



OFFICE OF THE UNDER SECRETARY OF DEFENSE
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PERSONNEL AND
READINESS

MAY 31 2007

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

SUBJECT: Pilot Test for Home School Diploma Graduates

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

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

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

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



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

A handwritten signature in black ink, appearing to read 'W. Carr', with a stylized, cursive script.

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

Attachment:
None