0	74	4.7	102	6.4	227	14.3	1587	100.0
AIR FORCE		332	69.3	40	8.4	8	1.7	14	2.9	28	5.8	57	11.9	479	100.0
U.S. ARMY		652	69.6	70	7.5	31	3.3	44	4.7	63	6.7	77	8.2	937	100.0
MARINES		537	68.2	71	9.1	32	4.1	32	4.1	44	5.6	69	8.8	780	100.0
NAVY		1025	59.3	187	10.8	69	4.0	76	4.4	114	6.6	258	14.9	1729	100.0
	TOTAL	2541	64.7	368	9.4	140	3.6	166	4.2	249	6.3	461	11.7	3925	100.0

within four months after leaving service as compared to 78 or 79% for men in the other two selected CMFs.

Separatees Who Already Have a Postservice Job Promised

With such a high proportion of separating personnel planning to enter the civilian job market, it is of interest to examine data on what proportion of the respondents have already lined up a civilian job and how many have not.

Data relating to this matter include all respondents who answered the question, not just those planning to work full time soon after leaving service. Responses are summarized in Table III-2. Note that, overall, almost half (46%) said they already have a job promised. Since many of the respondents still have several weeks or even months before they will leave the service, these results indicate that the problem of placement of

Table III-2

Have Civilian Job Promised Now, by CMF Category and Service

CMF/Service		No		Yes		Total	
		N	%	N	%	N	%
Administration	USAF	29	78.4	8	21.6	37	100.0
	ARMY	35	54.7	29	45.3	64	100.0
	USMC	3	100.0	0	0.0	3	100.0
	NAVY	14	50.0	14	50.0	28	100.0
Electronic Maintenance	USAF	36	50.0	36	50.0	72	100.0
	ARMY	39	37.5	65	62.5	104	100.0
	USMC	20	45.5	24	54.5	44	100.0
	NAVY	36	63.2	21	36.8	57	100.0
Aircraft Maintenance	USAF	58	51.3	55	48.7	113	100.0
	ARMY	67	56.8	51	43.2	118	100.0
	USMC	1	50.0	1	50.0	2	100.0
	NAVY	31	55.4	25	44.6	56	100.0
Other CMF (including unknown)	USAF	142	56.8	108	43.2	250	100.0
	ARMY	300	46.9	340	53.1	640	100.0
	USMC	373	51.4	353	48.6	726	100.0
	NAVY	920	57.9	668	42.1	1588	100.0
AIR FORCE		265	56.1	207	43.9	472	100.0
U.S. ARMY		441	47.6	485	52.4	926	100.0
MARINES		397	51.2	378	48.8	775	100.0
NAVY		1001	57.9	728	42.1	1729	100.0
	TOTAL	2104	53.9	1798	46.1	3902	100.0

separatees is not so great as might be inferred from the previously presented findings on the proportion of respondents planning full-time civilian work soon after departing from the military. The results also suggest that the Army, with by far the greatest number of separating personnel, has the largest percentage of respondents who already have a job promised, about 52%.. The comparable percentages for Air Force and Navy personnel are 42 and 44%, respectively, and for the Marine Corps, about 49%.

Examination of the results for respondents in the three selected CMFs shows that only 39% of those in the Administration CMF have a civilian job lined up, compared with 46 and 53%, respectively, for respondents in the Aircraft Maintenance and Electronic Maintenance CMFs.

Data to be presented later indicate that, as compared with men in the other two selected CMFs, respondents in the Administration CMF were less likely to see their military jobs as being of value in getting a civilian job, less likely to be planning to work in a civilian job like their military job, and more likely to be planning to go back to school on a full-time basis. Taken together, these results suggest that there are variations among the CMFs with respect to difficulties in locating a job for the early postservice period. This appears to be true even where the CMFs involved all appear to have considerable potential for transferability to the civilian economy.

In the analysis of the data for the present report, nine aspects of postservice plans were chosen for special attention. (A list of these is given in Appendix IV, and their operational definitions are found in Appendix I, Part A, Attachment 5.) One of these nine facets of postservice plans was whether or not the respondent had a job promised. For the special analyses of this and the other aspects of postservice plans, numerical values were first assigned to variations (dichotomized variations, with one exception) in the postservice plan. Then zero-order correlations were computed between each selected aspect of postservice plans and a set of 22 other variables that were expected to have potential value in accounting for variance in some of the specified postservice plans. Such correlations were computed not only for all respondents but also, separately, for men in each of the three selected CMFs. Detailed definitions of each of the selected aspects of postservice plans and of each of the 22 selected independent variables with which they were correlated are presented in Appendix I, Part A, Attachment 5 and Appendix I, Part B.

Results of the correlational analysis relating to whether the respondent has a postservice job promised are shown in Table III-3. Correlation coefficients are entered only where they are at least .15 for the special CMF groups and at least .10 for the "all respondents" group. The sign shown for r in this table (and in similar analyses throughout the report) is arbitrary, being a consequence of the key punch code. Direction of relationship can be determined from the coding as presented in Appendix I and the questionnaire items in Appendix III of this report.

For all respondents, only three of the independent variables correlated even as much as .10 with the dependent variable, whether the man has a job promised. These variables are listed:

(1) Number of Dependents. There was a slightly greater tendency for men with greater numbers of dependents to have a job lined up as compared with men with fewer dependents (r=.10).

Table III-3

Zero-Order Correlations Between Selected Variables and Whether Respondent Has a Job Promised

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age			.17	
Education				
Number of Dependents	.20			.10
Years Military Service	−.21	−.21		−.13
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				
Satisfaction With Military Service				
Satisfaction With Military Work Assignments				
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use		−.24	−.17	−.23
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job				
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals				
Perceived Similarity of Military Job and Job Planned for Age 35				
Socioeconomic Level				
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services	−.22			
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services		−.16		

(2) Years of Military Service. There was a slightly greater tendency for men with fewer years of military service to have a civilian job lined up compared with men with greater length of service (r=.13).

(3) CAS and Its Service Use. Men who entered military service with civilian job experience (at least six months) were more likely to have a job lined up than were men without preservice job experience (r=.23).

The Administration CMF, whether or not the respondent had a job promised, was found to correlate .20 with Number of Dependents, —.21 with Years of Military Service, and —.22 with Served in Air Force vs. the Other Services (meaning that Administration CMF personnel separating from the Air Force were somewhat more likely to have a postservice job promised than was the case for such personnel separating from the other services).

For the Electronic Maintenance CMF group, the only variables found to have correlations as high as .15 were Years of Military Service, CAS and Its Service Use, and which service the man was separating from. With respect to branch of service, having a job promised tended to go with service in the Navy and not having a job promised tended to go with service in the Army.

For the Aircraft Maintenance CMF group, the only variables correlating with the dependent variable .15 or more were Age (r=.17) (meaning the younger the man the more likely he had already located a postservice job), and CAS and Its Service Use.

Perhaps the most important result reflected in Table III-3 is that so few variables had even a modest relationship to whether the man had or did not have a job promised.

Since, for all respondents the CAS and Its Service Use variable provided the highest correlation with whether respondents had a job promised, it was examined further in Table III-4. The breakdowns in this table (and in similar analyses throughout the report) show only data for those meeting the criterion—in this instance, having a job promised. (Ns and percentages for those not meeting this criterion can be calculated, if desired, from the data shown.)

This table shows for each CMF category, as well as for all respondents, the frequencies and percentages of separating personnel who answered that they had a job promised. It will be noted that for all CMF categories, much higher percentages of men who said they had six or more months of work experience before entering the service said they had a job promised than men who said they did not have six or more months of job experience preservice. In fact, the percentage of CAS personnel who said they had a job promised is about twice as large as for No CAS personnel for each of the CMF categories.

The importance of the CAS-No CAS variable is probably explained in part by job rights to which service personnel who were working before they entered service are entitled by law. It may also be attributable in some measure to the tendency for CAS personnel to be more strongly oriented toward work than toward going to school, so that they may tend to be more active in job seeking. Some indirect support for this was found in a zero-order correlation of .24 between having a job promised and having a work rather than a school orientation with respect to postservice plans.

Table III-4

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Whether Separatee Has a Job Promised

Career Management Field (CMF) Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Have a Job Promised	
		Service Used CAS (N=424)		Service Did Not Use CAS (N=2502)		No CAS (N=931)			
		N	%	N	%	N	%	N	%
Administration	131	7	36.8	40	44.4	4	19.0	51	38.9
Electronic Maintenance	270	18	66.7	106	57.6	17	28.8	141	52.2
Aircraft Maintenance	283	14	46.7	101	52.9	15	24.2	130	45.9
Other CMF (including unknown)	3173	185	53.2	1053	51.7	216	27.4	1454	45.8
Total (CMF)	3857	224	52.8	1300	52.0	252	27.1	1776	46.3

[a]The Ns and percentages represent the respondents in each CMF-CAS group who have a job promised.

JOB PLANS FOR ONE YEAR AFTER LEAVING SERVICE

This section first presents information relating to the proportions and characteristics of respondents who plan to be working full time at one year postservice. It then reports on the percentages and characteristics of respondents who report they are completely or very definite about the kind of work they will be doing a year after leaving service. Finally, information is presented on the type of jobs the men say they expect to have one year postservice.

Plans for Working Full Time One Year Postservice

In a study of what proportion of men plan to be working full time a year after leaving service, the responses used were those made to the following questionnaire item:

Do you think you will be working one year after you leave the service?

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

Only those who gave response A were, for purposes of the analysis, categorized as planning to work full time.

Summary data on the proportion of respondents who plan to be working full time one year postservice are presented in Table III-5, not only for all respondents but also for each of the CMF categories. About 54% of the men said they planned to be working full time at one year postservice. While not presented in this Table, responses to the questionnaire item showed about 22% planned to be working part time, about 17% said they would be working but didn't know whether it would be full or part time, and 7% replied that they did not expect to be working at all.

Table III-5

Plan To Be Working Full Time One Year Postservice, by CMF Category and Service

CMF/Service		Yes		No, Part Time, or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	19	51.4	18	48.6	37	100.0
	ARMY	34	52.3	31	47.7	65	100.0
	USMC	1	33.3	2	66.7	3	100.0
	NAVY	12	42.9	16	57.1	28	100.0
Electronic Maintenance	USAF	36	50.0	36	50.0	72	100.0
	ARMY	60	57.7	44	42.3	104	100.0
	USMC	24	55.8	19	44.2	43	100.0
	NAVY	22	39.3	34	60.7	56	100.0
Aircraft Maintenance	USAF	66	57.9	48	42.1	114	100.0
	ARMY	70	58.8	49	41.2	119	100.0
	USMC	1	100.0	0	0.0	1	100.0
	NAVY	24	42.9	32	57.1	56	100.0
Other CMF (including unknown)	USAF	135	53.6	117	46.4	252	100.0
	ARMY	383	59.7	259	40.3	642	100.0
	USMC	425	58.9	297	41.1	722	100.0
	NAVY	770	48.7	810	51.3	1580	100.0
AIR FORCE		256	53.9	219	46.1	475	100.0
U.S. ARMY		547	58.8	383	41.2	930	100.0
MARINES		451	58.6	318	41.4	769	100.0
NAVY		828	48.1	892	51.9	1720	100.0
	TOTAL	2082	53.5	1812	46.5	3894	100.0

As shown in Table III-5, relatively high proportions of Army and Marine Corps respondents expected to be working full time as compared to Air Force and Navy personnel. The lowest percentage is for Navy respondents; only 48% said that they will be working then, about 10% less than for the Army and Marine Corps respondents.

Differences among the CMF categories are not statistically significant as determined by a chi-square test.

Zero-order correlations between plans to work full time one year postservice and various variables are shown in Table III-6. As with the parallel correlations of these variables with whether men have a job promised, only *r*s of .15 or higher are shown for the three selected CMFs and only those of .10 or higher are shown for the "all respondents" group.

Table III-6

Zero-Order Correlations Between Selected Variables and Plan To Be Working Full Time (One Year Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age	−.15			
Education				
Number of Dependents	−.32	−.20		−.18
Years Military Service				
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months	−.18	−.29		−.13
Military Grade				
Satisfaction With Military Service				
Satisfaction With Military Work Assignments			.18	
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use				.15
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job				
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals	.18			
Perceived Similarity of Military Job and Job Planned for Age 35				
Socioeconomic Level				.11
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services				
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services				.10

For all respondents, only five correlation coefficients were as high as .10:

(1) Number of Dependents. Greater number of dependents has a slight tendency to go with plans for full-time work (r=.18).

(2) Time in CONUS in the Past Six Months. Men with relatively more recent time in CONUS are a little more likely to be planning to work full time (r=.13).

(3) CAS and Its Service Use. Men with six months or more of preservice job experience are more likely to express plans for full time work one year postservice (r=.15).

(4) Socioeconomic Level. There is a slight tendency for men of relatively low socioeconomic level to plan to be working full time (r=.11).

(5) Navy as the Branch of Service. Men serving in the Navy are slightly less likely to be planning to work full time than men serving in the other branches of service (r=.10).

For the Administration CMF respondents, the rs in the Table suggest that those who plan to be working full time one year postservice tend to be relatively older men with a greater number of dependents who have spent a relatively greater amount of their recent service in CONUS and who perceive that their military experience will be helpful in reaching long-range job and income goals.

For the Electronic Maintenance CMF group, only number of dependents and amount of recent service time spent in CONUS have correlations of .15 or more with plan to work full time.

For men in the Aircraft Maintenance CMF group, satisfaction with military work assignments correlates .18 with plans to be working full time one year postservice: those with higher satisfaction with the kinds of job assignments they have had in the military are slightly more likely to be planning full-time work.

Tables III-7, III-8, and III-9 provide some further information on the relationship between plans for full-time work and the variables of Educational Level, CAS and Its Service Use, and Satisfaction with Service Job. Each of these tables shows the frequencies and percentages of respondents who plan to be working full time, with breakdowns not only by CMF category, but also by levels of one of the three selected variables.

Table III-7 permits closer examination of Educational Level in relation to plans for full-time work at one year postservice. The results for all respondents strongly indicate that, in general, men with an educational level of college graduate or more are most likely to be planning to work full time (74%), while men with some college but who did not graduate are least likely to plan to be working full time (39%). Men who have graduated from high school, but who have not had any college education or vocational or business training comprise much the largest group of respondents and are the group with the next to lowest percentage of men planning full-time work (54%). Non-high school graduates and high school graduates who have attended business or vocational school show a considerably higher propensity for planning full-time work than men in the high school graduate group. Thus, it appears clear that present educational level has a

Table III-7

Relationship Between Educational Level and Plan To Be Working Full Time (One Year Postservice)

Career Management Field Category	Total N	Educational Level[a]										Personnel Who Plan To Be Working Full Time	
		Not High School Graduate (N=415)		High School Graduate (N=2189)		High School Graduate Plus Business or Voc. School (N=214)		Some College, Did Not Graduate (N=840)		College Graduate or More (N=229)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	132	2	100.0	31	48.4	6	75.0	13	39.4	14	56.0	66	50.0
Electronic Maintenance	275	10	55.6	65	51.6	13	72.2	34	39.5	20	74.1	142	51.6
Aircraft Maintenance	289	7	70.0	113	55.4	11	64.7	27	50.0	3	75.0	161	55.7
Other CMF (including unknown)	3191	240	62.3	983	54.8	102	59.6	254	38.1	132	76.3	1711	53.6
Total CMF	3887	259	62.4	1192	54.5	132	61.7	328	39.0	169	73.8	2080	53.5

[a]The Ns and percentages represent the respondents in each CMF-Educational Level Group who plan to be working full time (one year postservice).

significant bearing on whether separatees are planning to work full time. However, since the relationship is not a simple linear one, educational level failed to show any appreciable zero-order correlation with plans for full-time work in the immediate postservice period.

Table III-8 is constructed like the Educational Level table, but the independent variable involved is CAS and Its Service Use. Note that 60% of the men with preservice work experience that the service used plan to be working full time, as compared with 56% for CAS personnel whose work experience the service did not use, and only 43% for men who entered service with less than six months of civilian work experience. Thus men in the No CAS group appear to be considerably less likely than the CAS groups to be planning full-time work at one year postservice. Whether the service did or did not use a man's CAS seemed to make little difference with respect to this aspect of respondents' postservice plans.

The results for the men in the Administration and Electronic Maintenance show different patterns than that for men in other CMF categories, suggesting that for some CMFs the importance of CAS and Its Service Use varies from the general trend.

Table III-8

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Plan To Be Working Full Time (One Year Postservice)

Career Management Field Category	Total N	Service Use of Civilian Acquired Skills (CAS)[a]						Personnel Who Plan To Be Working Full Time	
		Service Used CAS (N=420)		Service Did Not Use CAS (N=2493)		No CAS (N=932)			
		N	%	N	%	N	%	N	%
Administration	132	12	60.0	42	46.2	11	52.4	65	48.9
Electronic Maintenance	268	18	66.7	94	51.4	28	48.3	140	52.2
Aircraft Maintenance	284	18	60.0	111	58.1	28	44.4	157	55.3
Other CMF (including unknown)	3161	205	59.8	1155	57.0	337	42.7	1797	56.8
Total CMF	3845	253	60.2	1402	56.2	404	43.3	2059	53.6

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to be working full time (one year postservice).

Table III-9 is similar to those just presented, but Satisfaction with Military Work Assignments is the independent variable. The results for all respondents show a downward progression in plans for postservice full-time work as satisfaction with military work assignments decreases. This illustrates that even relationships that appear to be linear have to show strong percentages across levels of an independent variable before they yield even the very modest-sized zero-order correlation of .10 required for entry in tables such as Table III-6. Despite the rather clear downward progression in plans for postservice full-time work with decrease in satisfaction with military work assignments, the corresponding zero-order r is only .09 and therefore is not entered in the "All Respondents" group in Table III-6.

Table III-9

Relationship Between Satisfaction With Military Work Assignments and Plan To Be Working Full Time (One Year Postservice)

Career Management Field Category	Total N	Satisfaction With Military Work Assignments[a]										Personnel Who Plan To Be Working Full Time	
		Very Satisfied (N=464)		Somewhat Satisfied (N=1046)		Neither Satisfied Nor Dissatisfied (N=758)		Somewhat Dissatisfied (N=672)		Very Dissatisfied (N=939)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	133	6	42.9	20	54.1	16	53.3	12	54.5	12	40.0	66	49.6
Electronic Maintenance	275	23	57.5	39	54.2	30	57.7	20	43.5	30	46.2	142	51.6
Aviation Maintenance	290	21	65.6	65	67.0	28	47.5	19	47.5	28	45.2	161	55.5
Other CMF (including unknown)	3181	235	62.2	480	57.1	318	51.5	284	50.4	391	50.0	1708	53.7
Total CMF	3879	285	61.4	604	57.7	392	51.7	335	49.9	461	49.1	2077	53.5

[a]The Ns and percentages represent the respondents in each CMF-Military Work Assignment group who plan to be working full time (one year postservice).

Computations to examine zero-order correlates of plans to work full time one year postservice included computation of rs between such plans and other aspects of postservice plans. Results show that plans to be working full time a year after separation tend to be related to having a postservice job promised (r=.30), expressed definiteness of plans for type of work which the respondent will be doing one year postservice (r=.27), and plans to be in full-time school or training one year postservice (r=.39).

No statistically reliable correlations were found between plans to be working full time one year after separation and those aspects of postservice plans which concern intentions to use military-gained job skills or knowledges in civilian school or civilian work.

Later in this section, further consideration will be given to the characteristics of men who have a postservice work orientation in comparison with men who have a postservice education or training orientation and men who have a combined work and education or training orientation.

Respondents' Definiteness With Respect to the Type of Work They Will Be Doing One Year Postservice

One of the items in the questionnaire was

> How definite are your plans for the kind of job you will have one year after you leave the Military Service:
>
> A. Completely decided (I am sure what work I will be doing then)
> B. Very Definite
> C. Fairly Definite
> D. Fairly Indefinite
> E. Very Indefinite
> F. Completely Undecided (I don't have any idea what kind of work I will be doing then)

Analysis of responses to this item was limited to those who, on another question, indicated that they planned to be working either full or part time one year after leaving the service.

For all who responded that they plan to be working, 24% gave answers of Fairly Indefinite, Very Indefinite, or Completely Undecided. About 35% answered Fairly Definite, 20% Very Definite, and a similar percentage (21%) Completely Decided.

In the analyses that follow, men who indicated that they planned to work at least part time were assigned to a Definite or to an Indefinite group. Those who gave answers of either Completely Decided or Very Definite were placed in the Definite group; all others were placed in the Indefinite group.

Frequencies and percentages of respondents falling in these groups are shown by service and CMF category in Table III-10. As implied in results already given, about 41% of all respondents fall in the Definite group and about 59% fall in the Indefinite group.

A statistically significant, though modest, variation is found among the percentages of Definite respondents in the different services. The service-to-service range in percentage of men who are categorized as Definite is from a low of 38% for the Navy respondents to a high of 45% for the Army respondents.

Table III-10

Definiteness of Type of Work Respondents Expect To Be in One Year Postservice, by CMF Category and Service

CMF/Service		High		Low		Total	
		N	%	N	%	N	%
Administration	USAF	9	31.0	20	69.0	29	100.0
	ARMY	24	41.4	34	58.6	58	100.0
	USMC	0	0.0	3	100.0	3	100.0
	NAVY	12	50.0	12	50.0	24	100.0
Electronic Maintenance	USAF	25	39.1	39	60.9	64	100.0
	ARMY	41	45.1	50	54.9	91	100.0
	USMC	15	38.5	24	61.5	39	100.0
	NAVY	12	25.5	35	74.5	47	100.0
Aircraft Maintenance	USAF	45	43.7	58	56.3	103	100.0
	ARMY	44	40.7	64	59.3	108	100.0
	USMC	1	100.0	0	0.0	1	100.0
	NAVY	16	33.3	32	66.7	48	100.0
Other CMF (including unknown)	USAF	86	40.8	125	59.2	211	100.0
	ARMY	259	46.4	299	53.6	558	100.0
	USMC	274	42.5	370	57.5	644	100.0
	NAVY	527	38.8	831	61.2	1358	100.0
AIR FORCE		165	40.5	242	59.5	407	100.0
U.S. ARMY		368	45.2	447	54.8	815	100.0
MARINES		290	42.2	397	57.8	687	100.0
NAVY		567	38.4	910	61.6	1477	100.0
	TOTAL	1390	41.1	1996	58.9	3386	100.0

No statistically significant variations were found among the three selected CMFs, and the percentages of Definite personnel for these CMFs were quite close to the percentage of Definites for all respondents.

As shown in Table III-11, the zero-order correlations with the previously mentioned set of independent variables showed almost no correlation coefficients worthy of mention. For all respondents, number of dependents correlated with definiteness at the level of .12, and CAS and Its Service Use to the level of .13. All others were below .10. Electronic Maintenance shows that for this CMF, definiteness has a slight negative relationship with socio-economic level and a slight positive relationship with military grade.

Table III-11

Zero-Order Correlations Between Selected Variables and Definiteness About Type of Work Respondent Expects To Be in One Year Postservice

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education				
Number of Dependents				−.12
Years Military Service				
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade		.15		
Satisfaction With Military Service				
Satisfaction With Military Work Assignments				
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use				.13
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job				
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals				
Perceived Similarity of Military Job and Job Planned for Age 35				
Socioeconomic Level		−.17		
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services				
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services				

Table III-12

Relationship Between Educational Level and Definiteness on Type of Work (One Year Postservice)

Career Management Field Category	Total N	Educational Level[a]										Personnel Who Are Definite About Type of Work	
		Not High School Graduate (N=365)		High School Graduate (N=1920)		High School Graduate Plus Business Voc. School (N=191)		Some College, Did Not Graduate (N=694)		College Graduate or More (N=212)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	114	1	50.0	14	27.5	7	87.5	11	36.7	12	52.2	45	39.5
Electronic Maintenance	241	10	66.7	32	28.8	12	70.6	27	37.5	12	46.2	93	38.6
Aircraft Maintenance	259	7	77.8	74	40.0	8	50.0	15	33.3	2	50.0	106	40.9
Other CMF (including unknown)	2768	146	43.1	641	40.8	75	50.0	197	36.0	85	53.5	1144	41.3
Total CMF	3382	164	44.9	761	39.6	102	53.4	250	36.0	111	52.4	1388	41.0

[a]The Ns and percentages represent the respondents in each CMF-Educational Level group who are definite about type of work (one year postservice).

Zero-order *r*s between definiteness and the other nine selected aspects of postservice plans yielded one that is of some interest. Specifically, definiteness was found to correlate .27 with plans to be working full time at one year postservice. This indicated that the men who were planning to work only part time are more likely to be indefinite regarding the type of work they will be doing one year postservice.

Two independent variables used in the zero-order correlations are more closely examined in Tables III-12 and III-13. Table III-12 shows that, with regard to educational level, those who were at the level of College Graduate or More and those who have completed High School Plus Some Preservice Business or Vocational Training were the most likely to be very definite regarding type of work they will be doing; over half of them were in the Definite group. Men in the High School Graduate group (by far the largest group) and in the group consisting of men with Some College, were most likely to be indefinite; less than 40% of them are in the Definite group. This finding is no doubt related to findings, to be presented later, that show that these two groups are most likely to be planning to be in full-time training or education one year after leaving the service. This probably means that men in these education groups are more likely to be considering part-time work rather than full-time work.

In assessing the results for the three special CMFs, the same kind of pattern holds for them as for the All Respondents group if one omits the Non-High School Graduates (in these subgroups the percentages are quite unstable because of the very small Ns on which they are based).

Table III-13 shows percentages of personnel who say they are definite with breakdowns by CMF groups and by CAS and its Service Use. For all the respondents group the results show a much more distinct relationship than is suggested by the previously cited zero-order *r* of .13. About 50% of the group with preservice experience that the service used express high definiteness, as compared with 42% for those with CAS not used by the service, and only 33% for those in No CAS (less than six months of preservice work experience). A

Table III-13

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Definiteness on Type of Work (One Year Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Are Definite About Type of Work	
		Service Used CAS (N=381)		Service Did Not Use CAS (N=2234)		No CAS (N=732)			
		N	%	N	%	N	%	N	%
Administration	113	9	50.0	31	40.8	5	26.3	45	39.8
Electronic Maintenance	235	13	52.0	63	38.0	16	36.4	92	39.1
Aircraft Maintenance	256	10	35.7	76	43.9	18	32.7	104	40.6
Other CMF (including unknown)	2843	157	50.6	775	42.6	202	32.9	1134	39.9
Total CMF	3347	189	47.6	945	42.3	241	33.9	1375	41.8

[a]The Ns and percentages represent the respondents in each CMF-CAS group who are definite about type of work (one year postservice).

similar pattern is found for the Administration and Electronic Maintenance CMFs, but not for men in the Aircraft Maintenance CMF.

Similar tables were prepared with Satisfaction With Military Service and Satisfaction With Military Work Assignments as the independent variables. The only finding worthy of note is that for the all respondents group and the Electronic and Aircraft Maintenance CMF groups, the highest percentages of those expressing high definiteness were to be found in the subgroups composed of men in the highest level of Satisfaction With Military Service and the highest level of Satisfaction With Military Work Assignments. As other data to be presented later will show, men who were highly satisfied with their service work experience and with military service in general were the most likely to plan to use their service experience when they return to civilian life. It seems likely that those who were unusually satisfied with their service work experience were most likely to be definite about their one-year postservice plans, because they plan to be in the line of work they have been doing while in service.

Type of Work Planned for One Year Postservice

Data on the type of work that respondents plan on doing one year after leaving service was obtained in terms of the Categories and Divisions used in the Dictionary of Occupational Titles.

Analyses presented below are restricted to those personnel who indicated that they planned to be working, either full or part time one year postservice. Primarily for this reason, the number of cases involved is considerably below the total number of men returning usable forms.

Results by Occupational Category (first digit DOT code) are shown in Table III-14. The most frequently indicated categories were: Professional, Technical and Managerial, 25%; Clerical and Sales, 20%; Structural Work, 15%; Machine Trades, 9%; and Miscellaneous Occupations, 9%. (For a clear definition of these, see the listing of occupations presented in the questionnaire, Appendix III. The remaining four Categories (Services, Farming-Fishery-Forestry, Processing, and Bench Work) include about 22% of the cases.

As compared to the total group of respondents, men in the Administration CMF were much more likely to plan on work in the Professional, Technical, and Managerial (0 and 1) and Clerical and Sales (2) categories. Men in Electronic Maintenance CMF were much more likely than men in the total group to express plans for Bench Work (Category 7) occupations. Still, as compared to the total group, respondents in the Aircraft Maintenance CMF were less likely to choose the Professional, Technical, and Managerial (0 and 1) categories, and were much more likely to choose the Miscellaneous Occupations Category, which would include working for an airline.

Tables III-15 through III-18 show the more frequently planned types of work for one year postservice, in terms of Occupational Division, that is, at the level of 2-digit DOT code. The lists of DOT Divisions in these tables include the top 10, or in the case of ties for tenth position, the top 11 or 12 most chosen Divisions.

Examination of these tables indicates that, as compared to all respondents who plan to be working, men in the three selected CMFs tend to be more concentrated in a few Occupational Groups.

Table III-14

Type of Occupation Planned for One Year Postservice, by DOT Occupational Category (Only Respondents Who Plan To Be Working)

Career Management Field Category	0 & 1 Professional, Technical, and Managerial		2 Clerical and Sales		3 Services		4 Farming, Fishery, Forestry,		5 Processing		6 Machine Trades		7 Bench Work		8 Structural Work		9 Misc.		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	44	38.3	31	27.0	4	3.5	1	0.9	2	1.7	9	7.8	1	0.9	10	8.7	13	11.3	115	100
Electronic Maintenance	74	30.7	47	19.5	8	3.3	9	3.7	10	4.1	13	5.4	46	19.1	24	10.0	10	4.1	241	100
Aircraft Maintenance	50	19.2	49	18.8	19	7.3	16	6.2	4	1.5	32	12.3	16	6.2	31	11.9	43	16.5	260	100
Other CMF (including unknown)	688	24.9	544	19.7	209	7.6	160	5.8	92	3.3	262	9.5	141	5.1	435	15.8	229	8.3	2759	100
Total	856	25.4	672	19.9	240	7.1	186	5.5	108	3.2	316	9.4	204	6.0	500	14.8	293	8.7	3375	100

Table III-15

Types of Work More Frequently Planned for One Year Postservice, by DOT Occupational Divisions (All Respondents Who Plan To Be Working)

DOT Division		N	%
Code No.	Name		
29	Merchandising, Except Salesmen	281	8.3
01	Architecture and Engineering	195	5.8
18	Managers and Officials	183	5.4
82	Electrical Assembling, Installing, Repairing	172	5.1
62	Mechanics and Machinery Repair	166	4.9
86	Construction	156	4.6
72	Assemble and Repair Electronic Equipment	148	4.4
91	Transportation Occupations	130	3.9
37	Protective Services	115	3.4
21	Computing and Account Recording	94	2.8
	All Other Divisions	1735	51.4
	Total	3375	100.0

Table III-16

Types of Work More Frequently Planned for One Year Postservice, by DOT Occupational Divisions (Administration CMF Respondents Who Plan To Be Working)

DOT Division		N	%
Code No.	Name		
18	Managers and Officials	10	8.7
01	Architecture and Engineering	9	7.8
16	Administrative Specialties	9	7.8
29	Merchandising, Except Salesmen	8	7.0
20	Stenography, Typing, Filing, etc.	7	6.1
86	Construction	6	5.2
91	Transportation Occupations	6	5.2
09	Education	4	3.5
21	Computing and Account Recording	4	3.5
23	Information and Message Distribution	4	3.5
62	Mechanics and Machinery Repair	4	3.5
	All Other Divisions	45	39.1
	Total	115	

Table III-17

Types of Work More Frequently Planned for One Year Postservice, by DOT Occupational Divisions (Electronic Maintenance CMF Respondents Who Plan To Be Working)

DOT Division		N	%
Code No.	Name		
72	Assemble and Repair Electronic Equipment	44	18.3
01	Architecture and Engineering	27	11.2
29	Merchandising, Except Salesmen	19	7.9
18	Managers and Officials	14	5.8
21	Computing and Acc't Recording	8	3.3
62	Mechanical and Machinery Repair	8	3.3
82	Electrical Assembling, Installing, Repairing	8	3.3
86	Construction	7	2.9
37	Protective Services	6	2.5
12	Occupations in Religion and Theology	5	2.1
19	Misc. Professional, Technical, Managerial	5	2.1
23	Information and Message Distribution	5	2.1
	All Other Divisions	85	35.3
	Total	241	100.0

As one would expect, the high frequency choices of the men in the three selected CMFs appear to have a relationship to the nature of the CMF. Note, for example, that the most frequently chosen Division for men in the Electronic Maintenance CMF is 72, Assemble and Repair Electronic Equipment; the most frequently chosen Division for Aircraft Maintenance CMF is 91, Transportation; and the highest frequency choice for Administration CMF personnel is 18, Managers and Officials.

PLANS FOR POSTSERVICE EDUCATION AND TRAINING

Much of the information concerning separatees' plans for postservice education and training parallels that presented in the previous subsection with respect to postservice work plans. What proportions of respondents queried plan further education or training? How soon after leaving service do they expect to enter a school, college, or training program? What proportions plan what type of education or training? What proportions plan to be in full-time education or training one year after leaving service? What variables, among those studied, are related to whether or not men plan to be in full-time education or training a year after separation from the military?

Table III-18

Types of Work Planned More Frequently for One Year Postservice, by DOT Occupational Divisions (Aircraft Maintenance CMF Respondents Who Plan To Be Working)

DOT Division		N	%
Code No.	Name		
91	Transportation	32	12.3
01	Architecture and Engineering	27	10.4
29	Merchandising, Other Than Salesmen	26	10.0
62	Mechanics and Machinery Repairmen	21	8.1
95	Production and Distribution of Utilities	19	7.3
86	Construction	15	5.8
96	Amusement, Recreation, Motion Picture Production	13	5.0
18	Managers and Officials	12	4.6
72	Assembly and Repair of Electrical Equipment	11	4.2
82	Electrical Assembling, Installing, and Repairing	10	3.8
	All Other Divisions	74	28.5
	Total	260	100.0

Plans for Obtaining Further Education or Training

One of the questions asked concerned whether the individual planned to get further training or education any time after leaving service, and if he did, when he expected to start. Responses to this item are summarized in Table III-19, with breakdowns by CMF and branch of service.

Only about 9% of the men replied that they planned no further education or training postservice. The obtained percentage giving this answer was highest for Army personnel (11%) and lowest for the Air Force and Navy respondents (about 7%). No differences worthy of note were found in comparisons across the CMF categories. Clearly, only a very small proportion of personnel expected to obtain no further education or training in their postservice civilian life.

Table III-19 also presents information on how soon after leaving service the men expected to start in school, college, or other education. About 19% of all the men, or about 21% of all those who expect to get further education or training, said they didn't know when they would start. Almost half (47%) the men expecting to get further education or training postservice expected to start within four months after separation; and 57% expected to begin within six months after leaving service. Thus, to the extent that the men actually find that they can follow through on their expectations, most men will embark on some form of training or education *within six months* after separation.

Table III-19

Expected Time After Service Before Entering School, by CMF Category and Service

CMF/Service		No Plans for School		2 Mo.		2-4 Mo.		4-6 Mo.		6-12 Mo.		1 Year or More		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	0	0.0	13	35.1	5	13.5	2	5.4	5	13.5	0	0.0	12	32.4	37	100.0
	ARMY	4	6.2	18	27.7	14	21.5	11	16.9	7	10.8	4	6.2	7	10.8	65	100.0
	USMC	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	3	100.0
	NAVY	4	14.3	7	25.0	8	28.6	1	3.6	3	10.7	1	3.6	4	14.3	28	100.0
Electronic Maintenance	USAF	2	2.8	23	31.9	8	11.1	6	8.3	18	25.0	2	2.8	13	18.1	72	100.0
	ARMY	17	16.3	32	30.8	16	15.4	6	5.8	11	10.6	3	2.9	19	18.3	104	100.0
	USMC	2	4.4	18	40.0	2	4.4	3	6.7	7	15.6	3	6.7	10	22.2	45	100.0
	NAVY	2	3.4	15	25.9	10	17.2	8	13.8	15	25.9	1	1.7	7	12.1	58	100.0
Aircraft Maintenance	USAF	5	4.4	35	30.7	14	12.3	6	5.3	21	18.4	1	0.9	32	28.1	114	100.0
	ARMY	9	7.6	27	22.7	27	22.7	13	10.9	18	15.1	3	2.5	22	18.5	119	100.0
	USMC	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	2	100.0
	NAVY	5	8.9	16	28.6	8	14.3	4	7.1	10	17.9	3	5.4	10	17.9	56	100.0
Other CMF (including unknown)	USAF	25	9.8	78	30.5	29	11.3	26	10.2	36	14.1	5	2.0	57	22.3	256	100.0
	ARMY	73	11.2	183	28.1	105	16.1	61	9.4	92	14.1	23	3.5	114	17.5	651	100.0
	USMC	71	9.8	206	28.3	111	15.3	44	6.1	104	14.3	23	3.2	168	23.1	727	100.0
	NAVY	118	7.4	467	29.3	207	13.0	135	8.5	346	21.7	43	2.7	276	17.3	1592	100.0
AIR FORCE		32	6.7	149	31.1	56	11.7	40	8.4	80	16.7	8	1.7	114	23.8	479	100.0
U.S. ARMY		103	11.0	260	27.7	162	17.3	91	9.7	128	13.6	33	3.5	162	17.3	939	100.0
MARINES		73	9.4	226	29.1	114	14.7	47	6.0	111	14.3	26	3.3	180	23.2	777	100.0
NAVY		129	7.4	505	29.1	233	13.4	148	8.5	374	21.6	48	2.8	297	17.1	1734	100.0
	TOTAL	337	8.6	1140	29.0	565	14.4	326	8.3	693	17.6	115	2.9	753	19.2	3929	100.0

Plan for Kind of Education or Training at One Year Postservice

Responses to a question regarding the kind of education or training that the men expect to enter are presented in Table III-20. In this table, an even smaller percentage of the men said that they expected to get no further training or education (less than 4%, as compared with 9% for the previous question). About 18% responded that they expected to get further education or training, but didn't know what type it would be. Of the 3202 (or 79%) who indicated plans for one of the types of training or education, the majority (59%) said that they were planning to attend college (junior college, regular four-year college, or postgraduate work); about 24% planned to be in trade or technical training; about 9% expected on-the-job training; and about 5% expected to be taking high school courses.

There are some clear differences between respondents of the different services. Marines were the most likely to be planning to take high school courses; and they were also the most likely to be planning on-the-job training. They were the least likely to be planning to be attending college at one year postservice. Of those who responded by marking one of the types of training, only about 48% of the Marines indicated plans for some kind of college education compared to about 60-65% for the men from the other services. Army respondents were much more likely to indicate plans to take postgraduate work (11%) compared with men from other services (3%). Results previously presented show that the percentage of college graduates was considerably higher for Army respondents than for respondents of the other Services. (This no doubt is due to Army drafting of many college graduates.)

Plan To Be in Education or Training on a Full-Time Basis at One Year Postservice

An aspect of postservice plans given special attention in the analysis was the plan to be in full-time education or training one year after separation. Respondents were divided into two groups—those planning to be in full-time education or training *and* those who either do not plan to be in full-time education or have not decided.

A summary of the responses using this dichotomy is in Table III-21. Overall, about 39% fall in the group of men who said they planned to be in full-time education or training, and about 61% in the other group.

Table III-21 shows that Navy respondents were the most likely to plan to attend school full time: 43% of Navy personnel expressed plans to be in full-time school at one year postservice as compared to about 35% of men from the other services.

No significant differences on this variable are found in comparisons of the three selected CMFs with all respondents or in comparisons among the selected CMFs.

Study was also made of the correlates of plan to be attending school or be in training on a full-time basis one year postservice by computation of zero-order correlations between such plans and the previously mentioned set of independent variables and with other aspects of postservice plans.

The obtained correlation coefficients for the selected independent variables are in Table III-22, with entries restricted to coefficients that reached at least .10 for the all respondents group and at least .15 for the three selected CMF groups.

Table III-20

Respondents' Plans for Schooling One Year After Separation, by CMF Category and Service

CMF/Service		H.S.		Jr. College		4-Yr. College		Trade School		On-the-job Training		Post-Grad.		Nothing		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	0	0.0	7	18.9	9	24.3	7	18.9	3	8.1	1	2.7	0	0.0	10	27.0	37	100.0
	ARMY	1	1.5	8	12.3	17	26.2	7	10.8	3	4.6	16	24.6	1	1.5	12	18.5	65	100.0
	USMC	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	3	100.0
	NAVY	0	0.0	8	28.6	6	21.4	4	14.3	4	14.3	1	3.6	1	3.6	4	14.3	28	100.0
Electronic Maintenance	USAF	0	0.0	10	13.9	26	36.1	17	23.6	5	6.9	3	4.2	0	0.0	11	15.3	72	100.0
	ARMY	2	1.9	16	15.4	22	21.2	24	23.1	5	4.8	4	3.8	7	6.7	24	23.1	104	100.0
	USMC	0	0.0	8	17.8	12	26.7	4	8.9	3	6.7	10	22.2	0	0.0	8	17.8	45	100.0
	NAVY	0	0.0	11	19.0	29	50.0	6	10.3	2	3.4	2	3.4	0	0.0	8	13.8	58	100.0
Aircraft Maintenance	USAF	1	0.9	22	19.5	25	22.1	32	28.3	8	7.1	0	0.0	3	2.7	22	19.5	113	100.0
	ARMY	7	5.9	18	15.1	24	20.2	35	29.4	10	8.4	2	1.7	4	3.4	19	16.0	119	100.0
	USMC	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2	100.0
	NAVY	0	0.0	11	19.6	20	35.7	11	19.6	2	3.6	2	3.6	3	5.4	7	12.5	56	100.0
Other CMF (including unknown)	USAF	1	0.4	58	22.8	53	20.9	53	20.9	19	7.5	8	3.1	12	4.7	50	19.7	254	100.0
	ARMY	32	4.9	112	17.2	144	22.2	97	14.9	39	6.0	77	11.8	31	4.8	118	18.2	650	100.0
	USMC	64	8.8	134	18.4	107	14.7	152	20.8	91	12.5	14	1.9	35	4.8	133	18.2	730	100.0
	NAVY	58	3.6	358	22.5	418	26.2	304	19.1	112	7.0	40	2.5	42	2.6	262	16.4	1594	100.0
AIR FORCE		2	0.4	97	20.4	113	23.7	109	22.9	35	7.4	12	2.5	15	3.2	93	19.5	476	100.0
U.S. ARMY		42	4.5	154	16.4	207	22.1	163	17.4	57	6.1	99	10.6	43	4.6	173	18.4	938	100.0
MARINES		64	8.2	143	18.3	121	15.5	156	20.0	95	12.2	24	3.1	35	4.5	142	18.2	780	100.0
NAVY		58	3.3	388	22.4	473	27.2	325	18.7	120	6.9	45	2.6	46	2.6	281	16.2	1736	100.0
	TOTAL	166	4.2	782	19.9	914	23.3	753	19.2	307	7.8	180	4.6	139	3.5	689	17.5	3930	100.0

Table III-21

Plan To Be in School Full Time (One Year Postservice), by CMF Category and Service

CMF/Service		Yes		No, Part Time, or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	14	37.8	23	62.2	37	100.0
	ARMY	25	38.5	40	61.5	65	100.0
	USMC	2	66.7	1	33.3	3	100.0
	NAVY	7	25.0	21	75.0	28	100.0
Electronic Maintenance	USAF	28	38.9	44	61.1	72	100.0
	ARMY	35	34.0	68	66.0	103	100.0
	USMC	18	40.0	27	60.0	45	100.0
	NAVY	28	48.3	30	51.7	58	100.0
Aircraft Maintenance	USAF	39	34.2	75	65.8	114	100.0
	ARMY	46	38.7	73	61.3	119	100.0
	USMC	1	50.0	1	50.0	2	100.0
	NAVY	33	58.9	23	41.1	56	100.0
Other CMF (including unknown)	USAF	86	34.4	164	65.6	250	100.0
	ARMY	228	35.2	419	64.8	647	100.0
	USMC	249	34.4	474	65.6	723	100.0
	NAVY	680	42.9	906	57.1	1586	100.0
AIR FORCE		167	35.3	306	64.7	473	100.0
U.S ARMY		334	35.8	600	64.2	934	100.0
MARINES		270	34.9	503	65.1	773	100.0
NAVY		748	43.3	980	56.7	1728	100.0
	TOTAL	1519	38.9	2389	61.1	3908	100.0

Results are notable for the absence of relationships of any appreciable magnitude with any of the variables. One might expect, for example, that socioeconomic status would have at least a moderate level of relationship with Plans to Attend School Full Time. For all except the Administration CMF group, the obtained coefficients for this variable are in the expected direction (namely, high Socioeconomic Level tends to go with Plans To Attend School Full Time) and are statistically significant from zero. However, the size of the coefficients for Socioeconomic Level does not exceed .17 for any of the groups. Thus, the variables studied do little to differentiate between those who plan to be in school full time and those who do not.

The zero-order correlations of the plan to attend school full time and other aspects of postservice plans are not especially enlightening. For all respondents, it has a zero-order correlation of .14 with having a job promised; —.39 with plans to be working full

Table III-22

Zero-Order Correlations Between Selected Variables and Plan To Be in School Full Time (One Year Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age	−.19			
Education				−.10
Number of Dependents		.16	.15	.12
Years Military Service				
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				
Satisfaction With Military Service				
Satisfaction With Military Work Assignments				
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use		−.17		
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job				
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals	−.19			
Perceived Similarity of Military Job and Job Planned for Age 35				
Socioeconomic Level			−.17	−.12
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services				
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services			−.18	

time. It shows almost no relationship with the plan to use military-acquired skills in school or in work, definiteness regarding type of postservice work, or the plan to join the reserves.

Despite the low levels of the obtained zero-order correlations, Plan to Attend School Full Time One Year Postservice does appear to have a relationship between some of the variables in the study, as indicated in Tables III-23 to III-26.

The first of these, Table III-23, presents percentages of personnel planning full-time school attendance in relation to current educational level. This table shows that, while current educational level is not linearly related to plans to go back to school full time, there is nonetheless a relationship. Those most likely to be planning full-time school attendance are those who have had some college but did not finish. The groups least likely to be planning full-time attendance are those who do not have a high school diploma and those who have graduated from college. Those who have graduated from high school but have had no further formal education are in the intermediate level—approximately 37% say they plan full-time school or training at one year postservice. This specific value is of some interest in that this group is by far the largest group defined on the basis of present educational level.

Table III-24 shows the results by Race. This table shows that white personnel are somewhat more likely to be planning to attend school full time than black personnel, and that members of other racial groups are least likely to plan full-time school attendance.

The construction of Table III-25 is parallel to Tables III-23 and -24, but the independent variable introduced is CAS and Its Service Use. The results for All Respondents show that those least likely to plan full-time school are those who entered service with job experience that the service made use of, while those most likely to be planning full-time attendance are those men who entered the service with less than six months of civilian job experience.

Table III-26 is similar to the three preceding tables, but gives percentages of men who plan to be attending school full time in relation to Satisfaction with Military Service. Here, one does not find an unbroken upward progression in the percentage planning full-time school attendance as one proceeds from the highest to the lowest service satisfaction group. However, for the All Respondents group, there is a tendency for Plan to Attend School Full Time to go with relatively low Satisfaction With Military Service, and for absence of Plan to Attend Full Time to go with relatively high Satisfaction With Military Service.

WORK-VERSUS-SCHOOL ORIENTATION IN EARLY POSTSERVICE PLANS

Although not entirely incompatible, plans to work full time postservice can generally be expected to go with plans to attend school on only a part-time basis or not at all. The zero-order correlation coefficient between plan for full-time work and plan for full-time school is —.93 for all respondents, and parallel coefficients for the three selected CMFs range from —.92 to —.96.

The focus of the present section is on a constructed variable that will be called work-vs.-school orientation. The time frame referred to is one year postservice.

Table III-23

Relationship Between Educational Level and Plan To Be in Full-Time Training or Education (One Year Postservice)

Career Management Field Category	Total N	Education Level[a]										Personnel Who Plan To Be in Full-Time Training	
		Not High School Graduate (N=413)		High School Graduate (N=2206)		High School Graduate Plus Business Voc. School (N=213)		Some College, Did Not Graduate N=840)		College Graduate or More (N=229)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	132	0	0.0	23	35.9	0	0.0	15	45.5	9	36.0	47	35.6
Electronic Maintenance	278	3	16.7	46	35.9	5	27.8	46	53.5	8	28.6	109	39.2
Aircraft Maintenance Mechanic	290	2	20.0	82	40.2	6	35.3	28	50.9	1	25.0	119	41.0
Other CMF (including unknown)	3201	90	23.5	667	36.9	58	34.1	381	57.2	46	26.7	1242	38.8
Total CMF	3901	95	23.0	018	37.1	69	32.4	470	56.0	65	28.4	1517	38.9

[a]The Ns and percentages represent the respondents in each CMF-Educational Level group who plan to be in full-time training or education (one year postservice).

Table III-24

Relationship Between Race and Plan To Be in Full-Time Training or Education (One Year Postservice)

Career Management Field Category	Total N	Race[a]						Personnel Who Plan Full-Time Training or Education	
		White (N=3501)		Black (N=285)		Other (N=104)			
		N	%	N	%	N	%	N	%
Administration	133	44	36.4	4	44.4	0	0.0	44	33.1
Electronic Maintenance	278	102	39.7	4	26.7	3	50.0	109	39.2
Aircraft Maintenance	290	113	41.7	5	38.5	1	16.7	119	41.0
Other CMF (including unknown)	3189	1128	39.6	84	33.9	25	28.1	1257	39.4
Total CMF	3890	1387	39.6	97	34.0	29	27.9	1507	38.7

[a]The Ns and percentages represent the respondents in each CMF-Race group who plan to be in full-time training or education (one year postservice).

Table III-25

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Plan To Be in Full-Time Training or Education (One Year Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Plan Full-Time Training or Education	
		Service Used CAS (N=423)		Service Did Use CAS (N=2497)		No CAS (N=939)			
		N	%	N	%	N	%	N	%
Administration	132	8	40.0	34	37.4	6	28.6	48	36.4
Electronic Maintenance	271	3	11.5	73	39.5	28	46.7	104	38.4
Aircraft Maintenance	285	12	40.0	79	41.1	25	39.7	116	40.7
Other CMF (including unknown)	3171	119	34.3	761	37.5	350	44.0	1230	38.8
Total CMF	3859	142	33.6	947	37.9	409	43.6	1498	38.8

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to be in full-time training or education (one year postservice).

Table III-26

Relationship Between Satisfaction With Military Service and Plan To Be in Full-Time Training or Education (One Year Postservice)

Career Management Field Category	Total N	Satisfaction With Military Service[a]										Personnel Who Plan Full-Time Training or Education	
		Level 1 (High) (N=789)		Level 2 (N=830)		Level 3 (N=718)		Level 4 (N=768)		Level 5 (Low) (N=794)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	433	9	28.1	8	30.8	11	52.4	11	42.3	9	32.1	48	36.1
Electronic Maintenance	278	18	34.6	21	39.6	23	39.7	20	35.1	27	46.6	109	39.2
Aircraft Maintenance	291	19	33.3	26	38.8	20	33.3	26	52.0	28	49.1	119	40.9
Other CMF (including unknown)	3206	233	33.9	268	39.2	206	35.6	255	40.2	291	44.7	1255	39.1
Total CMF	3899	269	33.7	323	38.9	260	36.2	312	40.6	355	44.7	1519	39.0

[a]The Ns and percentages represent the respondents in each CMF-Military Service Satisfaction group who plan to be in full-time training or education (one year postservice).

There are three levels of this variable as defined for purposes of the analysis:

(1) Plan full-time school but not full-time work (School Orientation).

(2) Plan both full-time school and full-time work.

(3) Plan full-time work but not full-time school (Work Orientation).

Summary information on the numbers of respondents categorized in this manner is presented in Table III-27 with breakdowns by military service and by CMF categories.

Table III-27

School vs. Work Orientation in Plans for One Year Postservice, by CMF Category and Service

CMF/Service		School		School and Work		Work		Total	
		N	%	N	%	N	%	N	%
Administration	USAF	11	36.7	3	10.0	16	53.3	30	100.0
	ARMY	21	38.2	4	7.3	30	54.5	55	100.0
	USMC	2	66.7	0	0.0	1	33.3	3	100.0
	NAVY	6	33.3	1	5.6	11	61.1	18	100.0
Electronic Maintenance	USAF	23	39.0	5	8.5	31	52.5	59	100.0
	ARMY	24	28.6	11	13.1	49	58.3	84	100.0
	USMC	15	38.5	3	7.7	21	53.8	39	100.0
	NAVY	24	52.2	4	8.7	18	39.1	46	100.0
Aircraft Maintenance	USAF	24	26.7	15	16.7	51	56.7	90	100.0
	ARMY	30	30.0	16	16.0	54	54.0	100	100.0
	USMC	1	50.0	0	0.0	1	50.0	2	100.0
	NAVY	24	50.0	9	18.8	15	31.3	48	100.0
Other CMF (including unknown)	USAF	68	33.5	18	8.9	117	57.6	203	100.0
	ARMY	148	27.9	80	15.1	303	57.1	531	100.0
	USMC	147	25.7	102	17.8	323	56.5	572	100.0
	NAVY	511	39.9	169	13.2	601	46.9	1281	100.0
AIR FORCE		126	33.0	41	10.7	215	56.3	382	100.0
U.S. ARMY		223	29.0	111	14.4	436	56.6	770	100.0
MARINES		165	26.8	105	17.0	346	56.2	616	100.0
NAVY		565	40.6	183	13.1	645	46.3	1393	100.0
	TOTAL	1079	34.1	440	13.9	1642	51.9	3161	100.0

For the 3161 respondents who could be so classified, over-all, about 34% are school-oriented and about 52% are work-oriented. The other 14% are found to be in the dual school-work orientation category—that is, about one of seven say they plan to work full time and attend school or training full time.

The only between-service difference that stands out is the greater tendency for Navy respondents, as compared with respondents of the other services, to have a school-orientation rather than a work or dual school-and-work orientation.

With respect to the three selected CMFs, Administration respondents were less likely than the all respondents group to have a dual school-work orientation (7.5% compared with 13.9%). Otherwise, the results for the three selected CMFs are quite similar to those for the all respondents group.

Comparisons among the three selected CMF groups show that the Aircraft Maintenance men have a somewhat lower tendency than men in the other selected CMF groups to fall in the school-orientation group. They have a greater tendency than men in the other CMF groups to express a dual school-work orientation (about 17%, as compared with 7.5% for Administration, and 10.1% for Electronic Maintenance personnel).

The zero-order correlations between the previously mentioned independent variables are shown in Table III-28 with coefficients entered only where they are at least .10 for all respondents and at least .15 for the selected CMF groups.

For the All Respondents group, the variables that correlate .10 or more with school-work orientation are listed:

(1) Number of Dependents. The greater the number of dependents, the greater the tendency toward a work orientation ($r = .20$).

(2) Socioeconomic Level. The lower the socioeconomic level, the greater the tendency toward a work orientation ($r = -.15$).

(3) Time in CONUS in Past Six Months. The greater the amount of time in CONUS during the past six months, the greater the tendency toward a work orientation ($r = .14$).

(4) Served in Navy vs. Served in the Other Services. Men serving in the Navy are less likely to have a work orientation than men serving in the other branches ($r = -.12$).

(5) CAS and Its Use in the Service. Men with six or more months of preservice work experience are more likely to have a work orientation than are men without such experience or men who had such preservice experience, but which the service did not use ($r = -.11$).

(6) Satisfaction With Military Service. Men who were most satisfied with military service are more likely to have a work orientation than men who were less satisfied with military service ($r = .10$).

(7) Perception of Similarity of Military Job and Job Planned for Age 35. The greater the perceived similarity the greater the likelihood of a work orientation ($r = .10$).

Table III-28

Zero-Order Correlations Between Selected Variables and Work Rather Than School Orientation (One Year Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age	.20			
Education				
Number of Dependents	.33	.23	.18	.20
Years Military Service				
Time Served Overseas		−.15	−.17	
Time Served in Southeast Asia				
Time in CONUS in Past Six Months		.23	.15	.14
Military Grade	−.18			
Satisfaction With Military Service			−.17	−.10
Satisfaction With Military Work Assignments			−.15	
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use		−.17		−.11
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job				
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals	−.22			
Perceived Similarity of Military Job and Job Planned for Age 35				−.10
Socioeconomic Level				−.15
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services				
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services		−.15	−.20	−.12

In general, the zero-order correlations between school-vs.-work orientation present a similar picture for the several CMF groups. However, there are some differences that may be worthy of note. For example, the Administration CMF respondents appear to differ from the other CMF categories; number of dependents, present military grade, and perceptions of the extent to which military work experience will help in reaching long-range income and job goals seem to assume greater importance with them than with men in the other two selected CMFs or the all respondents group. Whether such differences between CMF categories are of any practical significance would require further study.

Zero-order correlations were also computed between school-work orientation and other aspects of postservice plans selected for special consideration in the present study. For the all respondents group, school-work orientation has zero-order correlations of .24 with whether the men have a job promised (men with work orientation tend to be those who have a job promised) and of .18 with definiteness regarding type of work at one year postservice. It has near zero correlations with those aspects of postservice plans that relate to plans for using military training or work experience in civilian jobs and with plans for joining the active reserves.

The size of the zero-order correlations suggests that the independent variables in Table III-23 are of little actual importance in accounting for school-vs.-work orientation in plans for one year postservice. A somewhat different picture develops, however, when the data are presented in the form of frequencies and percentages. This is illustrated in Tables III-29 through -33, based on all respondents rather than on specific CMF groups.

A basis for comparing school-vs.-work orientation with current educational level is provided in Table III-29. Work orientation exceeds school orientation by over 50% for the group College Graduate or More and for the group Not High School Graduate. The corresponding percentages for the High School Graduate Plus Business or Vocational School and High School Graduate groups are about 35 and 22%, respectively. For the group labeled Some College, Did Not Graduate, the percentage of men with school orientation is actually greater than that for men with work orientation, the obtained difference being 30%. Thus, current educational level does appear to have a strong relationship to school-vs.-work orientation, but the relationship is not a simple linear one.

Information for use in examining the relationship of race and school vs. work orientation is presented in Table III-30. For White respondents, the difference between school and work orientation is about 17%, compared to 25% for Blacks and 32% of members of other racial groups. Blacks were somewhat more likely to be planning a combination of full-time work and full-time school—18% as compared with 14% for Whites and 6% for members of other racial groups.

Relationship of CAS and Its Service Use to school-vs.-work orientation is examined in Table III-31. Men with six months or more of preservice work experience were more likely to have a work orientation than men without such preservice experience.

Table III-32 presents similar data bearing on the effect of Satisfaction with Military Service. The percentage of men with school orientation tends to go down as satisfaction with the service goes down, and work orientation tends to go up as satisfaction with military service goes up. The percentage differences from one end of the Satisfaction with Service dimension to the other end are, in both cases, about 15%. Table III-33, which concerns school-vs.-job orientation in relation to Satisfaction with Service Job, gives

Table III-29

Relationship Between Educational Level and School vs. Work Orientation (One Year Postservice)

School vs. Work Orientation	Educational Level									
	Non High School Graduate		High School Graduate		High School Graduate Plus Business or Voc. School		Some College, Did Not Graduate		College Graduate or More	
	N	%	N	%	N	%	N	%	N	%
School Oriented	57	18.0	548	31.5	49	27.1	386	54.1	37	18.0
School and Work Oriented	38	12.0	270	15.5	20	11.0	84	11.8	28	13.6
Work Oriented	221	69.9	922	53.0	112	61.9	244	34.2	141	68.4
Total	316	100.0	1740	100.0	181	100.0	714	100.0	206	100.0

Table III-30

Relationship Between Race and School vs. Work Orientation (One Year Postservice)

School vs. Work Orientation	Race					
	White		Black		Other	
	N	%	N	%	N	%
School Oriented	993	34.7	59	28.2	24	30.8
School and Work Oriented	394	13.8	38	18.2	5	6.4
Work Oriented	1476	51.6	112	53.6	49	62.8
Total	2863	100.0	209	100.0	78	100.0

Table III-31

Relationship Between Service Use of Civilian Acquired Skills (CAS) and School vs. Work Orientation (One Year Postservice)

School vs. Work Orientation	Service Use of Civilian-Acquired Skills					
	Service Used CAS		Service Did Not Use CAS		No CAS	
	N	%	N	%	N	%
School Oriented	97	27.7	649	31.6	318	44.0
School and Work Oriented	45	12.9	298	14.5	91	12.6
Work Oriented	208	59.4	1104	53.8	313	43.4
Total	350	100.0	2051	100.0	722	100.0

Table III-32

Relationship Between Satisfaction With Military Service and School vs. Work Orientation (One Year Postservice)

School vs. Work Orientation	Satisfaction With Military Service									
	Level 1 (High)		Level 2		Level 3		Level 4		Level 5 (Low)	
	N	%	N	%	N	%	N	%	N	%
School Oriented	173	26.8	230	34.0	179	30.6	238	37.8	259	41.4
School and Work Oriented	96	14.9	93	13.7	81	13.8	74	11.8	96	15.4
Work Oriented	376	58.3	354	52.3	325	55.6	317	50.4	270	43.2
Total	645	100.0	677	100.0	585	100.0	629	100.0	625	100.0

Table III-33

Relationship Between Satisfaction With Service Job and School vs. Work Orientation (One Year Postservice)

School vs. Work Orientation	Satisfaction With Service Job									
	Very Satisfied		Somewhat Satisfied		Neither Satisfied nor Dissatisfied		Somewhat Dissatisfied		Very Dissatisfied	
	N	%	N	%	N	%	N	%	N	%
School Oriented	113	28.4	262	30.3	206	34.4	196	36.9	296	39.1
School and Work Oriented	69	17.3	120	13.9	68	11.4	69	13.0	113	14.9
Work Oriented	216	54.3	484	55.9	324	54.2	266	50.1	348	46.0
Total	398	100.0	866	100.0	598	100.0	531	100.0	757	100.0

similar results although the percentage differences are somewhat smaller than in the case of Satisfaction with Military Service.

Tables III-29 through III-33 are not only of interest in themselves; they again tend to show that a variable that gives a low zero-order correlation with school-vs.-work orientation may do so because of the absence of a linear relationship, as in the case of educational level. Also, even a variable that yields a very modest zero-order correlation coefficient may be found to have potential practical importance, when examined in terms of percentage values.

As a final step in analyzing the correlates of school-vs.-work orientation, multiple regression analyses were made, using the following as the independent variables:

(1) Number of Dependents

(2) Perception of How Much Military Experience Will Help in Reaching Long-Range Goals

(3) Perceived Similarity of Military Job and Job Planned for Age 35

(4) Socioeconomic Level

(5) Served in Navy Rather than in the Other Services

(6) Whether Respondent Has Civilian Job Promised

(7) CAS and Its Service Use

Results are summarized in Table III-34. Since the multiple regression coefficients obtained were between .32 and .44, the independent variables appear to be weak predictors of school-vs.-work orientation. However, two variables of interest show up as having a predictive relationship of note: Socioeconomic Level and Number of Dependents. Even these show low predictive value as reflected in βs.

Table III-34

Results of Multiple Regression Analysis With School vs. Work Orientation as the Dependent Variable

Independent Variable	Career Management Field Category									All Respondents		
	Administration			Electronics Maintenance			Aircraft Maintenance					
	r	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β
1 DEPS No.	.33	.30	.29	.23	.20	.20	.18	.17	.16	.20	.17	.16
2 MIL/AID/LRG	−.22	−.20	−.19	.05	−.03	−.04	.01	.03	.03	.04	−.02	.04
3 SIM/MJ	.10	.03	.03	−.14	−.10	−.12	−.04	−.05	−.06	−.10	−.09	−.07
4 SOC/EC	−.05	−.08	−.07	−.12	−.12	−.12	−.16	−.14	−.14	−.15	−.15	−.14
5 NAVY	.05	.07	.06	−.15	−.16	−.15	−.20	−.20	−.19	−.12	−.11	−.10
6 HAV CJ	.23	.18	.18	.26	.03	.00	.21	.21	.21	.24	.20	.20
7 CAS USE	.02	.05	.05	−.17	−.04	−.04	−.06	.02	.02	−.11	−.05	−.05
Multiple *R*		.44			.32			.37			.36	

PLANS FOR POSTSERVICE USE OF MILITARY TRAINING AND EXPERIENCE

The preceeding portions of this report have centered on postservice school and job plans of men nearing time of separation from the service without regard to whether such plans call for use of military occupational training and experience. Attention is now turned to plans for civilian use of military job training and work experience.

Plans for School and/or Job Use of Military Training and Work Experience--Immediate Postservice

Table III-35 summarizes respondents' intentions to make use of military training or work experience in *either* school *or* job in the immediate postservice period. For purposes of the analysis men were categorized as planning some early postservice use of their military training or work experience if they answered "yes" to either or both of the following questions:

> When you leave the service, do you plan to look for a job doing the kind of work you did in the Service?
>
> When you leave the Service, do you expect to get further training or education related to the kind of work you did while in the Service?

Men who answered "no" or "don't know" to both items were placed in the other category. (On each item, the "don't know" response was made by about 14% of the men. Many of the men who gave this answer to one item also gave the same answer to the second item.)

As Table III-35 shows, about 25% of the men answered "yes" to one or both items. This percentage of the respondents had already decided to try to capitalize on the training and work experiences they had received while in the service.

Marine Corps respondents were least likely to express plans to make civilian use of their service experience in the immediate postservice period. About 19% of them answered "yes" to one or both questions, as compared with about 25% of Army respondents and about 28% of Air Force and Navy respondents.

Comparisons of the three selected CMF groups with each other and with all respondents show that Electronic Maintenance CMF respondents were the most likely to plan early postservice use of their military work experience (35%), and Administration CMF respondents were least likely to have such plans (about 19%). The corresponding value for Aircraft Maintenance CMF personnel was near the value for respondents across all CMFs (about 25%).

Zero-order correlations of plan for postservice use of military experience with the preselected set of independent variables are shown in Table III-36 with entries restricted to those with absolute values of .10 or more for all respondents and .15 or more for the selected CMFs.

Inspection of the table clearly reveals that the highest correlations are those that involve perceptions and attitudes rather than those that involve demographic characteristics, service affiliation, or other respondent characteristics.

Table III-35

Plan School or Job Use of Military Experience Postservice, by CMF Category and Service

CMF/Service		Will Use		Won't Use or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	6	16.2	31	83.8	37	100.0
	ARMY	11	16.9	54	83.1	65	100.0
	USMC	1	33.3	2	66.7	3	100.0
	NAVY	7	25.0	21	75.0	28	100.0
Electronic Maintenance	USAF	36	50.0	36	50.0	72	100.0
	ARMY	29	28.2	74	71.8	103	100.0
	USMC	7	15.6	38	84.4	45	100.0
	NAVY	24	42.1	33	57.9	57	100.0
Aircraft Maintenance	USAF	27	23.7	87	76.3	114	100.0
	ARMY	32	27.1	86	72.9	118	100.0
	USMC	0	0.0	2	100.0	2	100.0
	NAVY	13	23.6	42	76.4	55	100.0
Other CMF (including unknown)	USAF	68	27.0	184	73.0	252	100.0
	ARMY	158	24.6	484	75.4	642	100.0
	USMC	138	19.1	584	80.9	722	100.0
	NAVY	433	27.3	1152	72.7	1585	100.0
AIR FORCE		137	28.8	338	71.2	475	100.0
U.S. ARMY		230	24.8	698	75.2	928	100.0
MARINES		146	18.9	626	81.1	772	100.0
NAVY		477	27.7	1248	72.3	1725	100.0
	TOTAL	990	25.4	2910	74.6	3900	100.0

Men who are planning to make use of service experience in the early postservice period tend to perceive a high similarity between their military job and the type of job they plan to be in at age 35 ($r = .53$). They tend to see their service experience as being of help in getting a civilian job in the immediate postservice period ($r = .50$) and in reaching their long-range job and income goals ($r = .41$). Men planning to use their military experience were also more likely to express relatively high satisfaction with the type of work assignments they had in service ($r = .31$) and with the military service ($r = .25$). Lower, but still statistically stable, relationships were also found between plans to use service experience and CAS and Its Service Use ($r = .19$), Years of Military Service ($r = .14$), Military Grade ($r = .13$), and Time Worked in Primary Military Occupational Specialty ($r = .12$).

Table III-36

Zero-Order Correlations Between Selected Variables and Plan to Use Military Training and Work Experience in Civilian Job and/or School (Immediate Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education		.16		
Number of Dependents				
Years Military Service		−.22		−.14
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				−.13
Satisfaction With Military Service	.27	.28	.17	.25
Satisfaction With Military Work Assignments	.28	.34	.25	.31
Time Worked in Primary Occupational Specialty		−.21		−.12
CAS and Its Service Use	.18		.16	.19
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job	.42	.56	.47	.50
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals	−.19	−.51	−.46	−.41
Perceived Similarity of Military Job and Job Planned for Age 35	.62	.68	.53	.58
Socioeconomic Level				
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment		.17		
Served in Air Force vs. Other Services		−.19		
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services				

Table III-37

Relationship Between Educational Level and Plans to Use Military Job Experience in School or Work (Immediate Postservice)

Career Management Field Category	Total N	Educational Level[a]										Personnel Who Plan to Use Military Job Experience	
		Not High School Graduate (N=407)		High School Graduate (N=2205)		High School Graduate Plus Bus. or Voc. School (N=213)		Some College, Did Not Graduate (N=840)		College Graduate or More (N=229)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	132	0	0.0	16	25.0	1	12.5	6	18.2	2	8.0	25	18.9
Electronic Maintenance	277	4	22.2	53	41.4	10	55.6	26	30.6	3	10.7	96	34.7
Aircraft Maintenance	288	2	20.0	48	23.8	4	23.5	18	32.7	0	0.0	72	25.0
Other CMF (including unknown)	3202	81	21.5	471	26.0	57	33.5	147	22.0	39	22.7	795	24.8
Total CMF	3894	87	21.4	588	26.7	72	33.8	197	23.5	44	19.2	988	25.4

[a]The Ns and percentages represent the respondents in each CMF-Educational Level Group who plan to use military job experience in school or work (immediate postservice).

It is hardly surprising that planning use of military experience is related most highly to responses indicative of perceptions of how much help military experience will be in getting a job in the immediate postservice period and in reaching long-range job goals. While the degree of relationship is considerably lower, it is of perhaps greater interest that plans to use military experience were related to (a) satisfaction with the service and with the kinds of work assignments it provided, and (b) a set of variables that seem to reflect the amount of investment men have in some particular kind of work in either the preservice or the inservice period.

Examination of the intercorrelations of the several aspects of postservice plans that are given special attention in the present report shows that plans to capitalize on service experience in the immediate postservice period are related to plans to utilize service experience in a civilian job a year after leaving service. For all respondents, the correlation coefficient obtained was .56; for the Administration and Electronic Maintenance CMF personnel, .65; and for the Aircraft Maintenance CMF personnel, .47.

Tables III-37 through III-40 present information that permits a closer examination of the relationship of a few independent variables with plans for early postservice use of military experience in school or job. The independent variables involved are Educational Level, CAS and Its Service Use, Satisfaction With Military Service, and Satisfaction With Military Work Assignments.

The Educational Level in Table III-37 that reflects percentages of men planning to use military experience in school or work tends to be higher for the High School Graduate groups and lower for men of higher or lower educational levels.

Men with CAS that the services used were much more likely to plan use of military experience in the early postservice period than were either men with CAS that the services did not use or men with no CAS (49% as compared with 22 and 24%).

Table III-38

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Plans to Use Military Job Experience in School or Work (Immediate Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Plan to Use Military Job Experience	
		Service Used CAS (N=423)		Service Did Not Use CAS (N=2490)		No CAS (N=940)			
		N	%	N	%	N	%	N	%
Administration	132	7	35.0	16	17.6	2	9.5	25	18.9
Electronic Maintenance	270	16	61.5	58	31.4	19	32.2	93	34.4
Aircraft Maintenance	283	15	50.0	43	22.6	12	19.0	70	24.7
Other CMF (including unknown)	3168	168	48.4	427	21.1	189	23.7	784	24.7
Total CMF	3853	206	48.7	544	21.8	222	23.6	972	25.2

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to use military job experience in school or work (immediate postservice).

Table III-39

Relationship Between Satisfaction With Military Service and Plans to Use Military Job Experience in School or Work (Immediate Postservice)

Career Management Field Category	Total N	Satisfaction With Military Service[a]										Personnel Who Plan to Use Military Job Experience	
		Level 1 (High) (N=798)		Level 2 (N=825)		Level 3 (N=717)		Level 4 (N=771)		Level 5 (Low) (N=789)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	133	9	28.1	7	26.9	6	28.6	2	7.7	1	3.6	25	18.8
Electronic Repair	277	26	50.0	24	45.3	22	37.9	17	29.8	7	12.3	96	34.7
Aircraft Maintenance	289	22	39.3	17	25.8	14	23.3	9	18.0	10	17.5	72	24.9
Other CMF (including unknown)	3201	265	40.3	215	31.6	133	23.0	108	16.9	76	11.7	797	25.0
Total CMF	3900	322	40.4	263	31.9	175	24.4	136	17.6	94	11.9	990	25.4

[a]The Ns and percentages represent the respondents in each CMF-Military Service Satisfaction group who plan to use military job experience in school or work (immediate postservice).

Table III-40

Relationship Between Satisfaction With Service Work Assignments and Plans to Use Military Job Experience in School or Work (Immediate Postservice)

Career Management Field Category	Total N	Satisfaction With Service Job[a]										Personnel Who Plan to Use Military Job Experience	
		Very Satisfied (N=469)		Somewhat Satisfied (N=1050)		Neither Satisfied nor Dissatisfied (N=761)		Somewhat Dissatisfied (N=668)		Very Dissatisfied (N=938)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	133	6	42.9	9	24.3	6	20.0	3	13.6	1	3.3	25	18.8
Electronic Maintenance	276	23	59.0	38	52.1	16	30.2	8	17.4	11	16.9	96	34.8
Aircraft Maintenance	289	14	43.8	36	37.5	6	10.2	8	20.0	8	12.9	72	24.9
Other CMF (including unknown)	3188	206	53.6	300	35.5	115	18.6	92	16.4	81	10.4	794	24.9
Total CMF	3886	249	53.1	383	36.5	143	18.8	111	16.6	101	10.8	987	25.4

[a]The Ns and percentages represent the respondents in each CMF-Service Job Satisfaction group who plan to use military job experience in school or work (immediate postservice).

Table III-39 shows a clear tendency for high satisfaction with military service to have a direct relation to plans to make postservice use of military experience. The same, apparently strong tendency was found for each of the CMF categories as well as for the All Respondents group.

Table III-40 shows the same trend in conjunction with Satisfaction With Service Work Assignments, although there is one departure from the trend in the results for the Aircraft Maintenance CMF respondents. Since Satisfaction With Service Work Assignments is highly correlated with Satisfaction With Military Service (r = about .75 for All Respondents and for each of the three selected CMF categories), it is hardly surprising that the relationships of these two variables with Plans to Use Military Job Experience are so similar.

Plans for Job Use of Military Training and Work Experience—Immediate Postservice

Results on projected job use and on projected school use of military training and work experience are given separately from the preceding information on plans for civilian use of military experience in *either* work *or* school. With regard to plans for job use, reference is to two time frames: immediate postservice and one-year postservice.

Results for projected job use in the immediate postservice period are summarized in Table III-41. For all respondents, about 19% responded "yes" to the questionnaire item, "When you leave the Service, do you plan to look for a job doing the kind of work you did in Service?" The other 81% of the men who gave within-limits responses answered "no" or "don't know." As previously mentioned, about 14% of the responses were "don't know."

There are stable between-service differences. About 15% of the Marine respondents, and about 17% of Army respondents expressed plans to use military experience in immediate postservice work. These percentages are low compared with those for Navy and Air Force respondents. For Navy and Air Force the percentages are about 22 and 23%, respectively.

Examination of the results for the CMF categories show that Administration CMF respondents were least likely (11%) to plan immediate job use of military experience as compared with 17% of Aircraft Maintenance CMF men and 28% of Electronic Maintenance CMF men. Compared with the All Respondents group, Administration personnel were less likely to plan immediate job use of military experience; Electronic Repairmen, much more likely.

The zero-order correlations with the standard selection set of independent variables are shown in Table III-42, where these meet the previously described criteria for entry.

Results in Table III-41 very closely parallel those in Table III-42 that concerned planned use of military experience in job and/or school in the immediate postservice period. The rs relating plans for immediate job use of military experience with other aspects of postservice plans are also highly similar to those obtained using plans for either job or school use of military experience.

Tables III-43 through III-46 show the percentages of respondents planning job use of military experience not only by CMF category, but also by categories or levels of four

Table III-41

Plan for Job Use of Military Experience (Immediate Postservice), by CMF Category and Service

CMF/Service		Will Use		Won't Use or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	2	5.4	35	94.6	37	100.0
	ARMY	6	9.2	59	90.8	65	100.0
	USMC	1	33.3	2	66.7	3	100.0
	NAVY	5	17.9	23	82.1	28	100.0
Electronic Maintenance	USAF	29	40.3	43	59.7	72	100.0
	ARMY	23	22.3	80	77.7	103	100.0
	USMC	5	11.1	40	88.9	45	100.0
	NAVY	21	36.2	37	63.8	58	100.0
Aircraft Maintenance	USAF	19	16.7	95	83.3	114	100.0
	ARMY	16	13.4	103	86.6	119	100.0
	USMC	0	0.0	2	100.0	2	100.0
	NAVY	14	25.0	42	75.0	56	100.0
Other CMF (including unknown)	USAF	59	23.2	195	76.8	254	100.0
	ARMY	111	17.2	536	82.8	647	100.0
	USMC	113	15.5	616	84.5	729	100.0
	NAVY	335	21.0	1258	79.0	1593	100.0
AIR FORCE		109	22.9	368	77.1	477	100.0
U.S. ARMY		156	16.7	778	83.3	934	100.0
MARINES		119	15.3	660	84.7	779	100.0
NAVY		375	21.6	1360	78.4	1735	100.0
	TOTAL	759	19.3	3166	80.7	3925	100.0

independent variables: Educational Level, CAS and Its Service Use, Satisfaction With Military Service, and Satisfaction With Military Work Assignments. Again, the patterns of results closely parallel those in the tables presenting information on job or school use, or both, of military experience in the immediate postservice period.

The last of the results on plans for job use of military experience, immediately postservice, were obtained through a multiple regression analysis. The independent variables used in the analysis are listed:

(1) Satisfaction With Military Service

(2) Satisfaction With Military Work Assignments

Table III-42

Zero-Order Correlations Between Selected Variables and Plan to Use Military Training and Work Experience in a Civilian Job (Immediate Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education		.19		
Number of Dependents				
Years Military Service		−.20		−.14
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				−.11
Satisfaction With Military Service	.21	.25	.23	.23
Satisfaction With Military Work Assignments	.18	.33	.32	.29
Time Worked in Primary Occupational Specialty				−.13
CAS and Its Service Use			.16	.17
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job	.34	.51	.51	.48
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals		−.46	−.44	−.40
Perceived Similarity of Military Job and Job Planned for Age 35	.53	.61	.51	.57
Socioeconomic Level				
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services		−.16		
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services		.17		
Served in Navy vs. Other Services				

Table III-43

Relationship Between Educational Level and Plans to Use Military Job Experience in Civilian Job (Immediate Postservice)

Career Management Field Category	Total N	Educational Level[a]										Personnel Who Plan to Use Military Job Experience	
		Not High School Graduate (N=413)		High School Graduate (N=221)		High School Graduate Plus Business or Voc. School (N=214)		Some College Did Not Graduate (N=844)		College Graduate or More (N=230)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	132	0	0.0	8	12.5	1	12.5	4	12.1	1	4.0	14	10.6
Electronic Maintenance	278	3	16.7	46	35.7	7	38.9	22	25.9	0	0.0	78	28.1
Aircraft Maintenance	290	2	20.0	31	15.2	4	23.5	12	21.8	0	0.0	49	16.9
Other CMF (including unknown)	3218	65	17.0	372	20.4	42	24.6	111	16.5	27	15.6	617	19.2
Total CMF	3918	70	16.9	457	20.6	54	25.2	149	17.7	28	12.2	758	19.3

[a]The Ns and percentages represent the respondents in each CMF-Educational Level group who plan to use military job experience in civilian job (immediate postservice).

Table III-44

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Plans to Use Military Job Experience in Civilian Job (Immediate Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Plan to Use Military Job Experience	
		Service Used CAS (N=423)		Service Did Not Use CAS (N=2510)		No CAS ((N=943)			
		N	%	N	%	N	%	N	%
Administration	132	7	35.0	8	8.8	2	9.5	17	12.9
Electronic Maintenance	271	16	61.5	46	24.9	19	32.2	71	26.2
Aircraft Maintenance	285	15	50.0	27	14.1	12	19.0	54	18.9
Other CMF (including unknown)	3188	168	48.4	327	16.0	189	23.7	684	21.5
Total CMF	3876	206	48.7	408	16.3	222	23.6	836	21.6

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to use military job experience in civilian job (immediate postservice).

(3) Perception of How Much Help Military Experience Will Be in Reaching Long-Range Job Goals

(4) Perceived Similarity of Military Job and Job Planned for Age 35

(5) CAS and Its Service Use

Results are shown in Table III-47.

Examination of the zero-order correlations suggests that three kinds of variables are related to, and may tend to influence, plans for immediate postservice use of military training and experience: alignment of such work with long-range plans and income goals (as reflected in Military Aid/Long-Range Goals and Similarity of Military Jobs); satisfaction with the service and with the kind of job assignments it provides (as reflected in Service Satisfaction and Job Satisfaction); and amount of experience and personal investment in some area of work (as reflected in such variables as Military Grade, Time Worked in Primary Occupational Specialty, and CAS and Its Service Use). However, on the basis of the results of the multiple correlation analysis, plus the relatively low zero-order correlations for variables bearing on amount of experience and personal investment, it appears that the most crucial underlying variables are those that concern perceptions of the degree to which the individual perceives alignment between the kind of work he wants over a longer time period and the kind of work he did in the service. This does not mean that satisfaction with the military, and the job assignments it provided are of no importance. These variables probably have an effect on the individual's desire for alignment of both his immediate postservice job and his longer-range job goal with the kind of work he did in the military.

Table III-45

Relationship Between Satisfaction With Military Service and Plans to Use Military Job Experience in Civilian Job (Immediate Postservice)

Career Management Field Category	Total N	Satisfaction With Military Service[a]										Personnel Who Plan to Use Military Job Experience	
		Level 1 (High) (N=800)		Level 2 (N=832)		Level 3 (N=718)		Level 4 (N=773)		(Level 5 (Low) (N=802)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	133	5	15.6	4	15.4	4	19.0	1	3.8	0	0.0	14	10.5
Electronic Maintenance	278	24	46.2	16	30.2	20	34.5	11	19.3	7	12.1	78	28.1
Aircraft Maintenance	291	19	33.3	12	17.9	9	15.0	5	10.0	4	7.0	49	16.8
Other CMF (including unknown)	3223	213	32.3	164	23.9	101	17.4	83	13.0	57	8.6	618	19.2
Total CMF	3925	261	32.6	196	23.6	134	18.7	100	12.9	68	8.5	759	19.4

[a]The Ns and percentages represent the respondents in each CMF-Military Service Satisfaction group who plan to use military job experience in civilian job (immediate postservice).

Table III-46

Relationship Between Satisfaction With Military Work Assignments and Plans to Use Military Job Experience in Civilian Job (Immediate Postservice)

Career Management Field Category	Total N	Satisfaction With Military Work Assignments[a]										Personnel Who Plan to Use Military Job Experience	
		Very Satisfied (N=471)		Somewhat Satisfied (N=1053)		Neither Satisfied Nor Dissatisfied (N=764)		Somewhat Dissatisfied (N=671)		Very Dissatisfied (N=951)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	133	3	21.4	4	10.8	5	16.7	2	9.1	0	0.0	14	10.5
Electronic Maintenance	277	21	53.8	30	41.1	12	22.6	7	15.2	8	12.1	78	28.2
Aircraft Maintenance	291	14	42.4	26	26.8	4	6.8	3	7.5	2	3.2	49	16.8
Other CMF (including unknown)	3209	175	45.5	238	28.1	81	13.0	62	11.0	60	7.6	616	19.2
Total CMF	3910	213	45.2	298	28.3	102	13.4	74	11.0	70	7.4	757	19.4

[a]The Ns and percentages represent the respondents in each CMF-Military Work Assignment Satisfaction group who plan to use military job experience in civilian job (immediate postservice).

Table III-47

Results of Multiple Regression Analysis With Plan for Job Use of Military Experience (Immediate Postservice) as the Dependent Variable

Independent Variable	Career Management Field									All Respondents		
	Administration			Electronic Maintenance			Aircraft Maintenance					
	r	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β
SERV/SATIS	.21	.05	.04	.25	−.05	−.06	.23	−.09	−.11	.23	−.04	−.15
JOB SATIS	.18	.00	.00	.33	.13	.16	.32	.17	.22	.29	.08	.07
MIL/AID/LRG	.34	−.04	−.04	−.46	−.11	−.13	−.44	−.18	−.19	−.40	−.13	−.59
SIM/MJ	.53	.49	.50	.61	.46	.50	.51	.37	.38	.57	.72	.29
CAS USE	.09	.05	.04	.14	.08	.02	.16	.10	.08	.17	.07	.16
Multiple *R*		.53			.64			.58			.63	

Plans for Job Use of Military Training and Work Experience—One Year Postservice

Parallel analyses to plans for job use of military experience in the period right after separation from service were made for plans for job use of military experience at a second time frame—one year postservice. Results of these analyses (other than the multiple regression analyses) are shown in Tables III-48 through III-52.

Results for the one-year postservice period are so similar to those for the immediate postservice period that to describe them would be essentially a complete repetition of what has been said regarding plans for the immediate postservice period. For this reason Tables III-48 through III-53 are shown with no further comment.

The results of multiple regression analyses using the plan for job use of military experience postservice are found in Table III-54. In these analyses, use was made of the same set of independent variables as for job use, immediately after service. The obtained *R*s are higher than in the case of the immediate postservice time frame, probably because the analyses here are restricted to men who indicated that they plan to be working at the specified postservice time point.

The findings for All Respondents group show that five of the six independent variables make a statistically stable contribution to the multiple *R*s, the exception being Satisfaction With Military Work Assignments. The findings, along with the zero-order *r*s in the tables, are interpreted as providing some support for the view expressed earlier regarding the three types of variables that seem to have an influence on plans to make postservice job use of military training and work experience, and the relative importance that the three types of variables appear to have.

Table III-48

Plan for Job Use of Military Experience (One Year Postservice), by CMF Category and Service

CMF/Service		Will Use		Won't Use or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	1	4.0	24	96.0	25	100.0
	ARMY	4	7.4	50	92.6	54	100.0
	USMC	0	0.0	2	100.0	2	100.0
	NAVY	5	21.7	18	78.3	23	100.0
Electronic Maintenance	USAF	22	36.1	39	63.9	61	100.0
	ARMY	15	18.5	66	81.5	81	100.0
	USMC	3	7.9	35	92.1	38	100.0
	NAVY	15	34.1	29	65.9	44	100.0
Aircraft Maintenance	USAF	19	19.0	81	81.0	100	100.0
	ARMY	14	16.1	73	83.9	87	100.0
	USMC	0	0.0	1	100.0	1	100.0
	NAVY	10	21.7	36	78.3	46	100.0
Other CMF (including unknown)	USAF	42	21.9	150	78.1	192	100.0
	ARMY	78	14.9	445	85.1	523	100.0
	USMC	80	13.2	528	86.8	608	100.0
	NAVY	282	22.6	964	77.4	1246	100.0
AIR FORCE		84	22.2	294	77.8	378	100.0
U.S. ARMY		111	14.9	634	85.1	745	100.0
MARINES		83	12.8	566	87.2	649	100.0
NAVY		312	23.0	1047	77.0	1359	100.0
	TOTAL	590	18.8	2541	81.2	3131	100.0

Table III-49

Relationship Between Educational Level and Plan to Use Military Job Experience in Civilian Job (One Year Postservice)

Career Management Field Category	Total N	Educational Level[a]										Personnel Who Plan to Use Military Job Experience	
		Not High School Graduate (N=328)		High School Graduate (N=1762)		High School Graduate Plus Bus. or Voc. School (N=182)		Some College, Did Not Graduate (N=649)		College Graduate or More (N=207)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	104	0	0.0	4	9.3	1	12.5	4	13.8	1	4.5	10	9.6
Electronic Maintenance	224	1	9.1	29	27.9	6	40.0	19	27.9	0	0.0	55	24.6
Aircraft Maintenance	234	2	25.0	31	18.8	2	13.3	8	19.0	0	0.0	43	18.4
Other CMF (including unknown)	2566	73	23.8	282	19.4	34	23.6	75	14.7	17	11.0	481	18.7
Total CMF	3128	76	23.2	346	19.6	43	23.6	106	16.3	18	8.7	589	18.8

[a]The Ns and percentages represent the respondents in each CMF-Educational Level group who plan to use military job experience in civilian job (one year postservice).

Table III-50

Relationship Between Service Use of Civilian Acquired Skills (CAS) and Plan to Use Military Job Experience in Civilian Job (One Year Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Plan to Use Military Job Experience	
		Service Used CAS (N=365)		Service Did Not Use CAS (N=2079)		No CAS (N=654)			
		N	%	N	%	N	%	N	%
Administration	103	5	29.4	4	5.8	1	5.9	10	9.7
Electronic Maintenance	219	9	37.5	35	22.6	11	27.5	45	20.5
Aircraft Maintenance	275	12	44.4	23	14.6	7	14.9	42	15.3
Other CMF (including unknown)	2494	116	39.1	252	14.8	108	19.6	476	19.1
Total CMF	3098	142	38.9	314	15.1	127	19.4	583	18.8

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to use military job experience in civilian job (one year postservice).

Table III-51

Relationship Between Satisfaction With Military Service and Plan to Use Military Job Experience in Civilian Job (One Year Postservice)

Career Management Field Category	Total N	Satisfaction With Military Service[a]										Personnel Who Plan to Use Military Job Experience	
		Level 1 (High) (N=653)		Level 2 (N=684)		Level 3 (N=584)		Level 4 (N=617)		Level 5 (Low) (N=593)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	104	3	13.0	4	17.4	3	20.0	0	0.0	0	0.0	10	9.6
Electronic Maintenance	224	15	34.1	10	21.7	12	26.7	12	26.7	6	13.6	55	24.6
Aircraft Maintenance	234	10	21.7	15	27.8	6	13.0	5	11.1	7	16.3	43	18.4
Other CMF (including unknown)	2568	164	30.4	124	22.1	81	16.9	62	12.3	51	10.5	480	18.7
Total CMF	3131	192	29.4	153	22.4	102	17.5	79	12.8	64	10.8	590	18.8

[a]The Ns and percentages represent the respondents in each CMF-Military Service Satisfaction group who plan to use military job experience in civilian job (one year postservice).

Table III-52

Relationship Between Satisfaction With Military Work Assignments and Plan to Use Military Job Experience in Civilian Job (One Year Postservice)

Career Management Field Category	Total N	Satisfaction With Military Work Assignments[a]										Personnel Who Plan to Use Military Job Experience	
		Very Satisfied (N=386)		Somewhat Satisfied (N=865)		Neither Satisfied nor Dissatisfied (N=586)		Somewhat Dissatisfied (N=546)		Very Dissatisfied (N=737)			
		N	%	N	%	N	%	N	%	N	%	N	%
Administration	104	2	28.6	5	15.6	1	4.5	2	11.8	0	0.0	10	9.6
Electronic Maintenance	224	16	44.4	16	25.4	6	16.7	7	21.2	10	17.9	55	24.6
Aircraft Maintenance	234	9	33.3	21	26.3	3	6.4	4	12.1	6	12.8	43	18.4
Other CMF (including unknown)	2558	136	43.0	178	25.8	63	13.1	56	12.1	47	7.7	480	18.8
Total CMF	3120	163	42.2	220	25.4	73	12.5	69	12.6	63	8.5	588	18.8

[a]The Ns and percentages represent the respondents in each CMF-Military Work Assignment Satisfaction group who plan to use military job experience in civilian job (one year postservice).

Table III-53

Zero-Order Correlations Between Selected Variables and Plan to Use Military Training and Experience in a Civilian Job (One Year Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education				
Number of Dependents				
Years Military Service		−.19		−.12
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				
Satisfaction With Military Service	.24			.18
Satisfaction With Military Work Assignments	.23	.17	.18	.25
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use	.23		.17	.15
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job	.40	.53	.36	.44
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals		−.49	−.31	−.39
Perceived Similarity of Military Job and Job Planned for Age 35	.68	.69	.59	.65
Socioeconomic Level				
Race				
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services		−.16		
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services		.17		
Served in Navy vs. Other Services	−.21			

Table III-54

Results of Multiple Regression Analysis With Plan for Job Use of Military Experience (One Year Postservice) as the Dependent Variable

Independent Variable	Career Management Field									All Respondents		
	Administration			Electronic Maintenance			Aircraft Maintenance					
	r	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β
SERV/SATIS	.21	.03	.03	.25	−.09	−.09	.23	−.11	−.14	.23	−.06	−.20
JOB SATIS	.18	.00	.00	.33	−.02	−.01	.32	.09	.11	.29	.05	.01
MIL/AID/LRG	−.14	.00	.00	−.46	−.18	−.13	−.44	.01	.07	−.40	−.10	−.66
SIM/MJ	.53	.66	.66	.61	.57	.66	.51	.54	.59	.57	.81	.36
CAS USE	.09	.23	.17	.14	−.02	−.07	.16	.14	.12	.17	.05	.16
Multiple *R*		.70			.71			.61			.69	

OTHER INFORMATION RELATING TO PLANS FOR POSTSERVICE USE OF MILITARY EXPERIENCE IN CIVILIAN WORK

Results on some individual items not covered elsewhere in this report and relating to plans for civilian job use of military training and experience are of sufficient interest to warrant attention. Selected results of this nature are presented below.

Perceptions of How Much Help Military Training and Work Experience Will Be in Getting a Desired Civilian Job

Table III-55 summarizes responses to the question, "How much help do you think your military work and training experience will be when you try to get the kind of job you want after you leave the Service?" Only 17% of all respondents answered "very great" or "great," another 29% answered "some," and 48% answered "little" or "none." Six percent said "don't know." Although the answers could simply reflect a general attitude toward military service or toward work in the military setting, it is perhaps surprising that almost half of the men see their military experience as being of little or no help in getting a desirable civilian job and that so few see their military work experience as being of considerable help.

Marine respondents were less likely than men of the other services to see their military experience as helpful in getting a civilian job (chi-square for between-service comparisons = 44.5, $df = 2$, $p < .001$).

Comparisons between the three CMF categories show the Electronic Maintenance CMF respondents were more likely than those in the other CMFs to view their military experience and training as being of considerable help in getting a desired civilian job. Over 22% of them saw service experience as being of "very great" or "great" help in this regard. Only 12% of the Administrative CMF respondents gave one of these answers.

Table III-55

Respondents' Perceptions of the Amount of Help Military Job Will Be in Getting the Kind of Work Wanted After Separation, by CMF Category and Service

CMF/Service		Very Great		Great		Some		Little		None		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	1	2.7	4	10.8	7	18.9	10	27.0	11	29.7	4	10.8	37	100.0
	ARMY	2	3.1	5	7.7	23	35.4	20	30.8	13	20.0	2	3.1	65	100.0
	USMC	0	0.0	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	3	100.0
	NAVY	0	0.0	4	14.3	12	42.9	2	7.1	7	25.0	3	10.7	28	100.0
Electronic Maintenance	USAF	9	12.5	18	25.0	26	36.1	8	11.1	8	11.1	3	4.2	72	100.0
	ARMY	3	2.9	11	10.6	33	31.7	24	23.1	23	22.1	10	9.6	104	100.0
	USMC	1	2.3	6	13.6	11	25.0	10	22.7	14	31.8	2	4.5	44	100.0
	NAVY	5	8.6	9	15.5	17	29.3	8	13.8	16	27.6	3	5.2	58	100.0
Aircraft Maintenance	USAF	7	6.1	7	6.1	34	29.8	25	21.9	30	26.3	11	9.6	114	100.0
	ARMY	4	3.4	12	10.1	36	30.3	27	22.7	26	21.8	14	11.8	119	100.0
	USMC	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	2	100.0
	NAVY	9	16.1	6	10.7	17	30.4	10	17.9	9	16.1	5	8.9	56	100.0
Other CMF (including unknown)	USAF	31	12.1	15	5.9	61	23.8	54	21.1	78	30.5	17	6.6	256	100.0
	ARMY	55	8.4	60	9.2	194	29.8	134	20.6	185	28.4	24	3.7	652	100.0
	USMC	44	6.0	51	7.0	190	26.0	137	18.7	267	36.5	42	5.7	731	100.0
	NAVY	117	7.3	164	10.3	468	29.4	275	17.3	470	29.5	99	6.2	1593	100.0
AIR FORCE		48	10.0	44	9.2	128	26.7	97	20.3	127	26.5	35	7.3	479	100.0
U.S. ARMY		64	6.8	88	9.4	286	30.4	205	21.8	247	26.3	50	5.3	940	100.0
MARINES		45	5.8	57	7.3	203	26.0	149	19.1	281	36.0	45	5.8	780	100.0
NAVY		131	7.6	183	10.5	514	29.6	295	17.0	502	28.9	110	6.3	1735	100.0
	TOTAL	288	7.3	372	9.5	1131	28.7	746	19.0	1157	29.4	240	6.1	3934	100.0

The answers to another question on how the job skills men learned in military service would help in civilian life are shown in Table III-56. Here, 36% answered that the job skills would be of no help. About 16% perceived that jobs skills acquired while in service provided a basis for a career. Nine percent saw these job skills as useful in making a living until they could get into some other kind of work. About 7% said these skills would help them augment their income while going to school, and about 4% said the skills would help in saving money so they could go back to school later. Almost 28% said their military-acquired job skills would be of value in civilian life but not in any of the particular ways mentioned.

Electronic Maintenance CMF respondents were more likely than men in the other selected CMFs to see their skills as a basis for a career.

In another questionnaire item, men were asked, "If you do *not* plan to get a job related to your military job or get further training in that general kind of work, what is your *one* main reason?" Of the statements given for the men to choose from, the most frequently checked by those indicating that they don't plan to follow up on their military occupations were:

My Service work and training are not in line with my career plans (33%)

My Service job is not in a line of work I like (18%)

I will have better opportunities in other lines of work (12%)

There are not civilian jobs like my military job (12%)

All other statements (25%) including, "Some other reason not on this list" (15%), scarcity of similar jobs, inability to qualify for required license or certificate, or wouldn't pay well enough (10%)

The two most frequently checked reasons have to do with personal preferences and career plans as shown on Table III-57. Thus about half of the men who do not plan to follow up on their military experience say this is because their military work is not aligned with their personal preferences and plans. Scarcity of similar jobs in the civilian economy is also a prominent reason, particularly the view that "There are not civilian jobs like my military job." These two kinds of reasons plus ideas of better opportunities in other kinds of occupations account for a high proportion of the responses. Less than 2% answered "Where I will be living there are too few related civilian jobs."

Still another item asked how much similarity men saw between the kind of work they did while in military service and the kind of job they expected to have one year after separation. Over half (56%) of the men responded that they expected to be in completely different kind of work; about 18% said they expected to be in a job identical with, or closely related to, their military work; another 19% saw some lesser degree of relationship between their military work and the kind of work they plan to be doing one year postservice. About 7% responded that they didn't know. These results suggest that something like 40% of the respondents will make at least some amount of use of their military work experience—a higher proportion than is reflected in some of the previously presented results.

Table III-56

Respondents' Perceptions of How Skills Learned in the Military Will Help, by CMF Category and Service

CMF/Service		Save Money for Future Educ.		Add Income While in School		Provide Career		Provide Interim Job		Other Help		No Help		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	0	0.0	5	13.5	2	5.4	1	2.7	9	24.3	20	54.1	37	100.0
	ARMY	2	3.1	3	4.6	1	1.5	2	3.1	32	49.2	25	38.5	65	100.0
	USMC	0	0.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	3	100.0
	NAVY	0	0.0	3	10.7	7	25.0	1	3.6	9	32.1	8	28.6	28	100.0
Electronic Maintenance	USAF	2	2.8	6	8.3	31	43.1	7	9.7	16	22.2	10	13.9	72	100.0
	ARMY	2	1.9	9	8.7	18	17.5	6	5.8	34	33.0	34	33.0	103	100.0
	USMC	1	2.3	3	7.0	4	9.3	4	9.3	17	39.5	14	32.6	43	100.0
	NAVY	2	3.4	9	15.5	16	27.6	5	8.6	13	22.4	13	22.4	58	100.0
Aircraft Maintenance	USAF	7	6.3	6	5.4	14	12.5	8	7.1	31	27.7	46	41.1	112	100.0
	ARMY	4	3.4	5	4.2	20	16.9	10	8.5	38	32.2	41	34.7	118	100.0
	USMC	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	2	100.0
	NAVY	0	0.0	5	9.1	11	20.0	5	9.1	17	30.9	17	30.9	55	100.0
Other CMF (including unknown)	USAF	12	4.7	17	6.7	48	18.8	27	10.6	51	20.0	100	39.2	255	100.0
	ARMY	28	4.3	42	6.5	103	15.9	49	7.6	208	32.1	218	33.6	648	100.0
	USMC	21	2.9	39	5.4	78	10.8	81	11.2	179	24.7	327	45.1	725	100.0
	NAVY	58	3.6	125	7.9	276	17.4	153	9.6	429	27.0	549	34.5	1590	100.0
AIR FORCE		21	4.4	34	7.1	95	20.0	43	9.0	107	22.5	176	37.0	476	100.0
U.S. ARMY		36	3.9	59	6.3	142	15.2	67	7.2	312	33.4	318	34.0	934	100.0
MARINES		22	2.8	44	5.7	82	10.6	85	11.0	199	25.7	341	44.1	773	100.0
NAVY		60	3.5	142	8.2	310	17.9	164	9.5	468	27.0	587	33.9	1731	100.0
	TOTAL	139	3.6	279	7.1	629	16.1	359	9.2	1086	27.7	1422	36.3	3914	100.0

Table III-57

Reasons Given by Respondents for Not Planning to Use Their Military Job Skills After Leaving the Service as a Percent of Those Who Plan No Civilian Use, by CMF Category and Service

CMF/Service		Similar Jobs Unavailable		Not Desired Type of Work		Better Opportunity Other Jobs		Don't Pay Enough		Can't Qualify		Other Reason		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Administration	USAF	1	3.1	6	18.8	18	56.3	3	9.4	0	0.0	4	12.5	32	100.0
	ARMY	5	9.6	8	15.4	32	61.5	0	0.0	0	0.0	7	13.5	52	100.0
	USMC	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	2	100.0
	NAVY	2	11.1	3	16.7	9	50.0	1	5.6	1	5.6	2	11.1	18	100.0
Electronic Maintenance	USAF	0	0.0	6	16.2	22	59.5	1	2.7	2	5.4	6	16.2	37	100.0
	ARMY	5	6.0	21	25.3	39	47.0	1	1.2	4	4.8	13	15.7	83	100.0
	USMC	2	5.4	8	21.6	25	67.6	0	0.0	1	2.7	1	2.7	37	100.0
	NAVY	3	8.6	7	20.0	17	48.6	1	2.9	2	5.7	5	14.3	35	100.0
Aircraft Maintenance	USAF	3	3.6	14	16.9	38	45.8	1	1.2	4	4.8	23	27.7	83	100.0
	ARMY	8	8.2	21	21.6	39	40.2	2	2.1	10	10.3	17	17.5	97	100.0
	USMC	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0
	NAVY	4	11.1	7	19.4	22	61.1	0	0.0	0	0.0	3	8.3	36	100.0
Other CMF (including unknown)	USAF	12	6.3	32	16.9	111	58.7	6	3.2	2	1.1	26	13.8	189	100.0
	ARMY	62	12.4	104	20.8	244	48.7	15	3.0	4	0.8	72	14.4	501	100.0
	USMC	122	21.0	91	15.7	264	45.4	9	1.5	16	2.8	79	13.6	581	100.0
	NAVY	123	10.7	185	16.1	620	53.9	25	2.2	16	1.4	181	15.7	1150	100.0
AIR FORCE		16	4.7	58	17.0	189	55.4	11	3.2	8	2.3	59	17.3	341	100.0
U.S. ARMY		80	10.9	154	21.0	354	48.3	18	2.5	18	2.5	109	14.9	733	100.0
MARINES		124	19.9	101	16.2	291	46.8	9	1.4	17	2.7	80	12.9	622	100.0
NAVY		132	10.7	202	16.3	668	53.9	27	2.2	19	1.5	191	15.4	1239	100.0
	TOTAL	352	12.0	515	17.5	1502	51.2	65	2.2	62	2.1	439	15.0	2935	100.0

Perceptions of Relationships Between Military Work Experience and Long-Range Occupational Goals

One of the items concerning perceived relationships between military work experience and long range occupational plans or goals was, "How much help do you think the training and experience that you have had in Service will be to you in reaching your long-range job and income goals?" About 66% replied that the training and experience they had had in service would be "a little help" or "no help at all." About 20% responded that it would be "quite a bit" or "great deal of help." Fourteen percent said "I don't know." Thus it would appear that fewer men saw their military-acquired skills as being of help in relation to long-range income and occupational goals than in relation to shorter-range postservice goals.

A second relevant question asked,"How much alike are your military job and your choice of a job at age 35?" As in the case of the parallel item referring to one-year postservice, 56% of the men said they expected to be in a completely different kind of job. About 14% replied that they expected to be in a job at age 35 that would be identical with, or closely related to, their military work. Another 21% saw some degree of similarity between their military work and the kind of work they plan to be in at age 35. About 10% answered that they didn't know. These results are quite similar to those obtained from the item referring to the one-year postservice time point.

Information on Satisfaction With Military Work Assignments

One of the independent variables that has been used in many of the analyses in this study has been labeled "Satisfaction With Military Work Assignments." The level of satisfaction with military work was based on answers to the following single item, "In general, how do you feel about the opportunities you had in the Service to do the kind of work you enjoy?" Since the variable this defines is one of the more interesting of the variables found to have a stable relationship with plans for postservice use of military training and experience, some information on responses to the question will be given.

Results for all respondents show that about 29% gave favorable responses ("liked very much" or "liked somewhat"), 20% gave a neutral response ("neither liked nor disliked"), and 41% gave unfavorable responses ("disliked somewhat" or "disliked very much").

Marine Corps personnel were least likely to express favorable reactions to their military work assignments—34% as compared with 37% for Air Force respondents, 40% for Navy respondents, and 42% for Army respondents.

Respondents in the three selected CMF groups were no more likely to express satisfaction with their military work than were men in the "All Other" CMF group, and no stable differences are found among the three selected CMF groups with respect to percentage of favorable responses.

PLANS FOR POSTSERVICE USE OF MILITARY TRAINING AND WORK EXPERIENCE IN POSTSERVICE TRAINING OR EDUCATION—IMMEDIATE POSTSERVICE

Results on postservice plans for use of military training and work experience in school or training after separation from the service are given in Table III-58. "Plan for school use of military work experience" has a moderately high correlation with "plan for job use of military work experience" ($r = .66$ for all respondents, .52 for the Administration category, .70 for the Electronic Maintenance CMF category, and .63 for the Aircraft Maintenance CMF category). Thus one would expect the results to be similar to those referring to job use of military work experience.

The questionnaire items permit analysis of plans for postservice use of military training and experience in civilian training or education only for the immediate postservice period.

In the analysis men were categorized as planning to use their military experience in postservice training or education if they answered "yes" to the following question, "When you leave the Service, do you expect to get further training or education related to the kind of work you did while in the Service?" Men who answered "no" or "don't know" form the second category.

Table III-58 summarizes the frequencies and percentages of men in the two categories. Results are presented by branch of service and by CMF category.

For all respondents, 21% replied that they planned to make use of their military experience in training or education related to their service work.

Results, by branch of service, show that Marine Corps respondents were least likely to plan use of military experience in civilian training or education (about 15%, as compared with 20 to 23% for respondents from the other branches of service) ($n = 25.8$, $df = 3$, $p < .001$).

The three selected CMF categories differ—only 16% of the Administration CMF respondents plan school use of military experience as compared with 21% of Aviation Maintenance respondents and 29% of Electronic Maintenance respondents. Thus, as in the case of plan for job use of service training and work experience, Electronic Maintenance CMF men were most likely to plan use of their military experience in civilian training or education.

Table III-59 presents zero-order r's between plans for school use of military work experience and selected standard set of independent variables. Again, entries are restricted to those with an absolute value of .10 or more for all respondents and .15 for the selected CMF groups. In general, the r's, as expected, are much the same as those obtained in the case of plans for job use of military experience. The variables that show at least these modest levels of relationship with plans for school use of military acquired knowledges and skills are viewed by the writer as again falling into three groups: (a) perceptions of how much help military experience will be in getting a civilian job and in reaching long-range occupational goals, (b) satisfaction with the military service and with the kind of work it provided, and (c) amount of time invested, and thus probably also amount of skill that men have acquired, in some particular kind of work during the preservice and/or inservice period.

Table III-58

Plan for School Use of Military Experience (Immediate Postservice), by CMF Category and Service

CMF/Service		Will Use		Won't Use or Don't Know		Total	
		N	%	N	%	N	%
Administration	USAF	6	16.2	31	83.8	37	100.0
	ARMY	8	12.3	57	87.7	65	100.0
	USMC	1	33.3	2	66.7	3	100.0
	NAVY	6	21.4	22	78.6	28	100.0
Electronic Maintenance	USAF	33	45.8	39	54.2	72	100.0
	ARMY	26	25.0	78	75.0	104	100.0
	USMC	6	13.3	39	86.7	45	100.0
	NAVY	16	28.1	41	71.9	57	100.0
Aircraft Maintenance	USAF	24	21.1	90	78.9	114	100.0
	ARMY	26	22.0	92	78.0	118	100.0
	USMC	0	0.0	2	100.0	2	100.0
	NAVY	12	21.8	43	78.2	55	100.0
Other CMF (including unknown)	USAF	46	18.2	207	81.8	253	100.0
	ARMY	123	19.0	523	81.0	646	100.0
	USMC	106	14.6	618	85.4	724	100.0
	NAVY	365	23.0	1222	77.0	1587	100.0
AIR FORCE		109	22.9	367	77.1	476	100.0
U.S. ARMY		183	19.6	750	80.4	933	100.0
MARINES		113	14.6	661	85.4	774	100.0
NAVY		399	23.1	1328	76.9	1727	100.0
	TOTAL	804	20.6	3106	79.4	3910	100.0

In presentation of results on other aspects of postservice plans, tables have been presented giving percentages of men with various plans, with breakdowns by Education, CAS and Its Service Use, Satisfaction With Military Service, and Satisfaction With Military Work Assignments. With one exception, the tables of this type with respect to plans for school or training use of military training and experience are so similar to the results relating to plans for job use of military training and experience that they will be omitted in the present section.

The one table of this type presented here is one in which CAS and Its Service Use is the independent variable. If one compares Table III-60 with the parallel table for plans for job use of military experience in the immediate postservice period, one finds that men with CAS that the services used are more likely to plan job use of their military

Table III-59

Zero-Order Correlations Between Selected Variables and Plan to Use Military Training and Work Experience in Civilian Training or Education (Immediate Postservice)

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education				
Number of Dependents				
Years Military Service				−.12
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				
Military Grade				−.11
Satisfaction With Military Service	.21	.24		.23
Satisfaction With Military Work Assignments	.21	.31	.20	.28
Time Worked in Primary Occupational Specialty		−.20		−.11
CAS and Its Service Use			.15	.17
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job	.40	.53	.43	.47
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals	−.15	−.51	−.44	−.40
Perceived Similarity of Military Job and Job Planned for Age 35	.51	.66	.53	.56
Socioeconomic Level				
Race	−.15			
Enlistment Commitment for Military Job or School vs. No Such Commitment		.20		.10
Served in Air Force vs. Other Services		−.21		
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services		.15		
Served in Navy vs. Other Services				

experience than they are to plan for school use of such experience—49% as compared with 40%. This is consistent with the previous finding that men with a CAS that was used in service are more likely to have a work rather than a school orientation with regard to postservice plans.

Table III-60

Relationship Between Service Use of Civilian-Acquired Skills (CAS) and Plan to Use Military Experience in Training or Education (Immediate Postservice)

Career Management Field Category	Total N	Service Use of Civilian-Acquired Skills[a]						Personnel Who Plan to Use Military Experience	
		Service Used CAS (N=428)		Service Did Not Use CAS (N=2492)		No CAS (N=942)			
		N	%	N	%	N	%	N	%
Administration	132	5	25.0	14	15.4	2	9.5	21	15.9
Electronic Maintenance	271	15	55.6	47	25.4	16	27.1	78	28.3
Aircraft Maintenance	283	14	46.7	36	18.9	11	17.5	61	21.6
Other CMF (including unknown)	3176	135	38.5	349	17.2	146	18.3	630	19.8
Total CMF	3862	169	39.5	446	17.9	175	18.6	790	20.5

[a]The Ns and percentages represent the respondents in each CMF-CAS group who plan to use military experience in training or education (immediate postservice).

A multiple regression analysis was made with plan for school use of military experience (immediate postservice) as the dependent variable and the following as the independent variables:

Satisfaction With Military Service

Satisfaction With Military Work Assignments

Perception of How Much Military Experience Will Help in Reaching Long-Range Job and Income Goals

Perceived Similarity of Military Job and Job Planned for Age 35

CAS and Its Service Use

Results of the analysis are summarized in Table III-61. They are strikingly similar to the results reported earlier for the multiple regression analysis for job use of military experience in the immediate postservice period.

In general, then, it would appear that the variables or factors that are found to be related to plans for school use of military experience, immediate postservice, are much the same as those that relate to plans for job use of military experience, immediate postservice.

Table III-61

Results of Multiple Regression Analysis With Plan for School Use of Military Experience (Immediate Postservice) as the Dependent Variable

Independent Variable	Career Management Field									All Respondents		
	Administration			Electronic Maintenance			Aircraft Maintenance					
	r	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β
MIL SATIS	.21	.05	.04	.24	−.04	−.02	.13	−.10	−.06	.23	−.03	−.07
JOB SATIS	.21	.00	.00	.31	.09	.03	.20	.06	−.02	.28	.06	.03
MIL/AID/LRG	−.15	−.05	−.05	−.51	−.15	−.12	−.44	−.21	−.14	−.40	−.14	−.34
SIM/MJ	51	.47	.48	.66	.50	.32	.53	.40	.26	.56	.72	.16
CAS USE	12	.07	.06	.12	.07	.03	.15	.11	.07	.17	.07	.09
Multiple *R*		.52			.68			.58			.63	

PLAN TO JOIN THE ACTIVE RESERVES

Responses the men gave to a questionnaire item regarding plans for joining the active reserves after leaving service are summarized in Table III-62. For all respondents, about 9% indicated they were sure they would or thought they would join; 91% answered that they were sure they would not or did not think they would.

Differences between services and between CMF categories are not statistically reliable.

As will be noted in Table III-63, none of the zero-order correlations with the standard set of independent variables reached a level of .20 for the all respondents group or for the Electronic Maintenance and Aircraft Maintenance CMF groups. The highest correlation for the all respondents group was for Number of Dependents (r = .18).

For the Administration CMF group, correlation coefficients of between .20 and .30 were obtained for four variables, Satisfaction With Military Service, Satisfaction With Military Work Assignments, Perception of How Much Help Military Experience will be in Getting a Desired Civilian Job, and Race.

Plans for joining the active reserves were found to have no appreciable correlation with any of the other aspects of postservice plans considered in the present report (plans for full-time school, full-time work, for civilian use of military experience in school or job, etc.).

Results of a multiple regression analysis with plan for Joining the Active Reserves as the dependent variable are shown in Table III-64. All four of the *R*s are very low, though somewhat higher for the Administration CMF group than for the other CMF categories and the all respondents group.

Except for the Administration CMF only one of the independent variables contributes in any degree worthy of mention, namely Satisfaction With Military Service. For the Administration CMF, an additional variable enters to a slight degree; respondents serving the Navy are found to be more likely to be planning to join the reserves than are Administration CMF respondents of the other services.

Table III-62

Plan to Join Active Reserves, by CMF Category and Service

CMF/Service		Will Join		Won't Join		Total	
		N	%	N	%	N	%
Administration	USAF	3	8.1	34	91.9	37	100.0
	ARMY	6	9.2	59	90.8	65	100.0
	USMC	0	0.0	3	100.0	3	100.0
	NAVY	6	21.4	22	78.6	28	100.0
Electronic Maintenance	USAF	5	7.0	66	93.0	71	100.0
	ARMY	9	8.7	94	91.3	103	100.0
	USMC	3	7.0	40	93.0	43	100.0
	NAVY	7	12.1	51	87.9	58	100.0
Aircraft Maintenance	USAF	7	6.3	105	93.8	112	100.0
	ARMY	8	6.8	110	93.2	118	100.0
	USMC	1	50.0	1	50.0	2	100.0
	NAVY	5	8.9	51	91.1	56	100.0
Other CMF (including unknown)	USAF	24	9.4	231	90.6	255	100.0
	ARMY	77	11.9	570	88.1	647	100.0
	USMC	68	9.4	655	90.6	723	100.0
	NAVY	132	8.3	1453	91.7	1585	100.0
AIR FORCE		39	8.2	436	91.8	475	100.0
U.S. ARMY		100	10.7	833	89.3	933	100.0
MARINES		72	9.3	699	90.7	771	100.0
NAVY		150	8.7	1577	91.3	1727	100.0
	TOTAL	361	9.2	3545	90.8	3906	100.0

Table III-63

Zero-Order Correlations Between Selected Variables and Plan to Join the Active Reserves

Variable	CMF Category			
	Administration	Electronic Maintenance	Aircraft Maintenance	All Respondents
Age				
Education				
Number of Dependents				−.18
Years Military Service				
Time Served Overseas				
Time Served in Southeast Asia				
Time in CONUS in Past Six Months				−.14
Military Grade	−.15			
Satisfaction With Military Service	.27		.16	
Satisfaction With Military Work Assignments	.29	.15		
Time Worked in Primary Occupational Specialty				
CAS and Its Service Use				
Perception of How Much Help Military Experience Will Be in Getting Desired Civilian Job	.27		.17	.12
Perception of How Much Help Military Experience Will Be in Reaching Long Range Job Goals			−.15	
Perceived Similarity of Military Job and Job Planned for Age 35				
Socioeconomic Level				
Race	−.22			
Enlistment Commitment for Military Job or School vs. No Such Commitment				
Served in Air Force vs. Other Services				
Served in Army vs. Other Services				
Served in Marine Corps vs. Other Services				
Served in Navy vs. Other Services				.10

Table III-64

Results of Multiple Regression Analysis With Plan for Joining Active Reserves as the Dependent Variable

Independent Variable	Career Management Field									All Respondents		
	Administration			Electronic Maintenance			Aircraft Maintenance					
	r	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β	*r*	Partial *r*	β
DEPS No.	−.01	.02	.02	.07	−.06	−.06	−.03	.01	.01	−.18	−.05	−.05
TCONUS	.00	−.02	−.03	.06	.04	.04	.03	.02	.03	−.14	.02	.02
MIL SATIS	.27	.25	.26	.10	.05	.06	.16	.12	.13	.09	.14	.15
MIL/AID/LRG	−.07	.01	.01	−.12	−.09	−.10	−.15	−.10	−.10	−.04	−.03	−.04
SOC/ED	.07	.04	.04	−.02	−.03	−.03	−.09	−.10	−.10	.11	−.04	−.04
NAVY/OTHER	.05	−.16	−.18	−.06	−.05	−.05	−.03	.02	.03	.10	.01	.02
Multiple *R*	.32			.17			.21			.18		

Section IV

IMPLICATIONS

The findings suggest the importance of continuing, and, if possible, intensifying efforts to assist men nearing separation through career counseling and assistance in locating jobs. Ninety-three percent of the respondents indicated that they did plan to be working, part or full time, before they have been out of service one year. If, for purposes of crude approximation, we accept the finding that 46% have already located a part-time or full-time job, about half of the men nearing separation are still faced with the problem of finding employment. The importance of job counseling is further emphasized by the finding that almost 60% of the respondents were not definite about what kind of work they would be doing a year after leaving service.

The analysis identified a few variables related to respondents' definiteness regarding the type of work they would be in at one year postservice. Specifically, the results suggest that men who had no significant amount of preservice job experience, men with no more than a high school diploma, and men who are planning part-time rather than full-time work are somewhat more likely to be uncertain about what kind of work they will be doing a year postservice. If one assumes that men who are interested only in part-time employment are less concerned about postservice employment than those planning to work full time, the findings simply suggest that special attention be given in job counseling to men of the lower educational levels who have had little preservice job experience. These men not only tend to feel less definite about the type of work they will be doing postservice, but also are less likely to have a job lined up and are less likely to be oriented toward going to school.

The results show that the large majority of first-tour personnel leaving the service planned to obtain further education or training. Over 90% of the respondents said they planned further education or training after returning to civilian life; about 70% expected to be in at least part-time training or education within a year of separation, and over 40% expected to be in school or training on a full-time basis at one year postservice.

Of the 40% who said they expected to be in full-time education or training one year postservice, 60% planned to be attending college. The findings thus suggest that something of the order of 25% of all the respondents planned to attend college one year after leaving military service. Results indicate that the most fertile ground for recruitment for college is among men who have already had some college, but have not received a four-year college diploma. Successfully encouraging men with only a high school education to attend college would appear to be more of a challenge. With regard to variables other than Education, men were slightly more likely to plan to attend school on a full-time basis if they had few or no dependents, had little or no preservice work experience, were in the Navy rather than in the other military services, did not have a civilian job promised, and were of relatively high socioeconomic status.

Although the findings suggest some slight relationship between socioeconomic status and plans for full-time school attendance after leaving the service, the degree of

relationship is low. Also, the obtained degree of relationship of racial group membership (White as compared with Black and other races) with plans for full-time school attendance is near zero. Either recent improvements in assistance provided to veterans in attending school have largely taken care of the handicaps of economically deprived groups, or men of these groups still tend to have special problems but do not perceive or reveal recognition of them.

Findings regarding some aspects of postservice plans for work or education vary from service to service and among Career Management Field categories. An example of a between-service difference that stands out is the greater tendency for Navy respondents to have a postservice school orientation rather than a postservice work orientation. An example of an important difference among the CMFs is the greater tendency for Electronic Maintenance and Aircraft Maintenance respondents, as compared with Administration CMF respondents, to have a job promised. Thus the problems of counseling and of locating jobs for personnel can be expected to differ to some degree among services and among military Career Management Fields. Special assistance is most likely to be needed for men who have been in jobs with little or no direct transferability to the civilian economy. As is generally recognized, jobs of this kind tend to be found in higher proportion in the Marine Corps and the Army than in the Air Force or Navy.

Only about 19% of the respondents said they planned to make use of their military training or experience in related postservice employment; 67% said they would not; and 14% said they did not know whether they would or not. Very similar results were obtained in response to a question regarding plans for use of military training or experience in related civilian training or education. Counting men who responded that they planned to apply their military experience in either or both ways, only 25% of the men expected to use their military job skills in civilian work or education or both.

Men not planning civilian use of their military training and experience most often gave as the main reason, personal preferences for or greater opportunities in other lines of work. However, it seems quite possible that many are not adequately informed regarding occupational or career opportunities in civilian life that their military job training and experience have helped prepare them for. Further study is needed to determine the extent to which this is true. If true, improved preseparation counseling could increase the awareness that men have regarding ways in which their military training and experience relate to opportunities in the civilian world of work.

The percentage of men who say they plan to make postservice use of military training and experience is considerably higher for men with civilian-acquired skills that the service used than it is for other respondents. This suggests that greater use of civilian-acquired skills, when compatible with the interests and goals of the individual, could have increased postservice use of military job training and experience as a benefit.

The results also suggest that any increased satisfaction with military service and with military work assignments could have a positive influence on the extent to which civilian-applicable skills are used.

Results of the present study relate only to what the respondents said they expected or planned with respect to postservice school and work, and the extent to which men expect to use their service training and work experience. Although plans and intentions can be expected to bear a relationship to actual postservice decisions and actions, one would not, of course, expect them to completely coincide.

To what extent do they coincide? More important, what factors or conditions does the veteran face that he has not foreseen in the plans he had before he left the service? In what ways, if any, could predeparture counseling be improved to assist the individual in following through on his plans, or in adjusting them in ways that are consistent both with his own needs and with reality in civilian society? Research on these questions would provide a basis for assessing the importance of predeparture counseling and for designing counseling best suited to the needs of the men returning to civilian life.

Appendix I

LISTS AND CODING OF VARIABLES

Part A: Variables in RELAY III Edited Master File
Part B: Variables Used in Zero-Order and Multiple Correlation Analyses

Part A

VARIABLES IN RELAY III EDITED MASTER FILE

Variable Number	Variable Name	Tape Position	Source	Code Translation
1	MONTH	CC 1+2	Q4-1	1 = Jan 2 = Feb ⋮ 12 = Dec ϕ = Other
2	BRANCH	3 + 4	Q4-2	1 = Air Force 2 = Army 3 = Marines 4 = Navy ϕ = Other (no valid response)
3	ETDIS	5 + 6	Q4-3	1 = Low, 9 = High, etc. ϕ = Other
4	AGE	7 + 8	Q4-4	1 = Low, 7 = High, etc. ϕ = Other
5	RACE	9-10	Q4-5	1 = White 2 = Black 3 = Other
6	EDUC	11-12	Q4-6	1-8 ϕ = Other
7	MARSTAT	13-14	Q4-7	1-5 ϕ = Other
8	DEPS	15-16	Q4-8	1-6 ϕ = Other
9	SSAN	(Available only from unedited tape)		
10	ENLSTAT	19-20	Q4-9	1-5 ϕ = Other
11	MIL EXP	21-22	Q4-10	{ 1 = 1 (no previous military experience) { 5 = 1 (no previous military experience) 2-4 = 2 ϕ = Other
12	PRE MIL DC	23-24	Q4-11	1-6 ϕ = Other
13	E/D/COM	25-26	Q4-12	1-5 ϕ = Other
14	OBTIME	27-28	Q4-13	1-5 ϕ = Other

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
15	EXTEND	29-30	Q4-14	1-2 ϕ = Other
16	EXTREASON	31-32	Q4-15	1-5 ϕ = Other
17	YRSERVD	33-34	Q4-16	1-6 ϕ = Other
18	LOCATION	35-36	Q4-17	1 = CONUS 2 = Korea 3 = Germany 4 = Thailand 5 = Other Overseas Location ϕ = Other
19	LASTPDS	37-38	Q4-18	1-7 ϕ = Other
20	TIMEOVRS	39-40	Q4-19	1-5 ϕ = Other
21	SE ASIA	41-42	Q4-20	1-5 ϕ = Other
22	TCONUS	43-44	Q4-21	1-5 ϕ = Other
23	GRADE	45-46	Q4-22	1 = Low, 9 = High, etc. ϕ = Other
24	TIMEPMOS	47-48	Q4-23	1-1ϕ ϕ = Other
25	LASTYRPMOS	49-50	Q4-24	1-7 ϕ = Other
26	JOB SATIS	51-52	Q4-25	1-7 ϕ = Other
27	SERV SATIS	53-54	Q4-26 through 34	See Attachment 1
28	TYPEWORK	55-56	Q4-26	1-5 ϕ = Other
29	RESPLVL	57-58	Q4-27	1-5 ϕ = Other
30	PROMOTION	59-60	Q4-28	1-5 ϕ = Other
31	SERV LOCS	61-62	Q4-29	1-5 ϕ = Other
32	WORK COND	63-64	Q4-30	1-5 ϕ = Other

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
33	WORK SIT	65-66	Q4-31	1-5 ϕ = Other
34	LEADERS	67-68	Q4-32	1-5 ϕ = Other
35	COWKRS	69-70	Q4-33	1-5 ϕ = Other
36	WORKIMP	71-72	Q4-34	1-5 ϕ = Other
37	CAS	73-74	Q4-35	1 = Yes 2 = No ϕ = Other

NOTE: Only respondents with answer coded 1 for variable 37 were asked to answer Q Items 36 through 42 (variables 38 through 44). Men answering no (code 2) on variable 37 were asked to skip Q Items 36-42 (assume ϕ = 2 for V37).

38	CAS/DOT/1	75-76	Q4-36	ϕ - 9	$\phi\phi$ = no valid responses
39	CAS/DOT/2	77-78	Q4-37	ϕ - 9	
40	MIL CAS JOBS	79-80	Q4-38	1-3 ϕ = Other	
41	CASUSE	81-82	Q4-39	1-3 ϕ = Other	
42	WANTCASUSE	83-84	Q4-40	1-3 ϕ = Other	
43	DUTYCASUSE	85-86	Q4-41	1-4 ϕ = Other	
44	SIM/CAS/MJ	87-88	Q4-42	1-4 ϕ = Other	
45	TIME/SCH	89-90	Q4-43	1-7 ϕ = Other	
46	TIME/CJ	91-92	Q4-44	1-6 ϕ = Other	
47	HAVE/CJ	93-94	Q4-45	1 = No 2 = Yes 3 = Plan to stay in Mil ϕ = Other	
48	USE/MJ/CJ	95-96	Q4-46	1-3 ϕ = Other	

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
49	USE/MJ/SCH	97-98	Q4-47	1 = Yes 2 = No 3 = Don't know 4 = Plan to stay in Mil ϕ = Other
50	MIL AID/CJ	99-100	Q4-48	1-6 ϕ = Other
51	MIL AID/LRG	101-102	Q4-49	1-5 ϕ = Other
52	MIL AID/HOW	103-104	Q4-50	1-6 ϕ = Other
53	NOMJUSE/WHY	105-106	Q4-51	1-9 ϕ = Other (no valid response)
54	RESERVE	107-108	Q4-52	1-4 ϕ = Other
55	POST MILOC	109-110	Q4-53	1-7 ϕ = Other
56	SCH/PLAN/A	111-112	Q4-54	1-8 ϕ = Other
57	SCH/F/P/A	113-114	Q4-55	1-5 ϕ = Other
58	CJ/F/P/A	115-116	Q4-56	1-5 ϕ = Other

NOTE: Men who do not plan to be working one year post service were asked to omit Q4 Items 57 through 62 (Variables 59 through 64).

59	DOT/1 A	117-118	Q4-57	ϕ-9	$\phi\phi$ = no valid response
60	DOT/2 A	119-120	Q4-58	ϕ-9	
61	EE/A	121-122	Q4-59	1-15 ϕ = Other	
62	DEF/A	123-124	Q4-60	1-6 ϕ = Other	
63	SIM/CAS/CJA	125-126	Q4-61	1-7 ϕ = Other	
64	SIM/MJ/CJA	127-128	Q4-62	1-6 ϕ = Other	

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
65	PMOS/1	129-130	Q4-63A	ϕ-9
66	PMOS/2	131-132	Q4-63B	ϕ-9
67	PMOS/3	133-134	Q4-63C	Army: A-Z Navy: 0-9 MC: 0-9 AF: 0-9 (For Navy $\phi\phi\phi$ response = $\phi\phi$Z. No valid response = $\phi\phi\phi$.
68	ED/CHANGE	135-136	Q4-6 and Q4-69	See Attachment 2
69	CMF/SERVICE	137-138		
70	DOT/1/B	139-140	Q4-64	ϕ-9 } $\phi\phi$ = no valid response
71	DOT/2/B	141-142	Q4-65	ϕ-9 }
72	EE/B	143-144	Q4-66	1-11 ϕ = Other
73	DEF/B	145-146	Q4-67	1-5 ϕ = Other
74	SIM/MJ/CJB	147-148	Q4-68	1-6 ϕ = Other
75	EDGOAL	149-150	Q4-69	1-6 ϕ = Other
76	FATH OCC/LVL	151-152	Q4-70	1-10 { 1 = Low, 9 = High, 10 = Don't Know ϕ = Other
77	FATH ED/LVL	153-154	Q4-71	1-10 { 1 = Low, 9 = High, 10 = Don't Know ϕ = Other
78	CMF/ADMIN	155-156	Service codes	ϕ = Other See Attachment 3
79	CMF/ELECR	157-158	Service codes	See Attachment 3
80	CMF/AC/MAINT	159-160	Service codes	See Attachment 3
81	CMF/OTHER	161-162	Service codes	See Attachment 3
82	SOC/EC/LVL	163-164	Variables 76-77	See Attachment 4
83	SPECLOC		Answer sheet Response Block 72	

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
84	DARK MARK	---	Answer sheet Dark Mark Block	---
85	AIR FORCE	165-166	Var 2	1 = AF 0 = Not AF
86	ARMY	167-168	Var 2	1 = Army 0 = Not Army
87	MARINE CORPS	169-170	Var 2	1 = Marine Corps 0 = Not Marine Corps
88	NAVY	171-172	Var 2	1 = Navy 0 = Not Navy
89	CRITERION I	173-174	Vars 48 and 49	See Attachment 5 for criterion definitions.
90	CRITERION II	175-176	Var 48	
91	CRITERION III	177-178	Vars 58 and 64	
92	CRITERION IV	179-180	Var 49	
93	CRITERION V	181-182	Var 57	
94	CRITERION VI	183-184	Var 58	
95	CRITERION VII	185-186	Var 54	
96	CRITERION VIII	187-188	Var 58 and 62	
97	CRITERION IX	189-190	Var 47	
98	CAS/DOT	191-192		ϕ-97
99	CJ1/DOT	193-194		ϕ-97
100	CJ35/DOT	195-196		ϕ-97
101	CMF	197-198	V 69	ϕ-4
102	Service with Navy $\phi\phi$Z as a separate Cat.	199-200	V 69	ϕ-4
103	Usable Return?	201-202	V 11, V 49	ϕ = Usable 1 = Prior Military Experience 2 = Re-enlisting 3 = Both of Above

Continued

Variable Number	Variable Name	Tape Position	Source	Code Translation
104	Usability Weight	203-204	V 103	ϕ = Nonusable 1 = Usable
105	Race for r's	205-206	V5	ϕ = Unknown 1 = White 2 = Non-white
106	E/D/COM for r's	207-208	V13	ϕ = Unknown 1 = 3,4 2 = 1,2,5
107	TIME PMOS for r's	209-210	V24	ϕ = Unknown 1 = 1-5 2 = 6 3 = 7-10
108	CAS & CAS/ USE	211-212	V37 and 41	ϕ = Unknown 1 = CAS/USE 2 = CAS/NO/USE 3 = NO/CAS
109	MIL/AID/CJ	213-214	V5ϕ	1-5 4 = 6
110	EDUCATION	215-216	V6	1 = 1 2 = 2 3 = 3 4 = 4,5,6 5 = 7,8
111	SERV SATIS	217-218	V27	5 LEVELS ϕ-4
112	JOB SATIS	219-220	V26	1 = 1,2 2 = 3 3 = 4 5 = 6,7
113	Grade	221-222		1 = 1,2 2 = 3 3 = 4 4 = 5 5 = 6-9
114	No MJUSE/ WHY	223-224		--Put N/A in other and delete Pers. Pref--Not in line and don't like No opportunities--Too few and more chance --Leave rest alone
115	CRITERION A V & VI	225-226		ϕ = Other 1 = School full time 2 = Both 3 = Work full time

Attachment 1

SERV SATIS. How to compute and code

1. For each item 26 through 34, code responses 1 through 5.
2. For each respondent, sum responses across the nine items.

Attachment 2

ED/CHANGE: Derivation of code from Variables 6 and 75

		Var. 75						
		0	1	2	3	4	5	6
Var. 6	ϕ	ϕ	ϕ	ϕ	ϕ	ϕ	ϕ	ϕ
	1	ϕ	1	1	2	3	4	5
	2 or 3	ϕ	ϕ	ϕ	1	2	3	4
	4,5, or 6	ϕ	ϕ	ϕ	ϕ	1	2	3
	7	ϕ	ϕ	ϕ	ϕ	ϕ	1	2
	8	ϕ	ϕ	ϕ	ϕ	ϕ	ϕ	2

Attachment 3

CAREER MANAGEMENT FIELDS (CMFs)

ARMY

Variable 78 CMF/ADMIN	Variable 79 CMF/ELECTR	Variable 80 CMF/AV/MAINT	Variable 81 CMF/OTHER
Code 1 if variables 65-67 are coded 70 A 71 B, C, D, E, F, H, L, M, N, S, T, U. 76 L 01K	Code 1 if variables 65-67 are coded 31 B, D, E, G, J, L, M, N, S, T, U, W, Z 35 B, G, H, J, K, L, M, N, P, R 36 C, D, E, G, K	Code 1 if variables 65-67 are coded 67 A through Z 68 A through Z	Code 1 for all cases with code 2 in all 3 variables 78, 79 and 80
Code 2 if data on variables 65-67 complete but do not match above-listed MOSs	Code 2 if data on variables 65-67 complete but do not match above-listed MOSs	Code 2 if data on variables 65-67 complete but do not match above-listed MOSs	Code 2 for all cases with code 1 for any one of the variables 78, 79 or 80.
Code ϕ for other (CMF Unknown)	Code ϕ for other (CMF Unknown)	Code ϕ for other (CMF Unknown)	Code ϕ for all other

NAVY

Code 2 if variables 65-66 = 25	Code 2 if variables 65-66 = 15,65,66,23	Code 2 if variables 65-66 read 64, 82 or 83	Code 2 for all cases with code 1 in all 3 variables 78, 79, 80
Code 1 if data on variables 65-66 complete but don't match NEC of 25. Include $\phi\phi Z$ in variables 65, 66,67 as a valid response response not matching NEC = 25	Code 1 if data on variables 65-66 complete but don't = 15,65,66,23. Also include $\phi\phi Z$ in variables 65,66,67 as a valid response to be given a code value = 2	Code 1 if data on variables 65-66 complete but don't = 64,82,83. Also code 2, $\phi\phi Z$'s in variables 65,66,67	Code 1 for all cases with code 2 for any one of the variables 78, 79, 80
Code ϕ for all other, including $\phi\phi\phi$ for variables 65,66,67	Code ϕ for all other, including $\phi\phi\phi$ responses for variables 65,66,67	Code ϕ for all other, including those with $\phi\phi\phi$ responses for variables 65,66,67	Code ϕ for all others

Continued

AIR FORCE

Variable 78 ADMIN	Variable 79 ELECTR	Variable 80 AV/MAINT	Variable 81 CMF/OTHER
Code 1 if variables 65-66 read 70,73	Code 1 if variables 65-66 read 3ϕ	Code 1 if variables 65-66 read 43	Code 1 for all cases with code 2 on all 3 variables 78-80
Code 2 if data for variables 65-66 complete but are not 70 or 73	Code 2 if data on variables 65-66 complete but don't = 30	Code 2 if data on variables 65-66 complete but don't = 43	Code 2 for all cases with code 1 for any one of the variables 78,79,80
Code ϕ for all other	Code ϕ for all other	Code ϕ for all other	Code ϕ for all other

MARINE CORPS

Code 2 if variables 65,66 read 59	Code 2 if variables 65-66 read ϕ1	Code 2 if variables 65-66 read 61,62 or 63	Code 2 for all cases with code 1 in all variables 78, 79,80
Code 1 if data on variables 65-66 complete but don't = 59	Code 1 if data on variables 65-66 complete but don't = ϕ1	Code 1 if variables 65-66 complete but don't read 61,62 or 63	Code 1 for all cases with code 2 for any one of the variables 78,79,80
Code ϕ for all other	Code ϕ for all other	Code ϕ for all other	Code ϕ for all other

(There will be very few Marine Corps personnel with code 1 for variables 78, 79 or 80)

Attachment 4

SOC/EC/LVL (Var 82)

1. For men with coded values of ϕ or 1ϕ on both Variables 76 and 77, enter $\phi\phi$

2. For men who have coded value of 1 through 9 on only one of the variables 76 and 77—enter the coded value of the 1 item answered. (Enter this value in the 1st of the two tape positions for Variable 82. Enter to one decimal, e.g., enter a 2 as 2.0

3. For men who have coded values of 1 through 9 on both Variables 76 and 77, add the coded values for Variables 76 and 77, divide the sum by 2. Enter the result to one decimal in the two tape positions for Variable 82.

Attachment 5

CRITERION DEFINITIONS IN TERMS OF ITEM RESPONSES

22. Criterion I Var 89 (Plan School <u>or</u> Job Use of Military Experience, immediate post service)

Code as follows on basis of Variables 48 and 49.

VAR 48 (JOB USE) Q46

		ϕ ϕ	3 1	6 2	6 3
	ϕ ϕ	Code ϕ ϕ	ϕ 3	ϕ 6	ϕ 6
	1 1	ϕ 1	Code 1 4	Code 1 7	Code 1 7
VAR 49 (SCHOOL USE) Q47	2 2	ϕ 2	Code 1 5	Code 2 8	Code 2 8
	3 2	ϕ 2	Code 1 5	Code 2 8	Code 2 8
	4 2	ϕ 2	Code 1 5	Code 2 8	Code 2 8

(Omit ϕ's in computing correlations)

23. Criterion II Var 90 (Plan Job Use, immediate post service)

Desire values as follows:
- Var 48, code 1 = 1
- Var 48, code 2, 3 = 2
  - (Omit ϕ's in computing r's)

24. Criterion III Var 91 (Plan Job Use, 1 year post)

Step 1—Remove men with codes ϕ, 4, or 5 on Var 58
(removes men who don't expect to be working 1 year post)
Step 2—Code remaining men on basis of Var 64 as follows:
- Var 64, code 1, 2 = 1
- Var 64, code 3, 4, 5 = 2
- Var 64, code 6: code 6 as ϕ for computing r's
- Var 64, code ϕ: code as ϕ
  - (Omit all ϕ's in computing r's)

25. Criterion IV Var 92 (Plan to be in Training or Education, immediate postservice)

- Var 49, code 1 = 1
- Var 49, code 2, 3 = 2
- Var 49, code ϕ, 4 = ϕ
  - (Omit all ϕ's in computing r's)

26. Criterion V Var 93 (Plan to be in Training or Education, 1 year postservice)

Get from Var 57 as follows:
Var 57, code 1, 2, 3 = 1
Var 57, code 4, 5 = 2
Var 57, code $\phi = \phi$
(Omit all ϕ's in computing correlations)

27. Criterion VI Var 94 (Plan to be Working Full Time, 1 year postservice)

Get from Var 58 as follows:
Var 58, code 1 = 1
Var 58, code 2, 3, 4 = 2
Var 58, code ϕ, 5 = ϕ
(Omit all ϕ's in computing r's)

28. Criterion VII Var 95 (Plan to join reserves)

Get from Var 54 as follows:
Var 54, code 1, 2 = 1
Var 54, code 3, 4 = 2
Var 54, code $\phi = \phi$
(Omit all ϕ's in computing r's)

29. Criterion VIII Var 96 (Definiteness of Type of Work, 1 year postservice)

Step 1—Remove men with codes ϕ, 4, or 5 on Var 58
(removes men who don't expect to be working then)
Step 2—Code remaining men on basis of Var 62 as follows:
Var 62, code 1, 2, 3 = 1
Var 62, code 4, 5, 6 = 2
(Omit men with ϕ on Var 62 in computing r's)

30. Criterion IX Var 97 (HAV/CJ)

Get from Var 47 as follows:
Var 47, code 1 = 1
Var 47, code 2 = 2
Var 47, code ϕ, 3 = ϕ
(Omit all ϕ's in computing r's)

Part B

VARIABLES USED IN ZERO-ORDER AND MULTIPLE CORRELATION ANALYSES

Variables Number	Description	Coding (deletions noted)
1	Age Q4	1 = 19-; 2 = 19-2ϕ; etc., 7 = 29+
2	Education Q6	1 = Non-H.S.; etc., 8 = Post-Grad.
3	Number of Dependents Q8	1 = None; 2 = One; etc., 6 = 5+
4	Years Served Q16	1 = <2; 2 = 2; etc., 6 = 6 or more
5	Time Overseas	1 = None; 2 = <6 mo.; etc., 5 = 18 plus months
6	Time in SE Asia Q20	1 = None; 2 = <6 mo.., etc.
7	Time in CONUS Q21	1 = 1 week; etc., 5 = 4-6 months
8	Pay Grade Q22	E-1 thru E-9 (1-9)
9	Service Satisfaction-Sum of code values of Q 26 thru Q 34	Values from about 15 to 45
10	Type of work being what individual enjoys Q26	1 = Likes Very Much thru 5 = Dislikes Very Much
11	How much help is military training in reaching long range goals Q49	1 = No Help; thru 4 = Great Deal (both ϕ and 5 deleted)
12	Similarity between military job and civilian job goal for age 35 Q 68	1 = Identical thru 5 = Completely Different (both ϕ and 6 are deleted)
13	SOCIO-ECONOMIC LEVEL—Double the mean of responses to Q70 and Q71	1 = Laborer with No Schooling; thru 18 = Executive with PhD.
14	AIR FORCE	No Zero Deletion—1 = Man in AF, ϕ = Man Not in AF
15	ARMY	No Zero Deletion—1 = Man in ARMY, etc.
16	USMC	No Zero Deletion—1 = Man in USMC, etc.
17	NAVY	No Zero Deletion—1 = Man in NAVY, etc.
18	CRITERION 1	1 = Yes, will use; 2 = No, no use
19	CRITERION 2	1 = Yes, will use; 2 = No, no use
20	CRITERION 3	1 = Yes, will use; 2 = No, no use
21	CRITERION 4	1 = will be in school full time; 2 = other or no school
22	CRITERION 5	1 = will be working full time; 2 = other "legal" possibility
23	CRITERION 6	1 = will join reserves; 2 = other
24	CRITERION 7	

Continued

Variables Number	Description	Coding
25	CRITERION 8	1 = Definite; 2 = Not Definite
26	CRITERION 9	1 = Has CJ promised; 2 = Not so
27	Race Q6	1 = White; 2 = Non-white
28	Enlistment/Draftee Commitment Q12	1 = Commitment 2 = No commitment
29	Time Spent in PMOS Q23	1 = 1 year or less; 2 = 1-2 years; 3 = More than 2 years
30	CAS and CAS Use	1 = Using CAS 2 = Not using CAS 3 = Never had CAS
31	Military job as an aid in projected civilian job Q48	1 = "Very Great Help" thru 5 = "No help to me" with Don't Know coded as "4"

NOTE: Included in this listing are the nine Criterion Variables.

Appendix II

INFORMATION RELATING TO DATA COLLECTION: LISTS OF DATA COLLECTION SITES AND EXAMPLE OF SURVEY INSTRUCTIONS TRANSMITTED TO COMMANDS AND SITES (NAVY VERSION)

AIR FORCE DATA COLLECTION SITES

1. Maxwell AFB, Alabama 36112
2. 21st Air Base Group
   APO Seattle 98742
3. Davis-Monthan AFB,
   Arizona 86707
4. Edwards AFB, California 93523
5. Mather AFB, California 95655
6. McClellan AFB,
   California 95652
7. Travis AFB, California 94535
8. Forbes AFB, Kansas 67221
9. Barksdale AFB, Louisiana 71110
10. Kincheloe AFB, Michigan 49788
11. Offutt AFB, Nebraska 68113
12. Pease AFB,
    New Hampshire 03801
13. McGuire AFB, New Jersey 08641
14. Seymour Johnson AFB, N.C. 37168
15. Lockbourne AFB, Ohio 43217
16. Wright-Patterson AFB, Ohio 45433
17. 437 Air Base Group (CBPO-TP)
    South Carolina
18. Ellsworth AFB, South Carolina
19. Langley AFB, Virginia 23365
20. McChord AFB, Washington 98438
    (Only men separating from
    CONUS assignments)
21. Vandenberg AFB,
    California 93437
22. Korea--Specific sites Unknown
23. Germany--Specific sites Unknown
24. Thailand--Specific sites Unknown

ARMY DATA COLLECTION SITES

1. Fort Carson, Colorado 80913
2. Fort Benning, Georgia 31905
3. Fort Stewart, Georgia 31313
4. Fort Campbell, Kentucky 42223
5. Fort Knox, Kentucky 40121
6. Fort Leonard Wood,
   Missouri 65473
7. Fort Dix, New Jersey 08640
3. Fort Bragg, North Carolina 28307
9. Fort Sill, Oklahoma 73503
10. Fort Hood, Texas 76544
11. Fort Sam Houston, Texas 78234
12. Fort Belvoir, Virginia 22060
13. Fort Lee, Virginia 23801
14. Fort Myer, Virginia 22208
15. Fort Lewis, Washington

MARINE CORPS DATA COLLECTION S[illegible]

1. Marine Corps Base
   Camp Pendleton,
   California 92055
2. Marine Barracks, N.S.
   Treasure Island,
   California 94103
3. Marine Corps Air Station
   Cherry Point,
   North Carolina 28533
4. Camp Lejeune, North Carolina 28542
5. Marine Corps Recruit Depot
   Parris Island, South Carolina 29905
6. Marine Corps Air Station
   El Toro, California 92709
   (Only men separating from
   CONUS assignment)

NAVY DATA COLLECTION SITES

1. Naval Station
   Long Beach, California 90801
2. Naval Station
   San Diego, California 92136
3. Naval Station
   Treasure Island,
   California 94131
4. Naval Training Center
   Great Lakes, Illinois 60088
5. Naval Station
   Philadelphia 19112
6. Naval Station
   Newport, Rhode Island 02840
7. Naval Air Station
   Corpus Christi, Texas 78419
8. Naval Station
   Norfolk, Virginia 23511
9. Naval Support Activity (Code 184)
   Seattle, Washington 98115

PRDL:72:TWM:lms
3900
Ser 523
9 Sep 1971

FROM: Commanding Officer
To: : Distribution List

Subj: DOD Survey of Work Experience and Post-Service Plans--1971

Encl: (1) Survey Questionnaires
(2) Survey Instructions
(3) Questionnaire Contrcl Receipt Form

1. At the request of the Secretary of Defense, the Department of the Navy is participating in a study of the work experience and the post-service work and educational plans of men who are completing their first tour of service. The study consists of a survey questionnaire, enclosure (1), of enlisted men who are leaving the service at the end of their first tour.

2. The survey will be administered at selected separation sites commencing 15 September 1971 and ending 15 November 1971. It is extremely important that questionnaires are provided to all male enlisted personnel who meet the criteria specified in the instructions, enclosure (2).

3. It is requested that the completed answer sheets together with enclosure (3) be returned at the end of each month of the administration period to the address shown below.

Commanding Officer
Naval Personnel Research and Development Laboratory
Code 72
Washington Navy Yard
Washington, D. C. 20390

4. Your cooperation and assistance are greatly appreciated.

W.W. Watkins
By direction

Distribution List

CO, NAVSTA, Long Beach
CO, NAVSTA, San Diego
CO, NAVSTA, Treasure Island
CO, NTC, Great Lakes
CO, NAVSTA, Philadelphia
CO, NAVSTA, Newport
CO, NAS, Corpus Christi
CO, NAVSTA, Norfolk
CO, NAVSUPPACT, Seattle

SURVEY INSTRUCTIONS

DOD SURVEY OF WORK EXPERIENCE AND POST-SERVICE PLANS 1971

In order to ensure uniform administration at all locations, commands are required to adhere to the following instructions.

Who is to be surveyed in your command:

1. All male enlisted personnel with ratings AD, ET, YN who are separating at the end of their first tour of military service
2. Men in all other ratings whose social security account number (SSAN) ends in 1 or 5 who are separating at the end of their first tour of military service.
   A. Include men who have extended but not men who have previously completed a tour and then re-enlisted.
   B. Exclude men outprocessing immediately upon return from overseas.

How to administer questionnaire

1. The number of answer sheets you receive is based on an estimate of the number of men who will separate under the above mentioned conditions between September 15 and November 15, 1971. The questionnaires are to be reused throughout the survey period, so it is essential that they are collected from the participants upon completion. Local reproduction of questionnaires may be prepared if necessary. If you did not receive enough answer sheets, a request for additional ones should be directed to the office designated below. Do not reproduce answer sheets.
2. Either individual or group administration of the survey is acceptable. Questionnaires should be administered by selected persons associated with the separation activity or transition program.
3. Instruct each respondent to check the answer sheet to make sure:
   A. The answers are marked according to instructions on the questionnaire.
   B. Social security number has been entered according to instructions.
   C. Only one box is marked for each item.
   D. Respondents understood and followed instructions for items 36, 37; 57, 58; 63A, B, C; 64, 65.
   E. Answer sheets are not to be torn or folded.
4. Participants should be assured that no attempt will be made to identify the responses of any one individual. Inform participants that their responses will be forwarded directly to Washington.

Forwarding of answer sheets

1. Control receipt form, enclosure (3), should be completed and used as a letter of transmittal.

2. At the end of the first month of administration, all completed answer sheets for this period and control receipt forms should be transmitted in four groups: one for each of the three specially selected ratings (AD, ET, YM) and one for "all other" ratings in one package to:

   Commanding Officer
   Naval Personnel Research and Development Laboratory
   Code 72
   Washington Navy Yard
   Washington, D. C. 20390

3. At the completion of the data collection period, all remaining completed answer sheets should be forwarded as indicated in paragraph 2 above.

What to do with questionnaires

1. After the period of Administration has been completed, used and excess questionnaires may be destroyed.

For future information

1. Should any questions arise regarding this survey, contact Naval Personnel Research and Development Laboratory, Area Code 202-693-3559 or Autovon 22-33559.

From: _____

(Print name of command and address here)

To : Commanding Officer, Naval Personnel Research and Development Laboratory, Code 72, Washington Navy Yard, Washington, D.C. 20390

Subj: DOD Survey of Work Experience and Post-Service Plans--1971

Ref : (a) PRDL ltr PRDL:72:TWM:lms:3900 Ser of September 1971

Encl: (1) Completed Survey Answer Sheets

1. In accordance with the requirement in reference (a), enclosure (1) and the following information is furnished.

A. BuPERS ACTIVITY CODE OF THIS COMMAND

B. NUMBER OF MALE ENLISTED PERSONNEL SEPARATING BY RATING

RATING	TOTAL AS OF 15 NOV	NUMBER COMPLETING SURVEY
AD	_____	_____
ET	_____	_____
YN	_____	_____
All others	_____	_____

_____
(Commanding Officer)

Enclosure (3)

Appendix III

THE QUESTIONNAIRE—SPECIAL SURVEY OF WORK EXPERIENCE AND POSTSERVICE PLANS

OUTLINE OF CONTENT OF SPECIAL SURVEY OF WORK EXPERIENCE AND POSTSERVICE PLANS QUESTIONNAIRE

I. Demographic and Background Factors
   - A. Age
   - B. Race
   - C. Education
   - D. Marital status
   - E. Number of dependents
   - F. Urban - suburban - rural residence at entry to service
   - G. SES
   - H. Drafted/enlisted
   - I. If enlisted, type of enlistment commitment
   - J. Pay grade at separation

II. Preservice Work Experience
   - A. Preservice CAS--6 months or more - under 6 months
   - B. Preservice CAS--type of job (in 2 digit DOT)

III. Service-Related Factors or Variables
   - A. Branch of service
   - B. DOD occupational area code (derived)
   - C. Length of service
   - D. Whether ever extended to get in more preferred job or progress in occupational field held
   - E. Service locational factors--potentially effecting ease of contacts with educational institutions and sources of employment
     1. Number months overseas
     2. Number months in combat zone, SE Asia
     3. Number weeks in CONUS just prior to discharge
     4. Location of last permanent duty station
   - F. Pay grade (also under demographic and background)
   - G. Number of months worked in primary military job
   - H. Number of months worked in primary military job during past year
   - I. Satisfaction with work in primary military job
   - J. Satisfaction with military work experience
   - K. Satisfaction with military service

IV. Postservice Plans and Aspirations
   - A. Immediate postservice
     1. Plan to work, go to school, or both
     2. For those planning further education, how long after service do you expect to start
     3. How long until full time job
     4. Have job promised
     5. Where plan to live (urban, suburban, rural)
     6. Plan to join active reserve unit

B. One year postservice
   1. Plan to be working (full or part time or not at all)
   2. Plan to be in training or education or not at all
   3. If plan to work, type of job--2 digit DOT
   4. Expected income/week
   5. Definiteness of plans

C. Age 35
   1. Type of job--2 digit DOT
   2. Expected income/week
   3. Definiteness of job plans for age 35
   4. Expected highest level of education

V. Perceived Value of CAS (Civilian Work Skills in Preservice Employment)
   A. Inservice
      1. Service applicability of CAS
      2. Use service has made of recruits' CAS
      3. Satisfaction with use service has made of CAS
   B. One year postservice
      1. Plan for postservice job using CAS
      2. Similarity of CAS and kind of job one year postservice

VI. Perceived Postservice Value of Military Training and Work Experience
   A. Immediate postservice
      1. Plan to look for a job like military job
      2. Plan for more training or education related to military job
      3. Amount of help military training and work experience will be in getting desired postservice job
      4. How military service job-acquired skills will help in civilian life
      5. Factors perceived as limiting civilian use of military-acquired skills
   B. One year postservice
      1. Perceived similarity of military job and job one year postservice
   C. Age 35
      1. Amount of help military training and work experience will be in reaching long-term job and income goals
      2. Perceived similarity of military job and job at age 35

July 1971	SPECIAL SURVEY OF WORK EXPERIENCE AND POST-SERVICE PLANS (Male Enlisted Questionnaire)	REPORTS CONTROL SYMBOL DD—M—(OT)7135

BACKGROUND

The Department of Defense is conducting this survey in order to learn about your work experience and your plans for work and education after you complete your present tour of military service. Your answers to this questionnaire will help to determine ways of assisting men to reach their post-service job and educational goals.

Please answer every question in this booklet as accurately as possible. Your answers will be treated in confidence, and will not become part of your military record or commit you in any way.

General Instructions

A. Answer all questions. Read each question and all possible answers carefully before selecting your answer.

B. Mark your answers on the answer sheet only. Do not write on the questionnaire booklet.

C. If any question is not clear, or if you have any difficulty, ask for help from the supervisor.

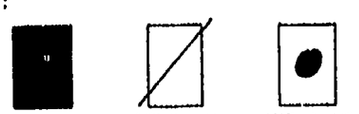
How to Complete the Answer Sheet

A. Use only a number 2 pencil when filling out the answer sheet. Do not use ink.

B. Be sure that the item number on the answer sheet is the same as the number of the question you are answering.

C. Mark on the answer sheet the box that has the same letter or number as the response you selected from the questionnaire.

D. Fill in the box with heavy marks. Do not go outside the lines of the box. Look at the examples below:



RIGHT WRONG WRONG

E. If you make a mistake, erase the mark completely before marking another one.

F. Do not tear, fold, or bend the answer sheet.

G. Do not mark in the number boxes in the upper right-hand corner of your answer sheet.

SPECIAL SURVEY OF WORK EXPERIENCE AND POST-SERVICE PLANS

RELAY III

Reports Control Symbol DD–M–(OT)7135

This survey asks questions about your civilian and military work experience and about your work and educational plans. Answer each question to the best of your ability. Your answers will be kept confidential and used for research purposes only.

Before starting the survey questions, enter your Social Security Account Number on the front of the answer sheet in the boxes provided for it. Blacken the answer box to the right of each number that is the same as the number you wrote in the box.

After you have filled in your Social Security Account Number, start below with question number one.

PART I. BACKGROUND INFORMATION

1. In what month are you answering this survey?

   A. January
   B. February
   C. March
   D. April
   E. May
   F. June
   G. July
   H. August
   I. September
   J. October
   K. November
   L. December

2. What branch of the Service are you in?

   A. Air Force
   B. Army
   C. Marines
   D. Navy

3. How many days are there before you leave the Service?

   A. 1 to 6 days
   B. 7 to 13 days
   C. 14 to 27 days
   D. 28 to 41 days
   E. 42 to 55 days
   F. 56 to 69 days
   G. 70 to 84 days
   H. More than 84 days (twelve weeks). I plan to reenlist
   I. More than 84 days (twelve weeks). I do not plan to reenlist

4. How old were you on your last birthday?

   A. Less than 19 years old
   B. 19 or 20
   C. 21 or 22
   D. 23 or 24
   E. 25 or 26
   F. 27 or 28
   G. More than 28 years old

5. What is your race?

   A. White
   B. Black
   C. Other

6. What is your highest level of education? (Include GED credits)

   A. Did not graduate from high school
   B. Graduated from high school (no college)
   C. Vocational or business school after high school
   D. One year of college
   E. Two years of college
   F. Between two and four years of college, but did not graduate from four-year college
   G. Graduated from four-year college
   H. Post-graduate study at college or university

7. What is your marital status?

   A. Married
   B. Never been married
   C. Divorced and not remarried
   D. Legally separated
   E. Widower

8. In addition to yourself, how many dependents do you claim for federal income tax purposes?

   A. None
   B. One
   C. Two
   D. Three
   E. Four
   F. Five or more

9. What is your present enlistment status?

   A. Selective Service inductee (draftee--did not enlist)
   B. Reserve
   C. Regular, on first enlistment
   D. Regular, on second or later enlistment
   E. National Guard

10. Did you have any military experience before your present tour of service?

   A. No, I had no previous military experience
   B. Yes, I was on active duty in the Armed Services
   C. Yes, as a member of a National Guard unit
   D. Yes, as a member of a Reserve Unit
   E. Yes, some other military experience

11. Just before you came into Service, where did you live?

A. In a large city (over 100,000)
B. In a small city (25,000 to 100,000)
C. In a suburb
D. In a small town
E. On a farm or ranch
F. In the country (not on a farm or ranch)

12. Under which enlistment program did you enter Service? (Mark only one answer.)

A. I was drafted (inducted)
B. No specific program or commitment
C. Enlistment for a special training program
D. Enlistment for a particular occupational or work area
E. Other special enlistment program

13. When you came into the Service, how long were you signed up for?

A. 2 years
B. 3 years
C. 4 years
D. 5 years
E. 6 years

14. After coming into the Service, did you ever extend the time you first signed up for?

A. No
B. Yes

15. If you extended the time you first signed up for, what was the *one* main reason you extended? If you extended more than once, answer only for the first time you extended.

A. Doesn't apply to me; I have not extended the time for which I was first signed up
B. So I could change to a different kind of military job
C. To get into a military school or course which would help me to get ahead in the kind of military job I already had
D. To get to, or stay in, a geographical location or area I wanted
E. Other

16. How much total active Military Service have you completed?

A. Less than two years
B. 2 years but less than 3
C. 3 years but less than 4
D. 4 years but less than 5
E. 5 years but less than 6
F. 6 years or more

17. What is your present location? (This means the location where you are answering this survey form.)

A. The continental United States
B. Korea
C. Germany
D. Thailand
E. Some other location not listed above

18. If you are presently in the continental United States, give the location of your last permanent duty station.

A. Doesn't apply— I am *not now* in the continental United States
B. The continental United States
C. Japan, Korea, Okinawa, Philippines
D. Southeast Asia
E. Europe
F. Hawaii, Alaska, Puerto Rico, or a U.S. territory
G. Other overseas location

19. How many months have you served overseas?

A. None
B. Less than 6 months
C. Between 6 and 12 months
D. Between 12 and 18 months
E. Over 18 months

20. How many months have you served in a combat zone in Southeast Asia?

A. None
B. Less than 6 months
C. Between 6 and 12 months
D. Between 12 and 18 months
E. Over 18 months

21. How much of the past six months have you been located in the continental United States?

A. The past week or less
B. The past two to four weeks
C. The past one to two months
D. The past two to four months
E. The past four to six months

PART II. WORK EXPERIENCE IN THE MILITARY

22. What is your pay grade?

A. E-1
B. E-2
C. E-3
D. E-4
E. E-5
F. E-6
G. E-7
H. E-8
I. E-9

23. How many months have you worked in your primary MOS, AFSC, or NEC?

A. Less than one motnh
B. 1, 2, or 3 months
C. 4, 5, or 6 months
D. 7, 8, or 9 months
E. 10, 11, or 12 months
F. 1 year but less than 2 years
G. 2 years but less than 3 years
H. 3 years but less than 4 years
I. 4 years to five years
J. More than five years

24. How much of the past year have you worked in your primary MOS, AFSC, or NEC?

A. None
B. 1 or 2 months
C. 3 or 4 months
D. 5 or 6 months
E. 7 or 8 months
F. 9 or 10 months
G. 11 or 12 months

25. How satisfied have you been with the kind of job duties you have had in your primary MOS, AFSC, or NEC?

A. Extremely satisfied
B. Very satisfied
C. Somewhat satisfied
D. Somewhat dissatisfied
E. Very dissatisfied
F. Extremely dissatisfied
G. Doesn't apply to me; I have never worked in my primary MOS, AFSC, or NEC

In the following nine questions you are asked how much you have liked or disliked things about your work in the Service.

26. In general, how do you feel about the opportunities you have had in the Service to *do the kind of work you enjoy?*

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

27. In general, how do you feel about the opportunities you have had in the Service to *work at the level of responsibility you wanted and were able to handle?*

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

28. In general, how do you feel about the opportunities you have had in the Service for *promotions*?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

29. In general, how do you feel about the *geographical locations where you have been assigned* while in the Service?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

30. In general, how do you feel about the *physical working conditions, equipment, and facilities* that you have had in the Service?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

31. In general, how do you feel about the *Military Service as a place to work*?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

32. In general, how do you feel about the *leadership and supervision* you have had in the Service?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

33. In general, how do you feel about the opportunities you have had in the Service to *work with men whom you liked and respected*?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

34. In general, how do you feel about the opportunities you have had in the Service to do *work that you felt was important*?

A. Liked very much
B. Liked somewhat
C. Neither liked nor disliked
D. Disliked somewhat
E. Disliked very much

PART III. CIVILIAN WORK EXPERIENCE BEFORE YOU CAME INTO SERVICE

These questions ask about the civilian work experience you had before you came into the Service.

35. Did you work six months or more in any *one kind* of job before you came into service? (Include part-time work if it adds up to six months or more of experience.)

A. Yes
B. No

If your answer to question 35 is "No", go on to question 43.

WHAT KIND OF WORK DID YOU DO IN CIVILIAN LIFE?

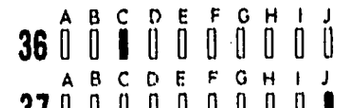
36 & 37. Look over the "List of Civilian Jobs" on the last two pages of this booklet. Find the name of the job which is most like the kind of job you held the longest in civilian life. The names of jobs are listed under the headings:

PROFESSIONAL AND TECHNICAL JOBS
ADMINISTRATIVE OR MANAGERIAL JOBS
CLERICAL JOBS
SALES JOBS
SERVICES
FARMING, FISHERY AND FORESTRY JOBS
PROCESSING PLANT JOBS
MACHINE TRADES
BENCH WORK
STRUCTURAL WORK LIST
MISCELLANEOUS JOBS LIST

Note that there is a code of two letters to the left of the name of each job. Use answer sheet items 36 and 37 to show the two letters for the job you choose. Mark the first of the two job code letters as your answer to item 36 on the answer sheet. Mark the second of the two job code letters as your answer to item 37 on the answer sheet.

Example:

Suppose you worked as a sales clerk (selling *many kinds* of goods) in civilian life. Look at the "List of Civilian Jobs" at the back of this booklet, glancing at the headings until you find "Sales Jobs". You find that sales clerk is listed here with the code letters CJ. Fill in box C for answer 36, and box J for answer 37. Your answers should look like this:



38. See the job you chose in items 36 and 37. Are there any jobs in the Service which are very much like this civilian job?

A. Yes
B. No
C. I don't know

39. How much use has the Service made of the job skills you had when you entered Service?

A. A lot of use
B. Some use
C. No use

40. Would you have liked the Service to have made more use of the job skills you had when you came into the Service?

A. No
B. Yes
C. I don't know

41. How much does your present duty assignment make use of the kinds of job skills you had when you came into Service?

A. A great deal
B. Quite a bit
C. Not much
D. Not at all

42. How much alike are the military work in which you have spent the most time and the civilian job you held the longest before coming into Service?

A. They are almost the same
B. They are related but not closely
C. They are fairly different
D. They are completely different

PART IV. YOUR PLANS FOR THE FUTURE

These questions ask what you plan to do as soon as you leave the Service.

43. How long after you leave the Service do you expect to enter a school, college, or training program?

A. I don't plan further education or training
B. Within 2 months after leaving
C. Within 2 to 4 months
D. Within 4 to 6 months
E. Within 6 months to a year
F. More than a year after leaving Service
G. I don't know

44. How soon after you leave the Service do you want to have a full-time job?

A. Within 2 months after I leave Service
B. Within 2 to 4 months
C. Within 4 to 6 months
D. Within 6 months to a year
E. Between 1 and 2 years
F. More than 2 years after I leave Service

45. Do you have a job promised to you for when you leave the Service?

A. No
B. Yes
C. Doesn't apply; I plan to stay in the Service

46. When you leave the Service, do you plan to look for a job doing the kind of work you did in Service?

A. Yes
B. No
C. I don't know

47. When you leave the Service, do you expect to get further training or education related to the kind of work you did while in the Service?

A. Yes
B. No
C. I don't know
D. I plan to stay in the military

48. How much help do you think your military work and training experience will be when you try to get the kind of job you want after you leave the Service?

A. Very great help to me
B. Great help to me
C. Some help to me
D. Very little help to me
E. No help to me
F. I don't know

49. How much help do you think the training and experience that you have had in Service will be to you in reaching your long-range job and income goals?

A. No help at all
B. A little help
C. Quite a bit of help
D. A great deal of help
E. I don't know

50. Which *one* of the following statements best describes how the job skills you learned in Service will help you in civilian life? (Mark only *one* answer.)

A. These skills will help me earn some money to save so I can later go back to school
B. They will help me earn some money while I go to school
C. They will give me a better chance to get a job I can follow as a career
D. These job skills will help me make a living until I can find the kind of job I really want
E. These job skills will help me, but not in any of the ways listed above
F. These job skills will not help me in civilian life

51. If you do *not* plan to get a job related to your military job or get further training in that general kind of work, what is your *one main reason?* Read the whole list, then mark your *one* main reason.

A. Doesn't apply to me; I do plan to follow up work or training related to my work in the Service
B. There are not civilian jobs like my military job
C. My Service work and training are not in line with my career plans
D. Where I will be living there are too few related civilian jobs
E. I will have better opportunities in other lines of work
F. I couldn't qualify for required license or certificate
G. My Service job is not in a line of work I like
H. The kind of jobs I've had in Service don't pay well enough
I. Some other reason not on this list

52. Are you going to join an active reserve unit when you return to civilian life?

A. Yes, I'm sure I will
B. Yes, I think I will
C. No, I don't think so
D. No, I'm sure I won't

53. When you leave the Service, where do you plan to live?

A. In a large city (over 100,000)
B. In a small city (25,000 to 100,000)
C. In a suburb
D. In a small town
E. On a farm or ranch
F. In the country (not on a farm or ranch)
G. I don't know

PART V. YOUR PLANS FOR ONE YEAR AFTER LEAVING MILITARY SERVICE

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

A. I plan to take high school courses
B. I plan to attend a junior or two-year college
C. I plan to attend a regular four-year college
D. I plan to take trade or technical training
E. I plan to enter an on-the-job training program
F. I plan to attend a college or university for post-graduate study
G. I plan no further education or training after I leave the Service
H. I don't know whether I'll take further education or training then

55. If you plan to be in school or training one year after leaving the Service, will this be full-time or part-time?

A. Full-time in school or training
B. Part-time in school or training
C. I plan to be in school or training then but don't know whether it will be full or part-time
D. I don't plan to be in school or training
E. I don't know whether I'll take further schooling or training then

56. Do you think you will be working one year after you leave the Service?

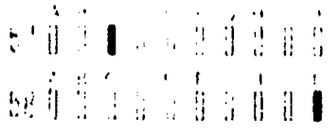
A. Yes, full-time
B. Yes, part-time
C. I'll probably be working then, but I don't know whether it will be full- or part-time
D. I don't think I will be working then
E. I plan to make a career of the military Service

If you think you will *not* be working either full-time or part-time one year after you leave the Service, go on to question 63.

57 & 58. What kind of work do you think you will be doing one year after you leave the Service? Even if you don't know, give your best guess. Read the "example" for instructions on answering these questions.

Example:

Suppose you will be working as a sales clerk (selling *many kinds* of goods) one year after leaving the Service. In the "List of Civilian Jobs" at the back of this booklet you will find the code for this job is CJ. Fill in box C on your answer sheet for answer 57 and box J for answer 58. Your answers should look like this:



59. How much do you think you will be earning per week one year after you leave the Service? (Mark only one answer)

A. Doesn't apply to me; I plan to make a career of the Service
B. Less than $25 per week
C. $25 per week
D. $50 per week
E. $75 per week
F. $100 per week
G. $125 per week
H. $150 per week
I. $175 per week
J. $200 per week
K. $225 per week
L. $250 per week
M. $275 per week
N. $300 per week
O. Over $300 per week

60. How definite are your plans for the kind of job you will have one year after you leave the Military Service?

A. Completely decided (I am sure what work I'll be doing then)
B. Very definite
C. Fairly definite
D. Fairly indefinite
E. Very indefinite
F. Completely undecided (I don't have any idea of what kind of work I'll be doing then)

61. How much alike are the *job you had the longest in civilian life before coming into Service* and the kind of *job you expect to have one year after you leave* the Service?

A. The jobs are identical
B. The jobs are closely related
C. The jobs are related, but not closely
D. The jobs are fairly different
E. The jobs are completely different
F. Doesn't apply to me; I didn't have a civilian job before coming into Service
G. I don't know

62. How much alike are *your military job* and the *kind of job you expect to have one year* after you leave the Service?

A. The jobs are identical (my military job and the job I want to be in one year after leaving Service are the same)
B. The jobs are closely related
C. The jobs are related, but not closely
D. The jobs are fairly different
E. The jobs are completely different
F. I don't know

PART VI. YOUR PRIMARY MILITARY OCCUPATIONAL SPECIALTY

63. What are the first three characters of your primary military occupational specialty?

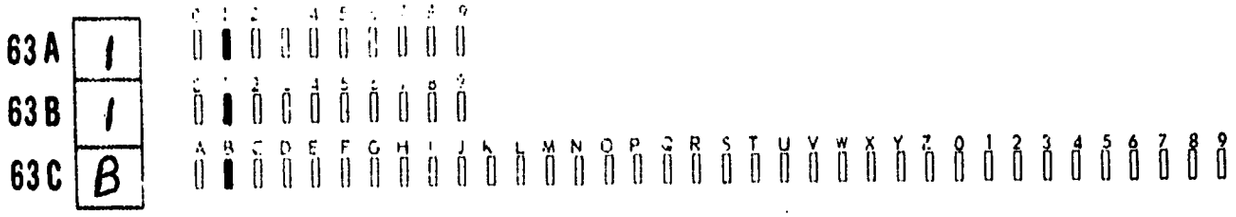
First, write the characters in the three boxes provided for questions 63A, 63B, and 63C on the second side of your answer sheet.

Second, mark in your answers to the right of each box. Make three marks.

Before you record your answer, read the example on the following page for your branch of Service.

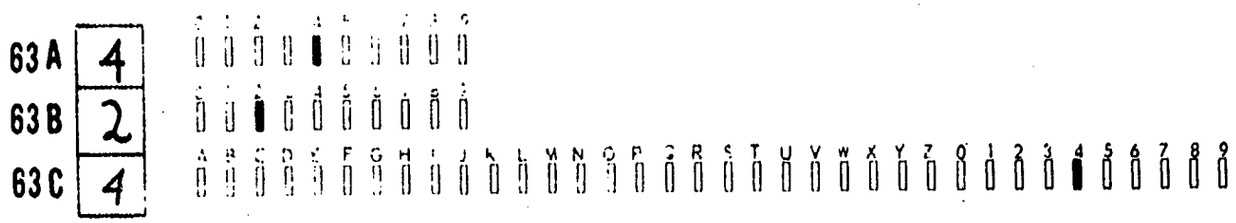
Example (Army):

ARMY: Use the *first two numbers and the letter* which appear in your MOS. For example, 11B20 would be recorded as 11B.



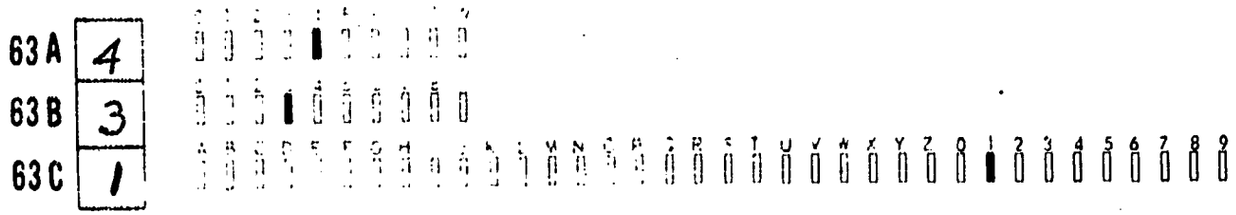
Example (Navy):

NAVY: Use the *first three numbers* of your NEC--do *not* use letters. As an example, MM-4246 would be recorded as 424. If you do not have an NEC, use three zeros (000).



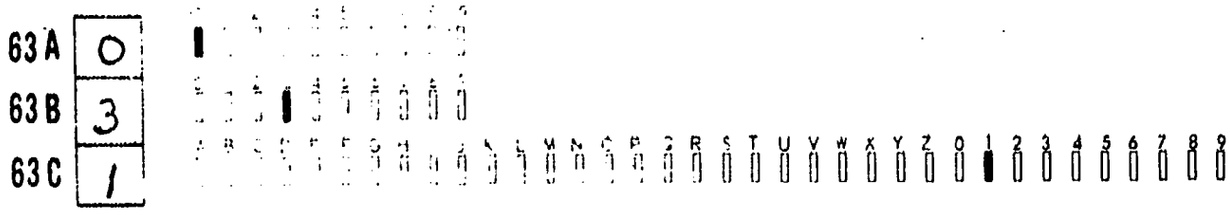
Example (Air Force):

AIR FORCE: Use the *first three numbers* of your AFSC--do *not* use letters. For example, the AFSC A43130C would be recorded as 431:



Example (Marine Corps):

MARINE CORPS: Use the *first three numbers* of your MOS. For example, the MOS 0311 would be recorded as 031:

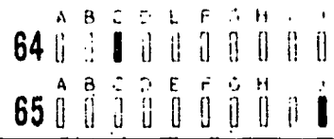


PART VII—YOUR PLANS FOR AGE 35

64 & 65. What kind of work do you think you will be doing at age 35? Even if you don't know, give your best guess. Read the "Example" for instructions on answering these questions.

Example:

Suppose you will be working as a sales clerk (selling *many kinds* of goods) at age 35. In the "List of Civilian Jobs" at the back of this booklet the code letters for this job are CJ. Fill in box C on your answer sheet for answer 64, and box J for answer 65. Your answers should look like this:



66. How much do you think you will be earning at age 35?

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

A. Below $100 per week
B. $100 per week
C. $150 per week
D. $200 per week
E. $250 per week
F. $300 per week
G. $350 per week
H. $400 per week
I. $450 per week
J. $500 per week
K. Over $500 per week

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

A. Completely decided (I am sure what work I will be doing then.)
B. Very definite
C. Fairly definite
D. Fairly indefinite
E. Completely undecided (I don't have any idea of what work I'll be doing then.)

68. How much alike are your military job and your choice of a job at age 35?

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

69. What do you think will be the highest level of formal schooling that you will have completed at age 35?

A. Elementary (grades 1-8)
B. Some high school (9-11)
C. High school graduate or passed GED (12)
D. Some college (13-15)
E. College graduate (16)
F. Graduate level (17 or more)

70. Which one of the following best describes your father's job? (If your father is disabled, has retired, or has died, mark the category that best describes the job he previously held.)

A. Business executive or owner—*large* business
B. Professional—such as doctor, lawyer, scientist
C. Administrator or manager—sales manager, office manager
D. Owner or operator of a small business
E. Salesman or clerical worker
F. Technician—draftsman, surveyor, medical or dental technician
G. Skilled worker or foreman—carpenter, electrician, mechanic
H. Semiskilled worker—factory machine operator, bus or cab driver, meat cutter
I. Workman or laborer
J. I don't know my father's job

71. What is the highest level of education your father reached? Mark the *one best* answer, even if you are not sure.

A. None, or some grade school
B. Completed grade school
C. Some high school, but did not graduate
D. Graduated from high school
E. Vocational or business school after high school
F. Some junior or regular college but did not complete four years
G. Graduated from a regular four-year college
H. Master's degree
I. Some work toward doctorate or professional degree
J. Completed doctorate or professional degree
K. I don't know

LIST OF CIVILIAN JOBS

PROFESSIONAL AND TECHNICAL JOBS

BJ	Airline pilot
AB	Architect
BE	Artist
BF	Athlete (professional)
AE	Biologist
BF	Broadcaster
BC	Clergyman
AB	Draftsman
AB	Engineer (civil, electrical, etc.)
BF	Entertainer
BB	Lawyer, Judge
BA	Librarian
AC	Mathematician
AH	Medical or health work
BA	Museum work
BF	Musician
AH	Pharmacist
BE	Photographer
AC	Physical scientist
BJ	Radio operator
BJ	Ships officer
AF	Social scientist
BJ	Social worker
AB	Surveyor
AB	Systems Analyst
AJ	Teacher
BD	Writer, editor
BJ	X-ray technician

ADMINISTRATIVE OR MANAGERIAL JOBS

BG	Accountant, auditor
BG	Advertising or public relations manager
BI	Foreman, superintendent
BI	Administrator in government
BG	Inspector (safety or building)
BI	Management trainee
BI	Manager of a business
BI	Office manager or director
BG	Personnel manager
BG	Sales manager

CLERICAL JOBS

CB	Bookkeeper, cashier
CE	Claims adjuster
CE	Collector
CB	Computer programmer
CB	Computer operator
CE	Hotel clerk
CD	Mail carrier
CD	Mail clerk
CD	Messenger
CA	Office clerk
CA	Office machine operator
CC	Production clerk
CC	Repair parts man
CC	Stock clerk
CD	Telephone operator

SALES JOBS

CJ	Sales clerk (sells *many kinds* of goods)
CG	Salesman of goods (Specializes in selling *one kind* of product)
CJ	Deliveryman, routeman
CF	Salesman, insurance
CF	Salesman, real estate
CF	Salesman, services

SERVICES

DD	Barber
DB	Baker, cook
DB	Bartender
DC	Bellman
DI	Elevator operator
DD	Embalmer
DH	Fireman
DH	Guard, watchman
DF	Guide (tour)
DF	Hospital attendant
DI	Janitor
DG	Laundry worker
DD	Masseur
DB	Meatcutter
DH	Policeman
DF	Porter
DG	Shoe repairman
DE	Ticket taker, usher
DB	Waiter

FARMING, FISHERY AND FORESTRY JOBS

EG	Blight and pest control
EC	Farm machinery operator
EB	Farmer (animal)
EC	Farmer (livestock and crops)
EA	Farmer (plant)
ED	Fisherman
EE	Forest conservationist
EA	Gardener
EF	Hunter or trapper
ED	Marine life cultivation

PROCESSING PLANT JOBS

Processing includes jobs that involve such work as refining, mixing, compounding, chemically treating, or heat treating materials. Kinds of equipment used include vats, stills, ovens, furnaces, mixing machines, crushers, and so forth. (Processing does *not* include machine trades that involve cutting, boring, polishing, etc.)

FF	Chemicals and paint processing	FA	Metal processing	FF	Plastics, rubber processing
FH	Clay or glass processing	FB	Ore refining	FH	Stone processing
FC	Food processing	FD	Paper processing	FI	Textile processing
FB	Foundry work	FE	Petroleum, coal, and gas processing	FC	Tobacco processing
FI	Leather processing			FG	Wood processing

MACHINE TRADES

This category includes jobs that involve using machines to cut, bore, mill, sand, polish, saw, punch, knit, weave, and so forth.

GF	Bookbinder	GJ	Leather machining	GJ	Plastics, rubber machining
GG	Cabinetmaker	GD	Machinery repairman	GF	Printer
GH	Clay, glass, stone machining	GA	Machinist	GI	Textile machine work
GB	Forging	GC	Mechanic	GG	Wood machining
		GE	Paper working		

BENCH WORK

Making, assembling, inspecting, or repairing of:

HC	Electrical appliances	HD	Musical instruments
HC	Electronic equipment	HB	Optical goods, or scientific apparatus
HG	Furniture, wood products	HB	Photographic equipment or watches
HD	Games, toys, sporting goods	HF	Rubber goods
HD	Guns, ammunition	HH	Stone, clay, or glass products
HA	Locks, tools, or jewelry	HI	Textile or leather products

STRUCTURAL WORK LIST

IC	Air conditioner, refrigerator, washer installation and repair	IC	Lineman (telephone)
IA	Body shop worker	IE	Painter (house or auto)
IG	Brick layer, mason	IF	Paving worker
IG	Carpenter, roofer	IE	Plasterer, paper hanger
IC	Electrician	IG	Plumber, steam fitter
IF	Excavation, grading worker	IA	Sheet metal worker, boilermaker
IG	Glass installer	IA	Structural steel worker, riveter
		IB	Welder

MISCELLANEOUS JOB LIST

JB	Airline work	JB	Gas station attendant	JB	Railroad engineer
JB	Blaster	JH	Graphic artist	JD	Sand and gravel work
JB	Bus or cab driver	JE	Logger	JB	Seaman
JH	Dark room worker	JD	Miner	JA	Truck driver
JH	Engraver	JC	Packager or Packer	JG	TV, radio, movie, and stage production
JF	Fireman (boiler)	JB	Parking attendant	JF	Water supply work
JC	Freight handler	JF	Power plant work		

Appendix IV

INTERCORRELATIONS OF SELECTED ASPECTS OF POSTSERVICE PLANS

LIST OF ASPECTS OF CIVILIAN PLANS SELECTED FOR SPECIAL ATTENTION IN THE ANALYSES[1]

1. Already have a civilian job promised vs. do not have a civilian job promised.
2. Plan to be working full time, one year postservice vs. do not plan to be working full time then.
3. Definite regarding type of job, one year postservice vs. indefinite.
4. Plan to be in school or training full time, one year postservice, vs. do not plan to be in school or training full time then.
5. School or training orientation in plans for one year postservice vs. work orientation for that time vs. dual school and work orientation for that time.
6. Plan to use military training and experience in school and/or job in the immediate postservice period vs. do not plan such use.
7. Plan to use military training and experience in a civilian job in immediate postservice period vs. do not plan such use.
8. Plan for use of military training and experience in a civilian job, one year postservice vs. do not plan such use then.
9. Plan for use of military experience in civilian education or training in the immediate postservice period vs. do not plan such use.
10. Plan to join the active reserves vs. do not plan to join.

Intercorrelations of the Ten Aspects of Postservice Plans Selected for Special Attention in the Analyses

Aspect of Postservice Plans	CMF Category	Aspect of Postservice Plans[1]									
		1 (IX)	2 (VI)	3 (VIII)	4 (V)	5 (V-VI)	6 (I)	7 (II)	8 (III)	9 (IV)	10 (VII)
1 (IX)	All Respondents	--									
	Admin.	--									
	Electr/Maint.	--									
	Aircraft Maint.	--									
2 (VI)	All Respondents	−.23	--								
	Admin.	−.18	--								
	Electr/Maint.	−.20	--								
	Aircraft Maint.	−.23									

(Continued)

[1] The order of listing is the order in which the ten selected aspects of postservice plans are treated in the text. Definitions of each of the selected aspects in terms of item responses can be found in Appendix I, Part A, Attachment 5.

Intercorrelations of the Ten Aspects of Postservice Plans Selected for Special Attention in the Analyses

(Continued)

Aspect of Postservice Plans	CMF Category	Aspects of Postservice Plans[1] 1 (IX)	2 (VI)	3 (VIII)	4 (V)	5 (V-VI)	6 (I)	7 (II)	8 (III)	9 (IV)	10 (VII)
3 (VIII)	All Respondents	–.30	.27	..							
	Admin.	–.14	.20	..							
	Electr/Maint.	–.25	.26	..							
	Aircraft Maint.	–.26	.23	..							
4 (V)	All Respondents	.14	–.39	–.40	..						
	Admin.	.18	–.50	–.11	..						
	Electr/Maint.	.21	–.47	–.07	..						
	Aircraft Maint.	.10	–.36	.05	..						
5 (V-VI)	All Respondents	.24	–.93	–.18	.93	..					
	Admin.	.23	–.96	–.17	.96	..					
	Electr/Maint.	.26	–.94	–.19	.95	..					
	Aircraft Maint.	.21	–.92	–.10	.93	..					
6 (I)	All Respondents	.02	.05	–.04	–.03	–.05	..				
	Admin.	.05	.06	–.14	.00	–.04	..				
	Electr/Maint.	.10	.09	–.02	–.02	–.06	..				
	Aircraft Maint.	.00	.02		.03	.01	..				
7 (II)	All Respondents	.04	.06	.05	–.05	–.07	.84	..			
	Admin.	–.03	.00	–.14	.00	–.02	.71	..			
	Electr/Maint.	.11	.07	–.03	–.08	.07	.85	..			
	Aircraft Maint.	.07	–.02	.04	.07	.07	.77	..			
8 (III)	All Respondents	.06	.01	.04	–.02	–.03	.56	.60	..		
	Admin.	.02	.08	.08	.01	–.07	.65	.67	..		
	Electr/Maint.	.17	.05	–.02	–.07	–.07	.65	.70	..		
	Aircraft Maint.	.02	–.02	–.01	.00	.02	.45	.48	..		
9 (IV)	All Respondents	.03	.04	.04	–.01	–.03	.87	.66	.51	..	
	Admin.	.16	.02	–.17	.02	.00	.90	.52	.56	..	
	Electr/Maint.	.06	.10	.00	–.06	–.10	.88	.70	.53	..	
	Aircraft Maint.	.03	.00	.04	.08	.07	.91	.63	.45	..	
10 (VII)	All Respondents	–.02	–.02	.01	–.04	–.04	.09	.07	.09	.06	..
	Admin.	.04	.07	–.01	–.02	–.06	.13	.03	.19	.11	..
	Electr/Maint.	–.11	.04	.13	.03	–.03	.08	.10	.19	.03	..
	Aircraft Maint.	.00	–.03	–.05	–.02	.01	.08	.08	.16	.01	..

[1] Order of listing is the order in which the 10 selected aspects of postservice plans are treated in the text of the report. Definitions of the selected aspects of postservice plans, are presented in Appendix I, Part A Attachment 5.

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13. ABSTRACT

A study was made of several aspects of the postservice educational and occupational plans of first-tour enlisted personnel nearing separation from military service. Data were collected using a questionnaire administered at military sites during September-December, 1971. Usable returns were obtained from 3946 men from four services: Air Force, 481; Army, 942; Marine Corps, 783; and Navy, 1740. Analyses were made to characterize the postservice plans of the respondents and to identify correlates of these plans. A large majority of the men said they wanted to enter full-time employment soon after leaving the service. Almost half indicated they already had a part- or full-time job promised. Most men expected to be in full-time work one year postservice, but four out of ten were not very definite about the type of work they would be in. Although most men expect to pursue full-time work, results show a widespread interest in further training or education. The most prominent predictor of school versus work orientation for postservice plans is current educational level, although the relationship is not linear. Only about one of four men expected to use his military job training experience either in a civilian job or in related education or training. Results are interpreted by the writer as implying the need for continued, or even improved, pre-separation counseling to assist men in formulating their postservice plans, in locating jobs, and in becoming more aware of the potential value of the job skills they have acquired while in military service.

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Personnel selection						
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