

DMDC

Information and Technology for Better Decision Making

November 2003 Status of Forces Survey of Active-Duty Members

Briefing

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Under Secretary of Defense for Personnel and Readiness

October 2004



Briefing Overview

- ✓ Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

Introduction

- Web-based, active-duty survey fielded November 3 – December 11, 2003
- 33K Service members surveyed, weighted response rate of 38%
 - High quality data achieved (margins of error generally within +/-5 percentage points)
- Briefing includes the following:
 - Graphic displays of overall results
 - Tables showing results by reporting categories, e.g., Services and gender
 - Statistical tests used to compare each subgroup to its respective “all other” group, i.e., to all others not in the subgroup
 - Results of statistical tests shown by color coding
 - Graphic displays of trends (when available)
 - Summary of key findings

Introduction

- Trend data compare November 2003 Status of Forces Survey (SOFS) of Active-Duty Members with
 - July 2003 Status of Forces Survey of Active-Duty Members
 - Web survey
 - 32K Service members surveyed; weighted response rate of 35%
 - March 2003 Status of Forces Survey of Active-Duty Members
 - Web survey
 - 35K Service members surveyed; weighted response rate of 35%
 - July 2002 Status of Forces Survey of Active-Duty Members
 - Web survey
 - 38K Service members surveyed; weighted response rate of 32%
 - 1999 Active-Duty Survey
 - Paper-and-pencil survey
 - 66K Service and Coast Guard members surveyed; weighted response rate of 52%
 - Since active-duty SOFS excludes Coast Guard and Reservists on active duty, these members were excluded from 1999 results for comparability

Introduction

Reporting Categories

Service

- Army
- Navy
- Marine Corps
- Air Force

Paygrade

- E1-E4 • O1-O3
- E5-E9 • O4-O6

Location

- CONUS
- Overseas

Residence

- On base
- Off base

Ethnicity

- Non-Minority
- Minorities

Family status

- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

Gender

- Male
- Female

Service by paygrade*

- | | |
|------------------------|-------------------------|
| • Army officer | • Army enlisted |
| • Navy officer | • Navy enlisted |
| • Marine Corps officer | • Marine Corps enlisted |
| • Air Force officer | • Air Force enlisted |

Gender by paygrade*

- Male enlisted
- Male officer
- Female enlisted
- Female officer

*Note: Service by Paygrade and Gender by Paygrade findings not mentioned in summaries if majority finding already mentioned

Introduction

To Tables Showing Results of Reporting Categories

Color indicators are used if the proportion (or mean) of the reporting category significantly differs from its respective "all other" group

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Impact of time away on desire to stay	Increase	9	8	10	13	9	10	9	9	7	8	6	10	9	13	10
	Decrease	22	25	22	23	18	29	18	19	12	25	21	24	14	24	14	19	15

Margins of error within +/- 4%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Impact of time away on desire to stay	Increase	9	9	10	10	9	8	11	12	12	8	7	10	8	9	8
	Decrease	22	22	22	23	22	22	23	23	26	18	25	23	17	24	13	22	22

Margins of error within +/- 4%

Positive response • Increased • Satisfied • Agree • Etc.	More Positive	More Negative	Negative response • Decreased • Dissatisfied • Disagree • Etc.
	Less Positive		

Introduction

Examples of Color Indicators on Tables of Results by Reporting Categories

How satisfied are you with each of the following:

Green -- more satisfied →
Yellow -- less satisfied →

→ Very satisfied
→ Satisfied

Neither satisfied nor dissatisfied

Red -- more dissatisfied →

→ Dissatisfied
→ Very dissatisfied

How many days have you done the following:

Blue

Purple

→
→

More than average

Less than average

Briefing Overview

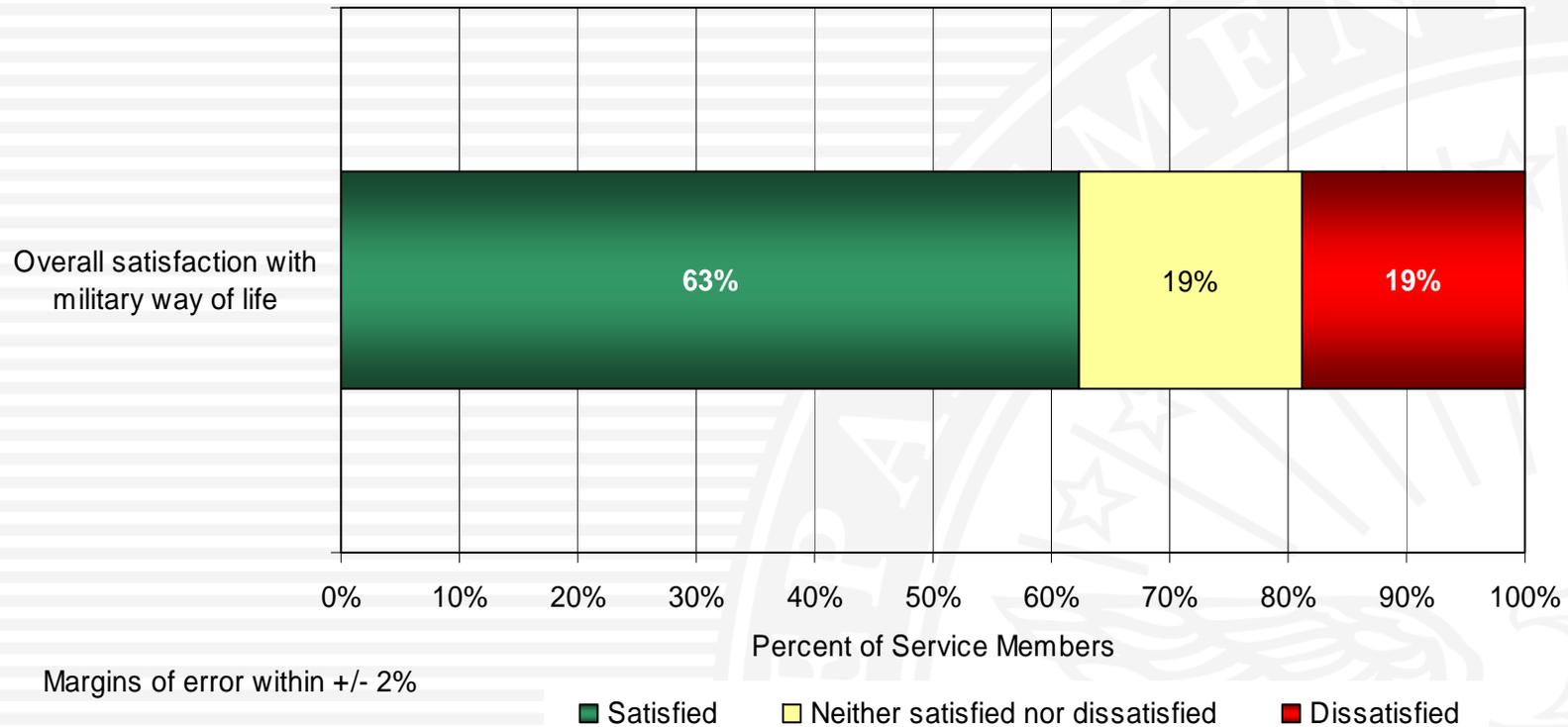
- Introduction
- ✓ Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

Leading Indicators and Related Items

- ✓ **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- **Personal and work stress**
- **Tempo**

Satisfaction

Overall Military Way of Life



Satisfaction

Overall Military Way of Life

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Overall satisfaction with military way of life	SAT	63	56	63	59	71	48	70	73	86	54	70	61	80	56	84
	DIS	19	24	18	21	12	27	14	12	6	25	15	19	8	22	6	14	6

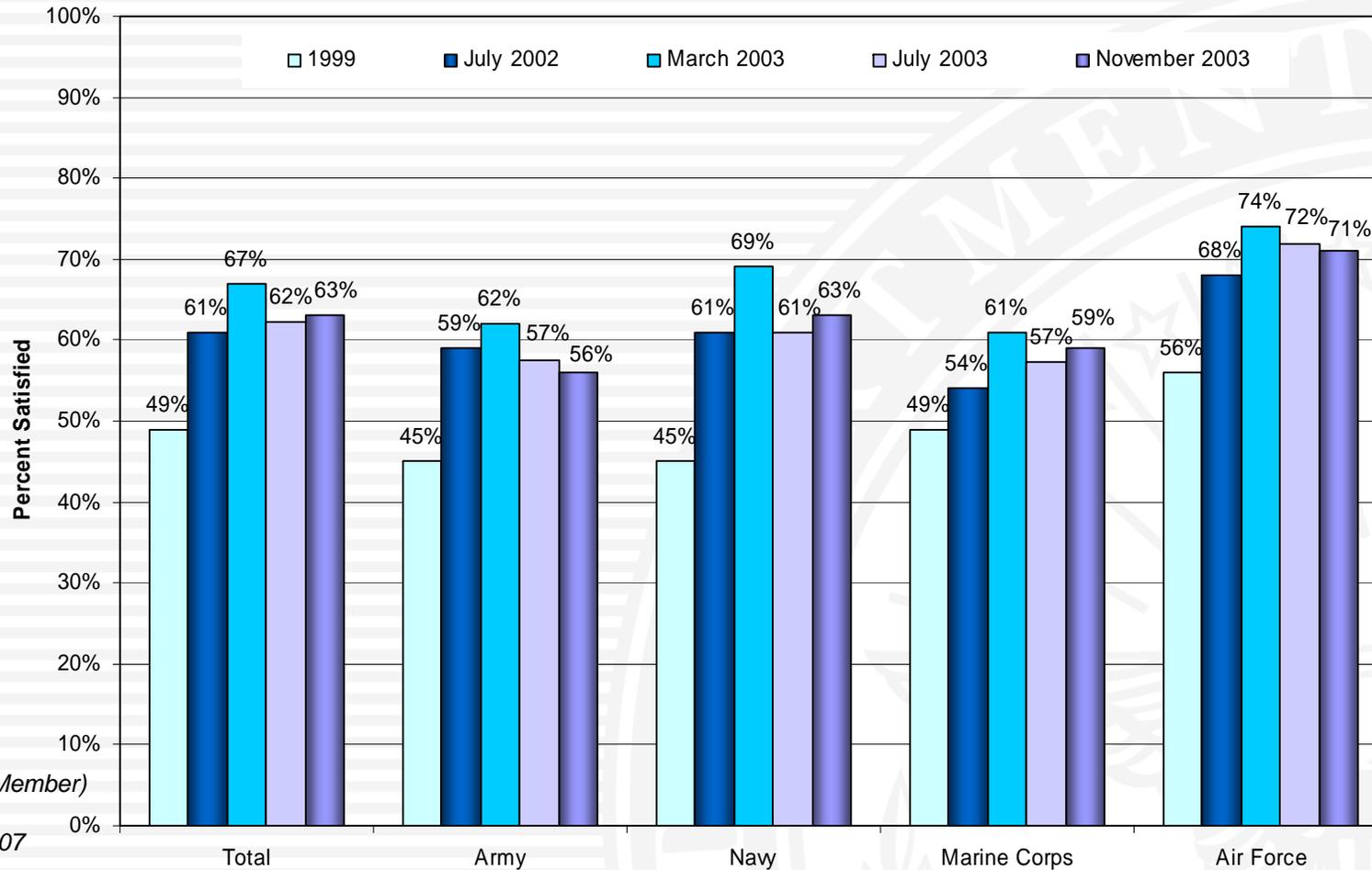
Margins of error within +/- 4%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Overall satisfaction with military way of life	SAT	63	63	60	57	67	64	61	65	54	70	62	60	78	60	74
	DIS	19	19	19	23	16	19	18	19	23	14	21	21	9	19	13	19	18

Margins of error within +/- 5%

Satisfaction

Overall Military Way of Life Trends



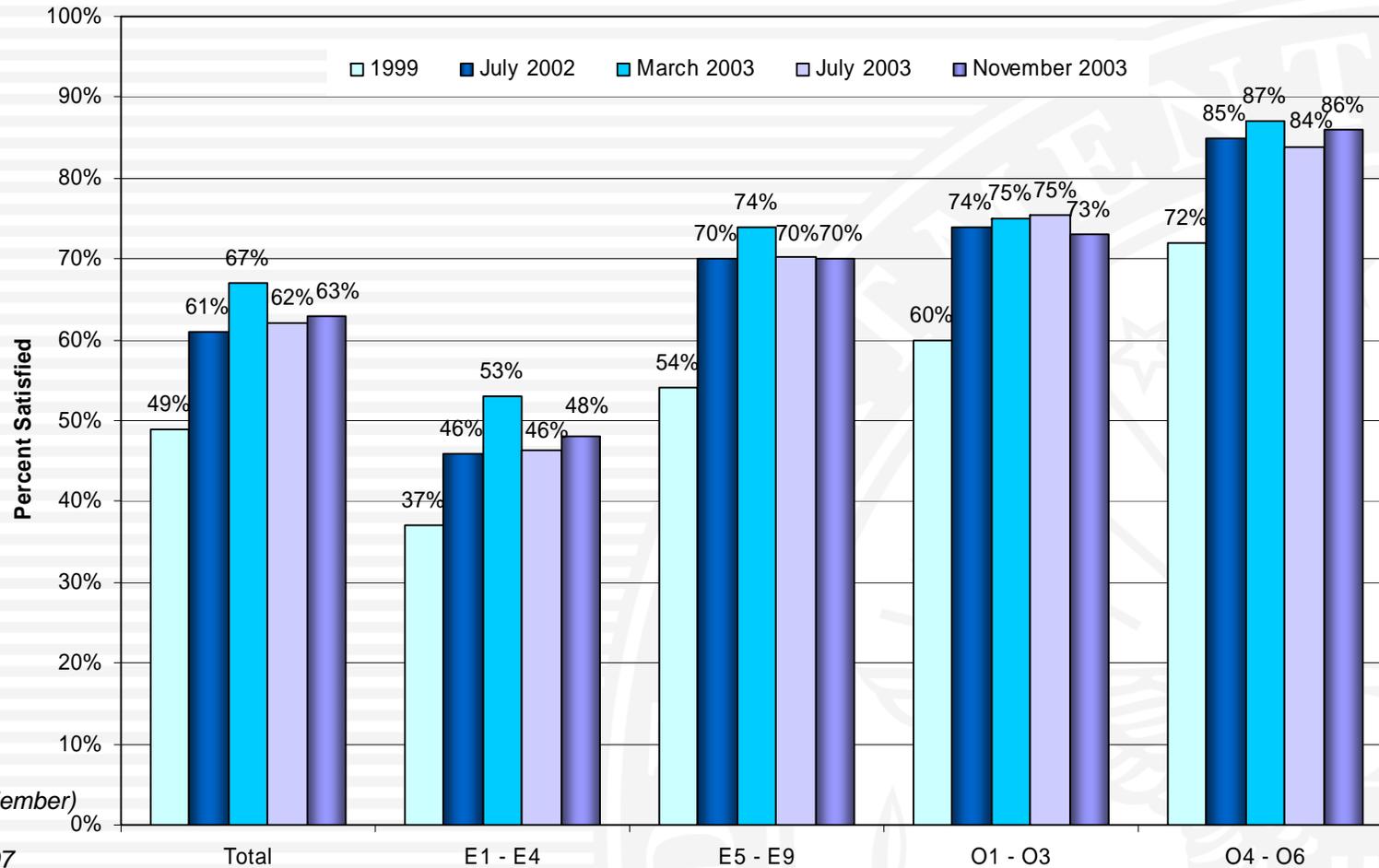
ADS99(Member)
 Q51
 SOFA0207
 Q52
 SOFA0303
 Q3
 SOFA0307
 Q22
 SOFA0311
 Q21

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003
 # = Significant difference between July and November 2003

Satisfaction

Overall Military Way of Life Trends



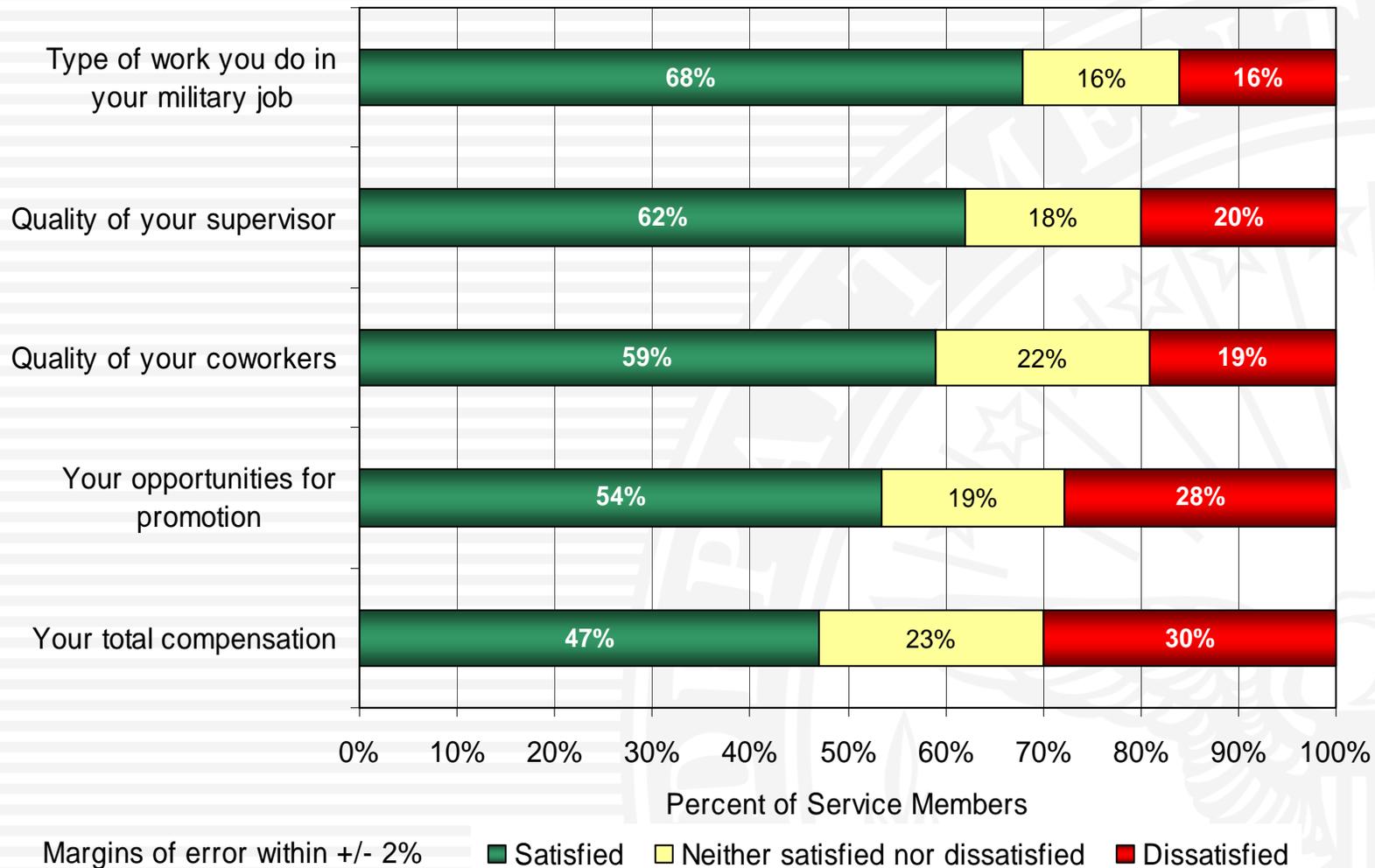
ADS99(Member)
 Q51
 SOFA0207
 Q52
 SOFA0303
 Q3
 SOFA0307
 Q22
 SOFA0311
 Q21

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003
 # = Significant difference between July and November 2003

Satisfaction

Aspects of Military Service



Satisfaction

Aspects of Military Service

Percent of Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			KEY:
	More satisfied																		
	Less satisfied																		
	More dissatisfied																		
Type of work you do in your military job	SAT	68	66	70	66	70	57	74	75	86	64	77	68	84	64	82	67	80	
	DIS	16	18	14	15	15	21	13	12	6	19	11	15	8	16	7	16	9	
Quality of your supervisor	SAT	62	56	63	61	70	56	64	72	80	54	67	61	76	59	78	67	81	
	DIS	20	25	19	17	15	24	19	13	9	26	17	21	10	18	9	17	8	
Quality of your coworkers	SAT	59	55	59	56	63	50	60	74	85	52	71	56	78	53	83	58	84	
	DIS	19	21	20	18	15	24	19	9	85	23	12	23	7	20	6	18	5	
Your opportunities for promotion	SAT	54	53	48	50	62	44	56	76	63	49	71	45	68	47	75	60	70	
	DIS	28	30	34	26	19	33	27	10	22	32	15	37	16	28	10	19	15	
Your total compensation	SAT	47	41	49	38	54	37	48	72	77	39	68	45	71	34	74	48	76	
	DIS	30	33	29	34	25	35	31	15	13	36	19	31	16	36	13	29	11	

Margins of error within +/- 4%

Satisfaction

Aspects of Military Service (Continued)

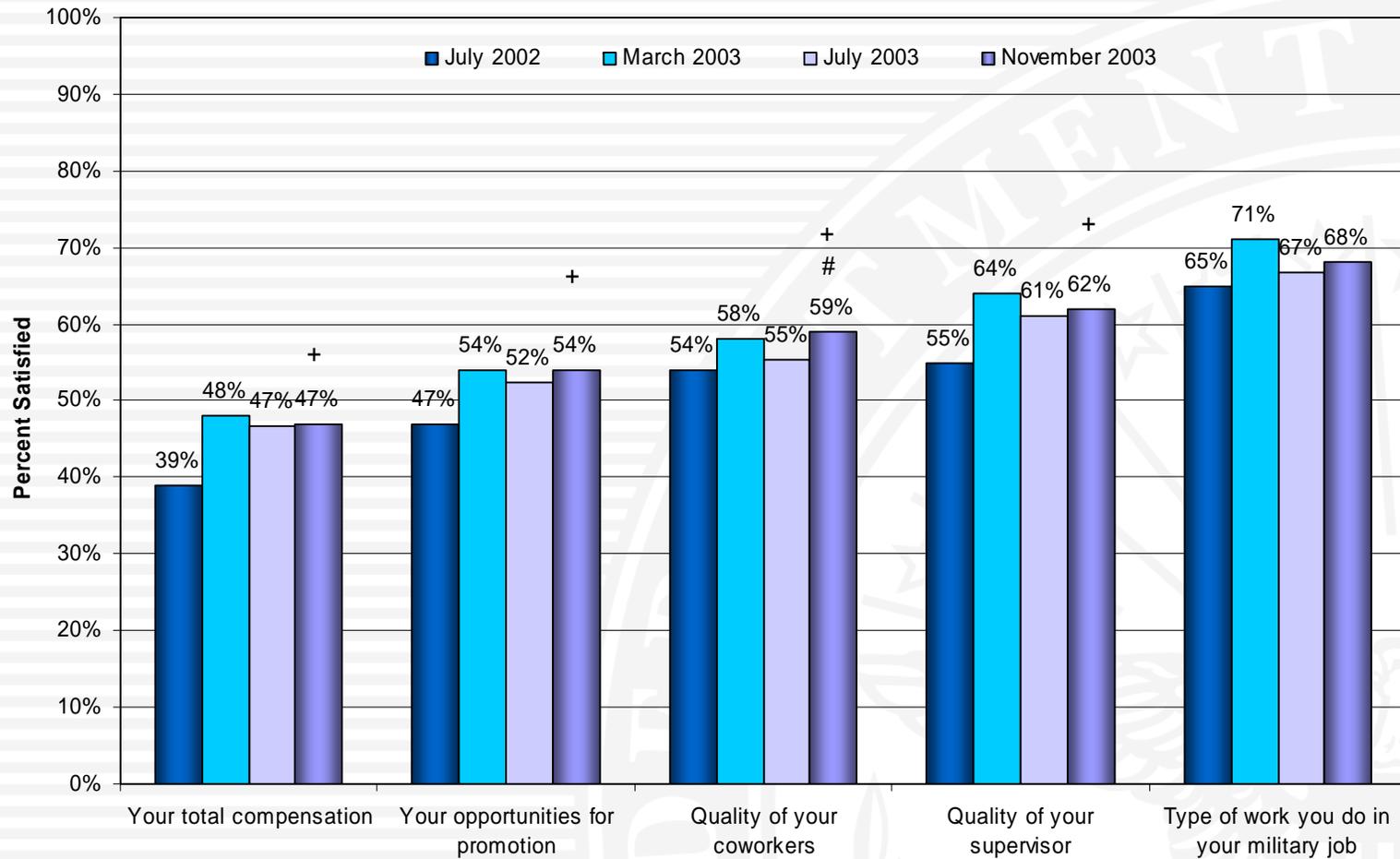
Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Type of work you do in your military job	SAT	68	69	64	63	72	69	68	70	62	75	65	66	81	67	76	68
	DIS	16	16	17	18	14	16	15	16	18	13	17	17	9	16	13	16	15
Quality of your supervisor	SAT	62	63	59	60	64	63	61	62	60	65	60	60	75	57	69	63	59
	DIS	20	19	22	21	19	20	19	20	21	19	21	21	11	23	16	19	22
Quality of your coworkers	SAT	59	60	54	56	61	59	57	59	54	63	56	56	78	51	75	59	55
	DIS	19	19	21	21	18	20	18	20	20	17	21	21	8	24	10	19	21
Your opportunities for promotion	SAT	54	54	53	51	55	55	52	50	51	56	53	51	70	50	72	54	54
	DIS	28	28	27	28	27	27	29	33	27	27	26	30	15	29	15	28	27
Your total compensation	SAT	47	46	53	41	52	49	43	47	43	49	51	41	71	51	78	46	55
	DIS	30	31	26	33	28	29	31	34	31	30	26	33	16	30	13	30	27

Margins of error within +/- 5%

Satisfaction

Aspects of Military Service Trends



SOFA0207
Q51
SOFA0303
Q2
SOFA0307
Q21
SOFA0311
Q20

Margins of error within +/- 2%

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Satisfaction

Summary of Findings

November 2003 Findings

- 63% satisfied with overall *military way of life*
 - Led by Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, married with children, and male and female officers
- 19% dissatisfied with overall *military way of life*
 - Led by Army, E1-E4s, members living on base, singles without children, and enlisted males
- 54% to 68% satisfied with 4 out of 5 aspects of military life
 - Highest satisfaction with *type of work you do* and lowest satisfaction with *total compensation*

Satisfaction

Summary of Findings

July 2003 – November 2003 Trends

- Satisfaction for *quality of your coworkers* up 4 percentage points

July 2002 – November 2003 Trends

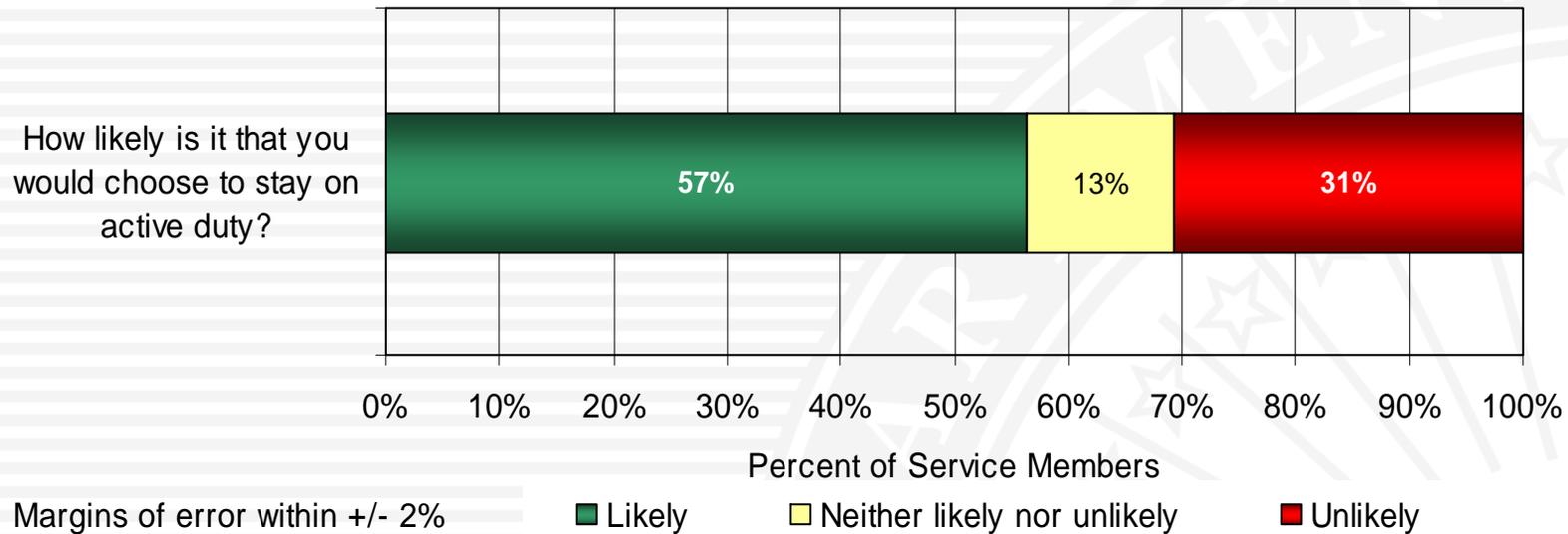
- Satisfaction up for 4 out of 5 aspects of service
 - *Total compensation* up 8 percentage points
 - *Opportunities for promotion* up 7 percentage points
 - *Quality of your coworkers* up 5 percentage points
 - *Quality of your supervisor* up 7 percentage points

Leading Indicators and Related Items

- Satisfaction
- ✓ Retention
- Personal and unit preparedness
- Personal and work stress
- Tempo

Retention

Likelihood To Stay on Active Duty



Retention

Likelihood To Stay on Active Duty

Percent of Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Choose to stay on active duty	Likely	57	50	63	49	63	40	68	64	75	48	63	62	72	46	71	61	71
	Unlikely	31	37	25	38	24	45	21	23	16	40	26	26	19	40	18	25	17

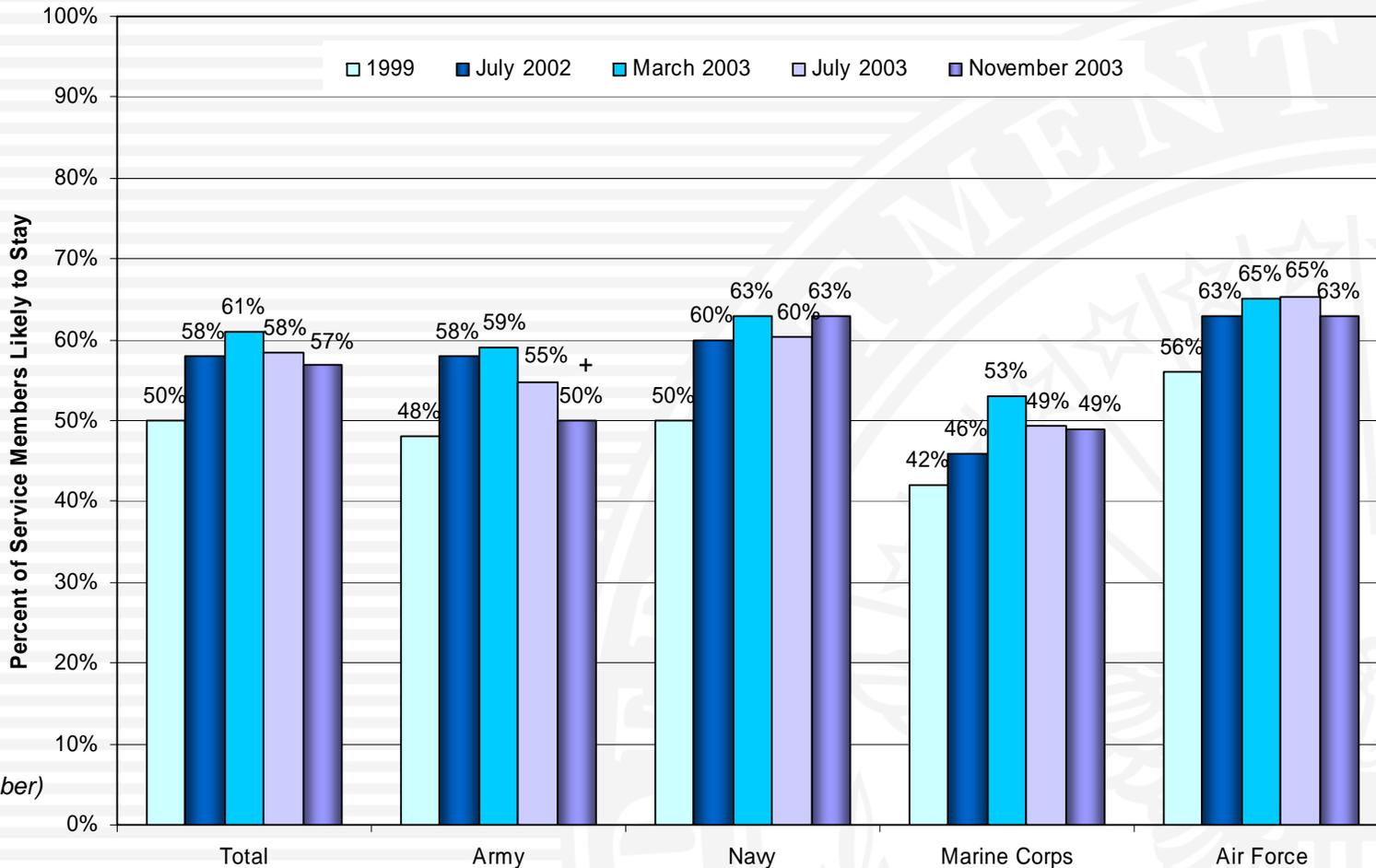
Margins of error within +/- 4%

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Choose to stay on active duty	Likely	57	57	57	51	61	56	57	60	43	68	56	55	69	53	61	57	55
	Unlikely	31	31	30	36	27	32	29	25	41	22	32	33	20	32	27	30	31

Margins of error within +/- 5%

Retention

Likelihood To Stay on Active Duty



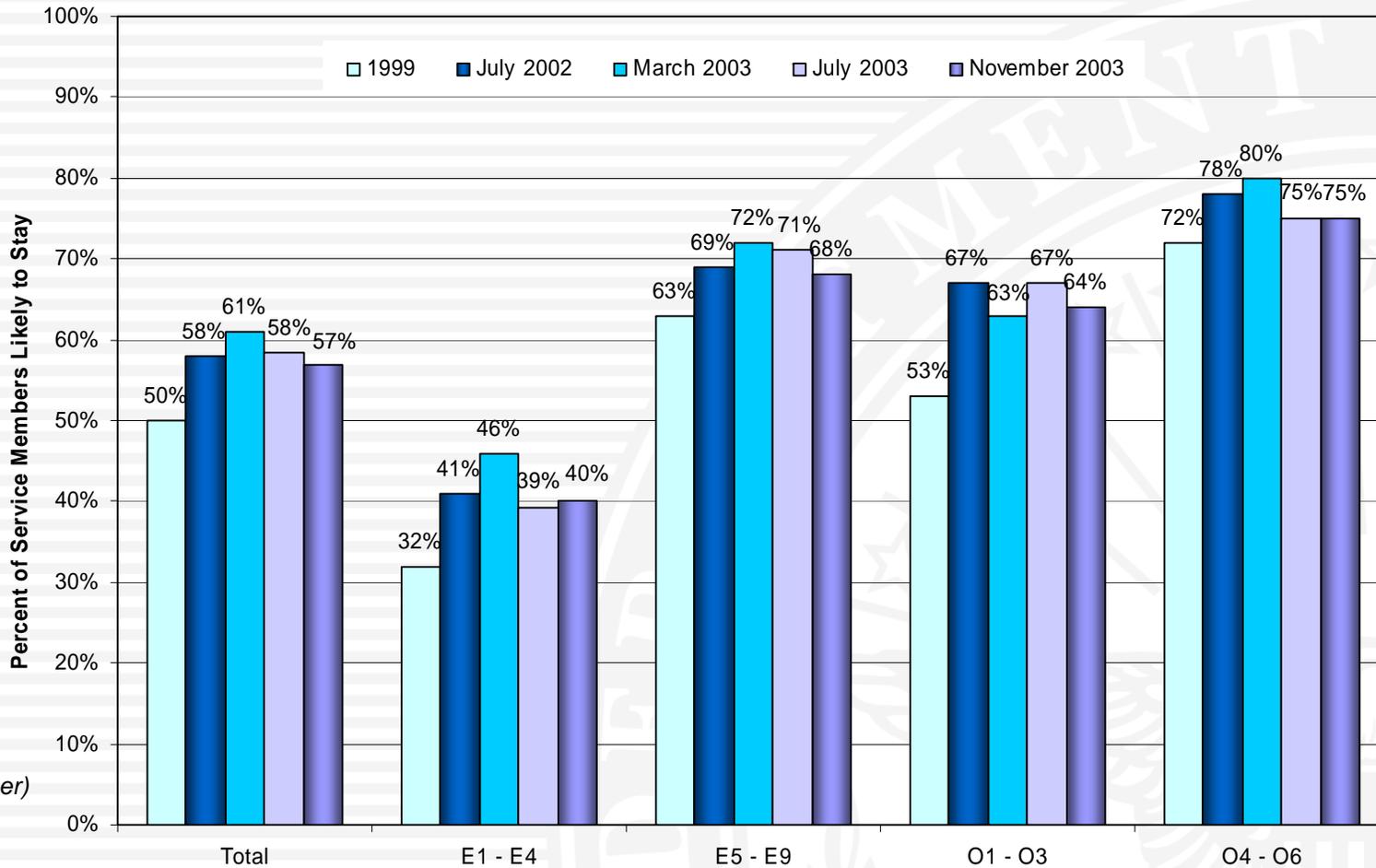
ADS99(Member)
 Q32
 SOFA0207
 Q22
 SOFA0303
 Q6
 SOFA0307
 Q23
 SOFA0311
 Q22

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003
 # = Significant difference between July and November 2003

Retention

Likelihood To Stay on Active Duty



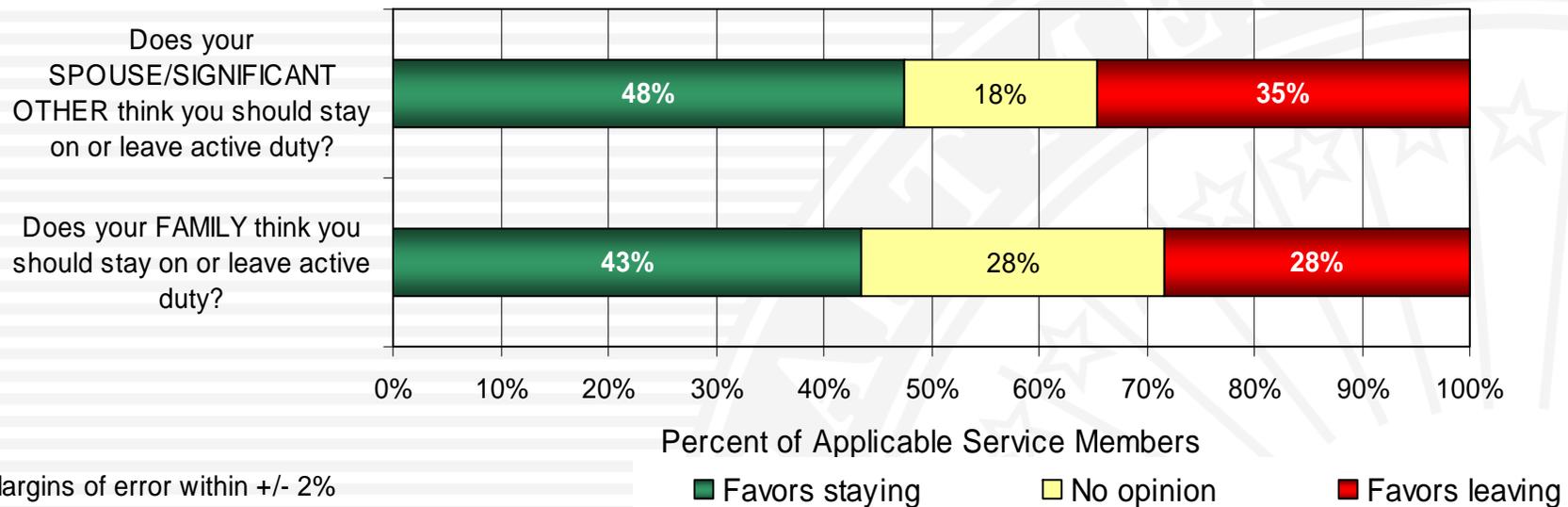
ADS99(Member)
 Q32
 SOFA0207
 Q22
 SOFA0303
 Q6
 SOFA0307
 Q23
 SOFA0311
 Q22

Margins of error within +/- 3%

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 # = Significant difference between July and November 2003

Retention

Support To Stay on Active Duty



Retention

Support To Stay on Active Duty

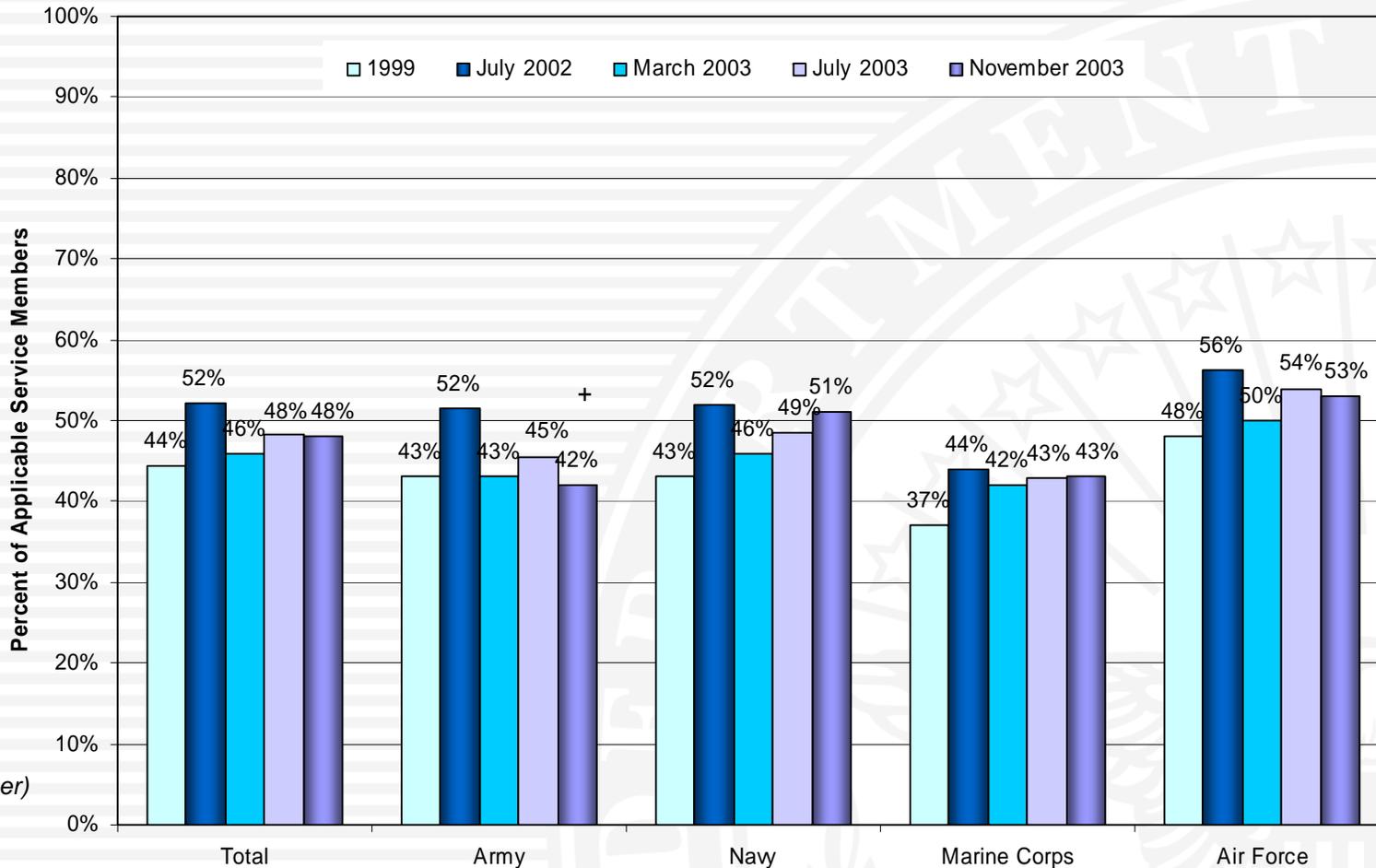
Percent of Applicable Service Members

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse / significant other think should stay on or leave active duty	Stay	48	42	51	43	53	33	54	52	62	41	51	49	58	41	55	51	59
	Leave	35	40	33	36	28	43	30	32	29	41	36	34	30	38	29	28	28
Family think should stay on or leave active duty	Stay	43	36	48	39	51	37	48	47	50	34	43	49	48	37	49	51	50
	Leave	28	37	23	31	21	31	28	24	25	38	32	24	22	32	20	21	21
Margins of error within +/- 4%																		

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Spouse / significant other think should stay on or leave active duty	Stay	48	48	46	45	49	47	48	42	26	57	47	47	56	40	52	48	42
	Leave	35	34	36	34	35	36	33	30	41	31	38	35	32	37	31	34	36
Family think should stay on or leave active duty	Stay	43	44	41	41	45	44	43	41	36	49	44	43	48	44	42	43	43
	Leave	28	28	30	29	28	26	32	31	28	28	29	29	25	31	28	28	31
Margins of error within +/- 7%																		

Retention

Spouse/Significant Other Support To Stay on Active Duty Trends



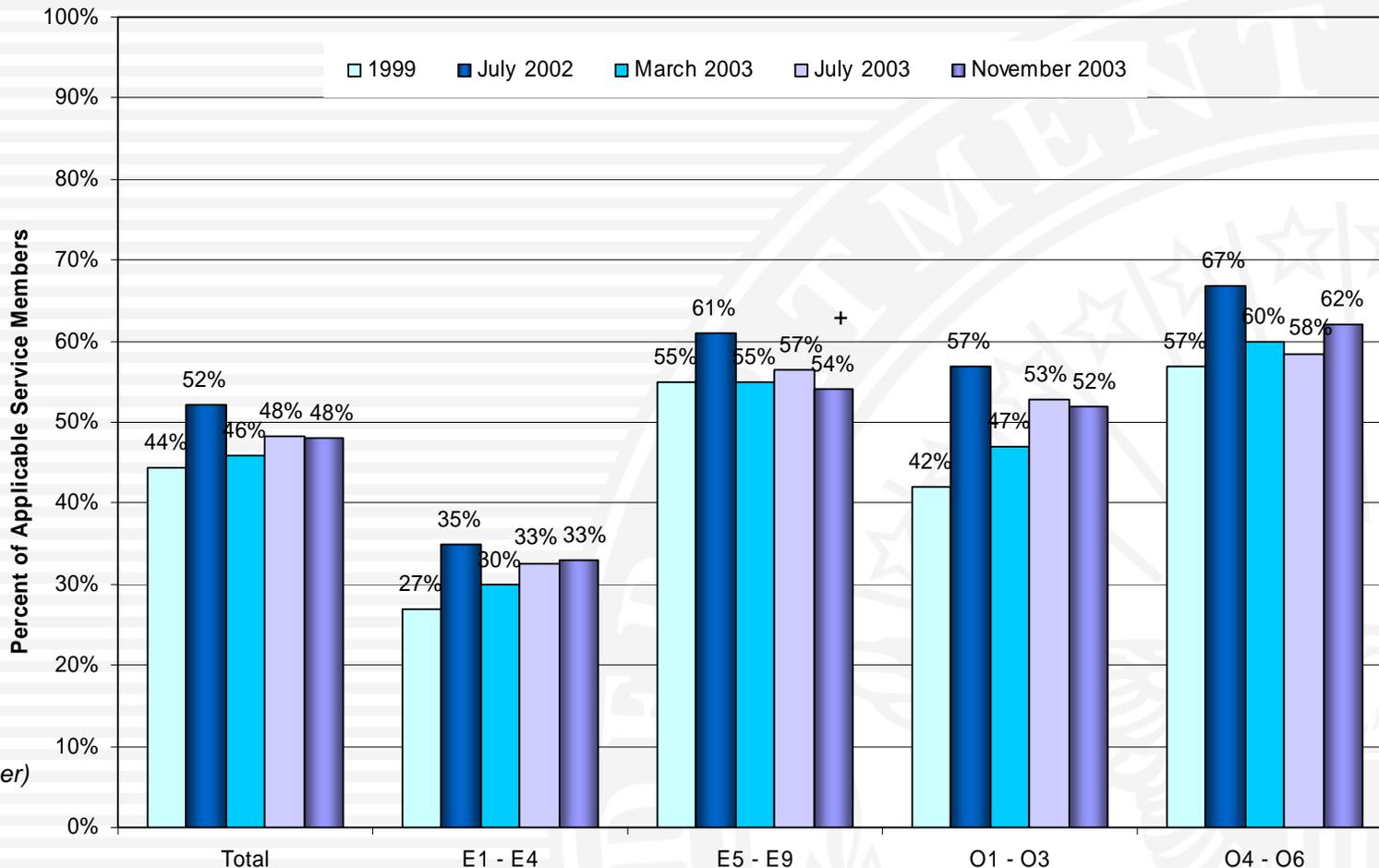
ADS99(Member)
 Q34
 SOFA0207
 Q26
 SOFA0303
 Q36
 SOFA0307
 Q24, Q25
 SOFA0311
 Q23, Q24

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003
 # = Significant difference between July and November 2003

Retention

Spouse/Significant Other Support To Stay on Active Duty Trends



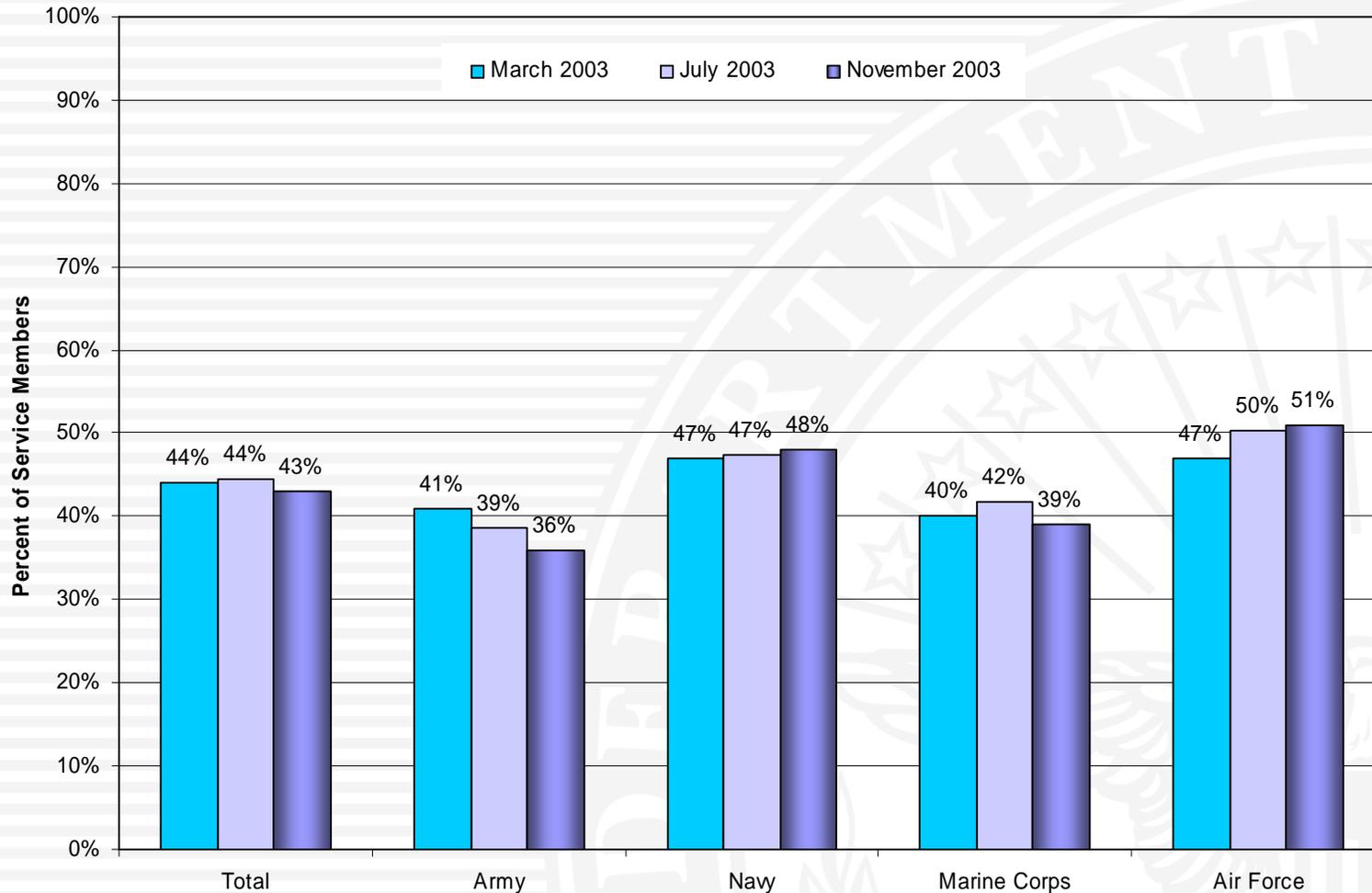
ADS99(Member)
 Q34
 SOFA0207
 Q26
 SOFA0303
 Q36
 SOFA0307
 Q24, Q25
 SOFA0311
 Q23, Q24

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003
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Retention

Family Support To Stay on Active Duty Trends



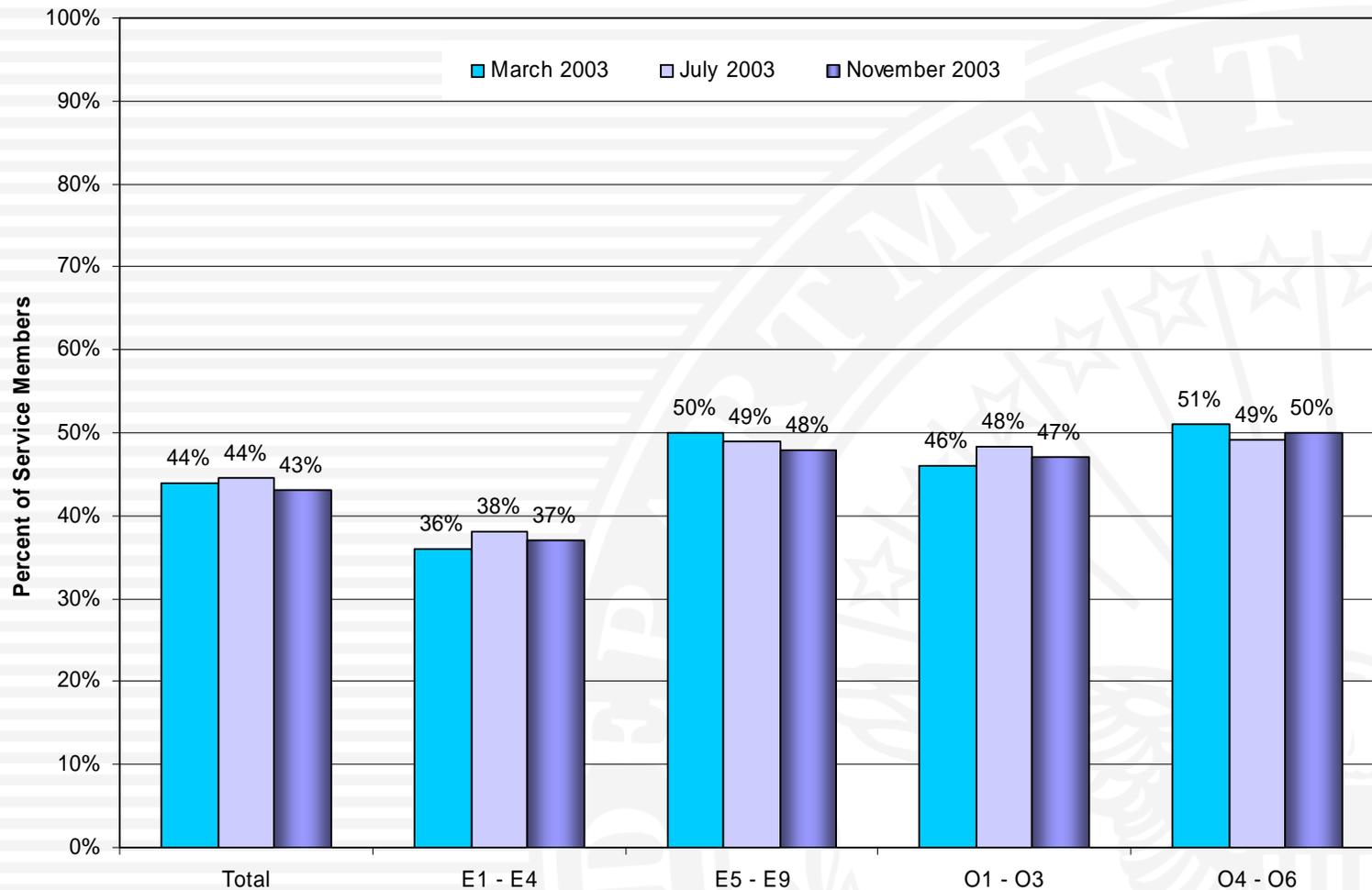
= Significant difference between July and November 2003

Margins of error within +/- 3%

SOFA0303
Q37
SOFA0307
Q26
SOFA0311
Q25

Retention

Family Support To Stay on Active Duty Trends



SOFA0303
Q37
SOFA0307
Q26
SOFA0311
Q25

Margins of error within +/- 3%

= Significant difference between July and November 2003

Retention

Summary of Findings

November 2003 Findings

- 57% likely to stay
 - More likely to stay led by Navy, Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, married with children, and male officers
 - More unlikely to stay led by Army, Marine Corps, E1-E4s, members living on base, non-minorities, singles without children, and enlisted males
- 48% reported their spouses/significant others support staying on active duty
 - Support staying led by Air Force, E5-E9s, Navy officers, Marine Corps officers, married with children, and males
 - Support leaving led by Army, E1-E4s, and singles without children
- 43% reported their families support staying on active duty
 - Support staying led by Navy, Air Force, E5-E9s, O4-O6s, Marine Corps officers, members living off base, married with children, and male officers
 - Support leaving led by Army, E1-E4s, and minorities

Retention

Summary of Findings

July 2003 – November 2003 Trends

- No change

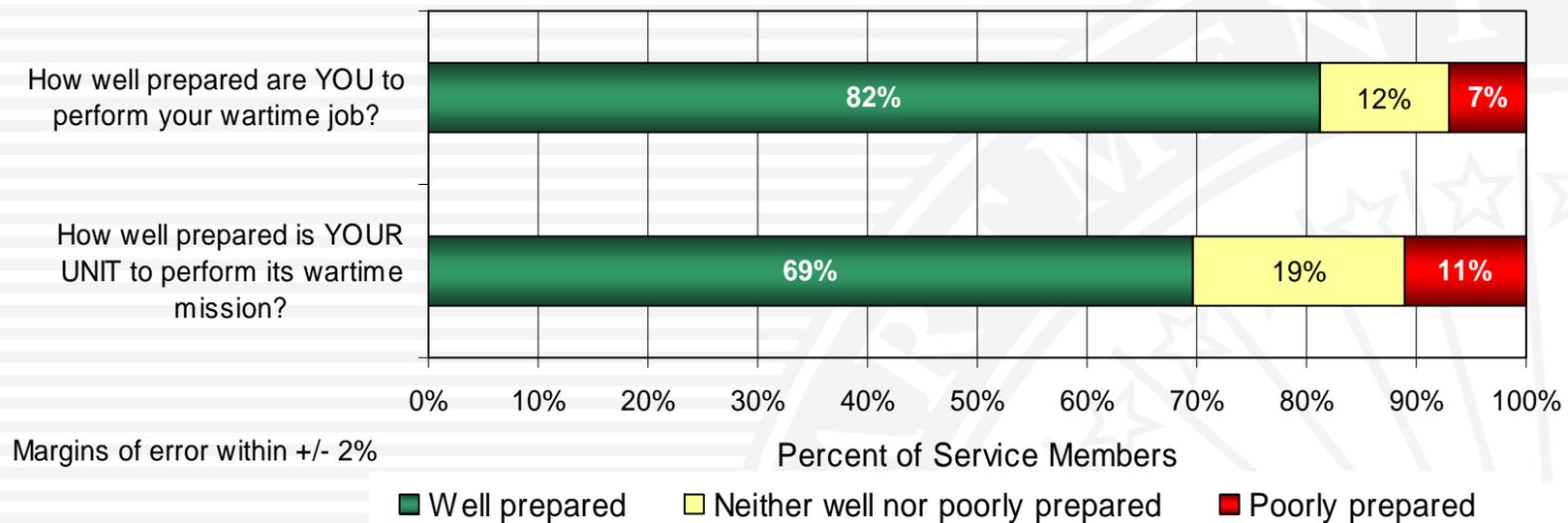
July 2002 – November 2003 Trends

- Army members' likelihood to stay declined 8 percentage points
- Spouse/significant other support for staying on active duty declined 10 percentage points for Army and 7 percentage points for E5-E9s

Leading Indicators and Related Items

- Satisfaction
- Retention
- ✓ Personal and unit preparedness
- Personal and work stress
- Tempo

Personal and Unit Preparedness To Perform Wartime Mission



Personal and Unit Preparedness To Perform Wartime Mission

Percent of Service Members

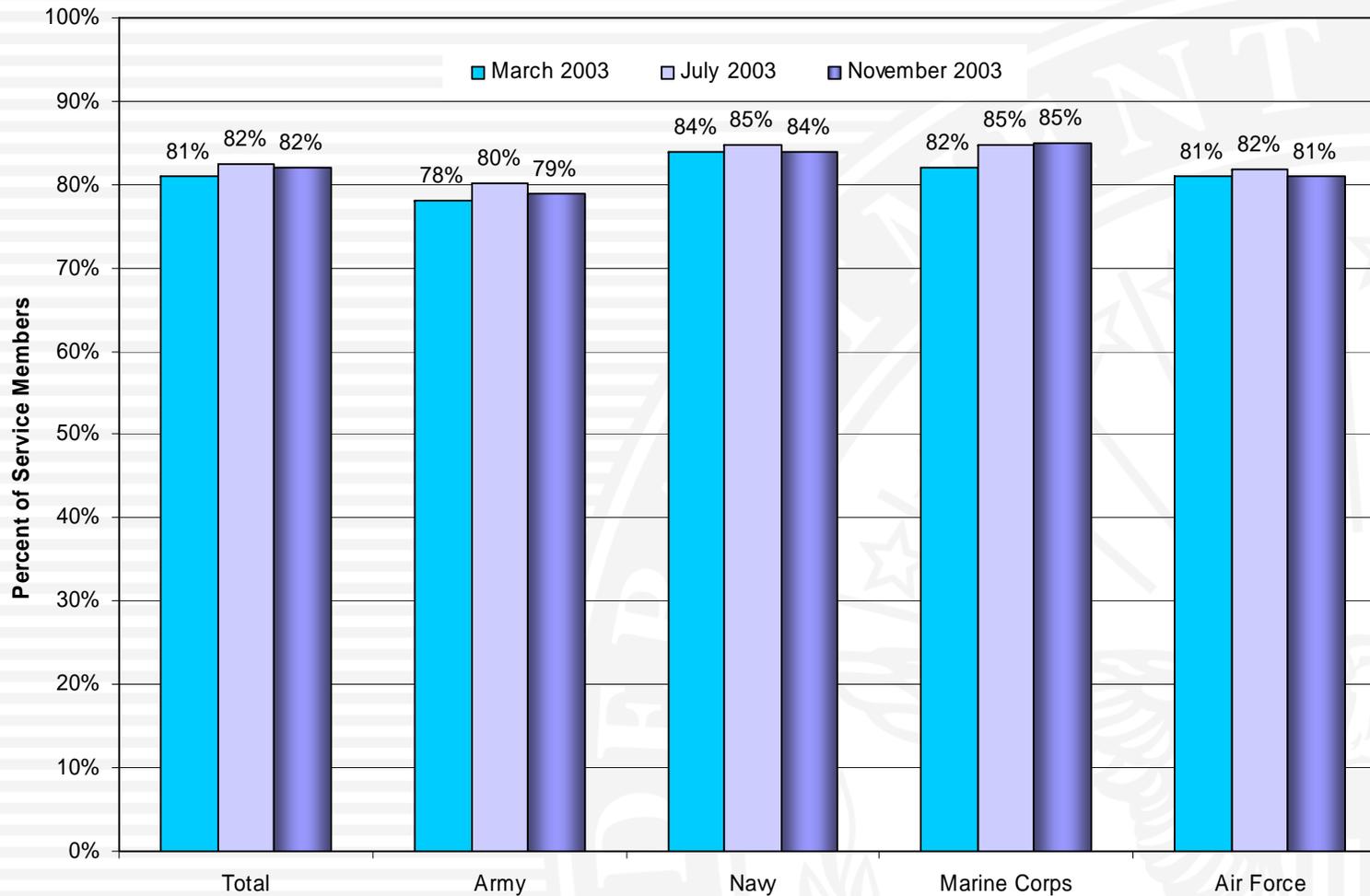
KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	You are prepared to perform your wartime job	Well	82	79	84	85	81	75	87	80	86	78	84	84	86	85	88	87
	Poorly	7	9	5	4	6	10	5	5	3	10	5	5	3	5	3	7	5
Unit is prepared to perform its wartime mission	Well	69	55	78	74	76	67	70	73	74	54	64	78	77	74	78	76	78
	Poorly	11	20	6	9	7	14	11	8	4	22	11	6	5	10	5	7	5

Margins of error within +/- 3%

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	You are prepared to perform your wartime job	Well	82	82	79	80	83	83	80	81	77	86	79	84	85	68	71	84
	Poorly	7	6	9	7	6	6	7	8	10	4	9	6	4	12	9	6	12
Unit is prepared to perform its wartime mission	Well	69	70	65	67	71	69	69	65	69	70	71	69	73	63	67	70	64
	Poorly	11	10	16	13	10	11	12	14	11	11	12	12	6	14	9	11	13

Margins of error within +/- 3%

Personal Preparedness To Perform Wartime Mission

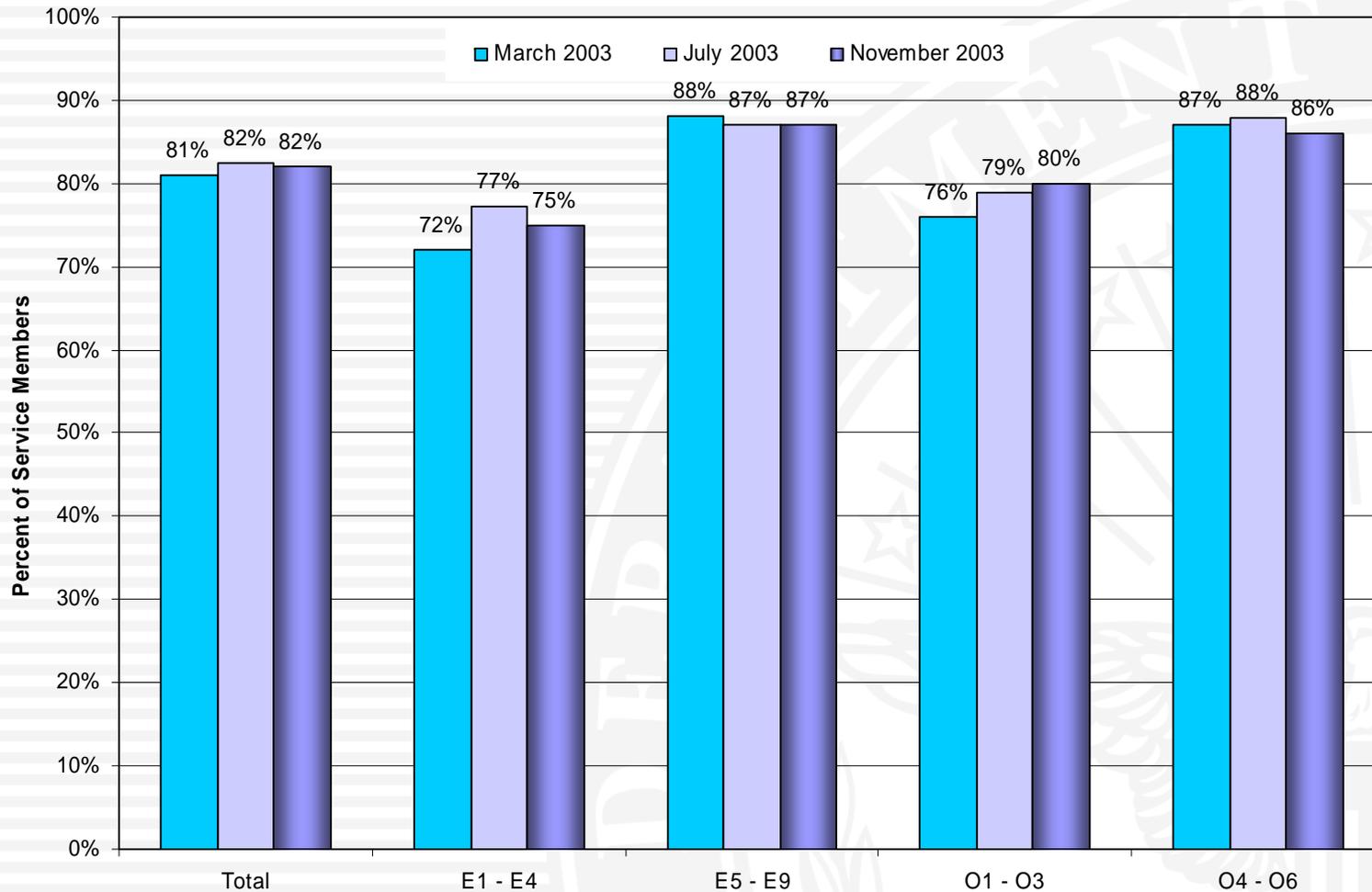


SOFA0303
Q18
SOFA0307
Q33
SOFA0311
Q34

Margins of error within +/- 3%

= Significant difference between July and November 2003

Personal Preparedness To Perform Wartime Mission

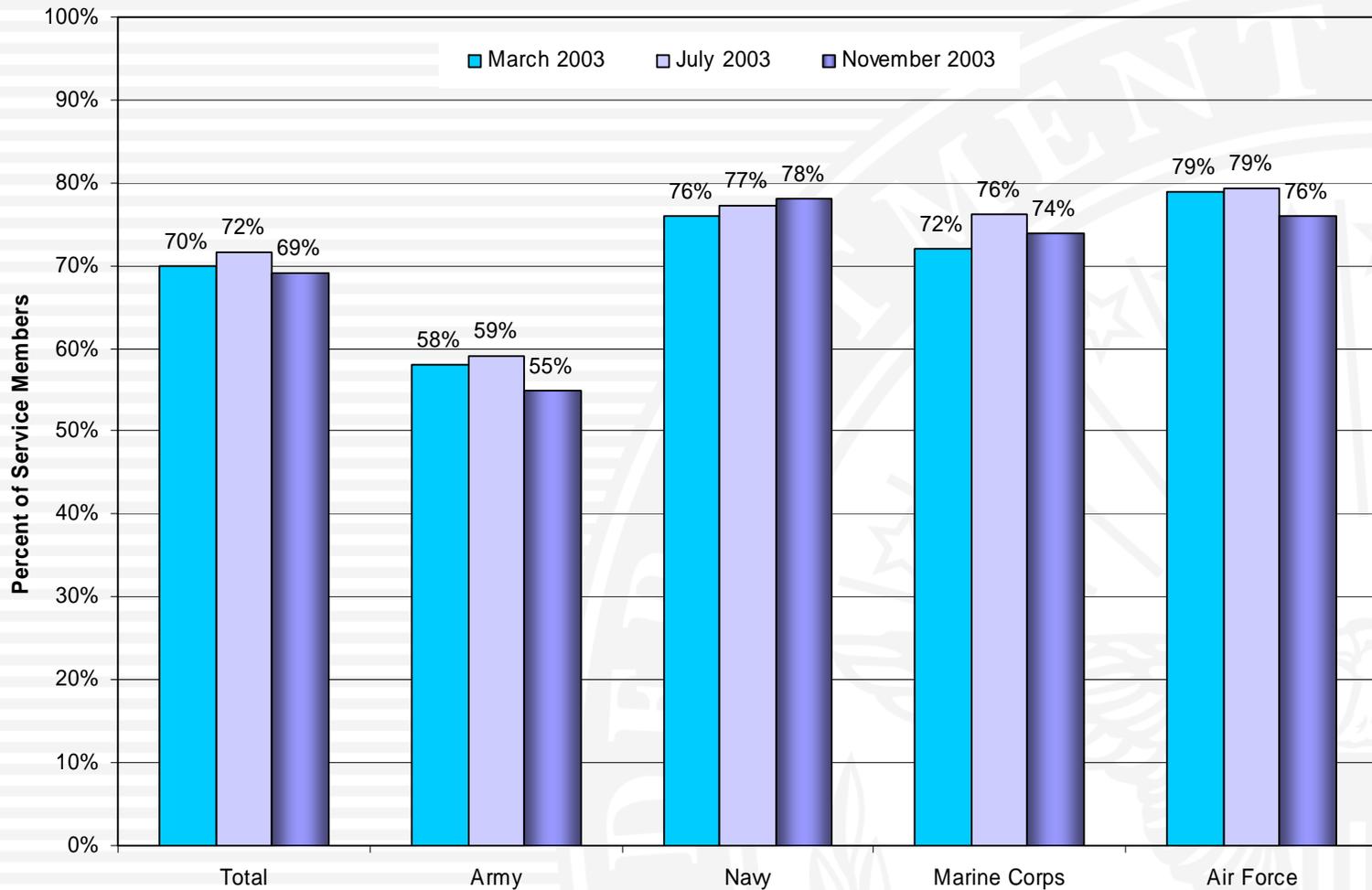


SOFA0303
Q18
SOFA0307
Q33
SOFA0311
Q34

Margins of error within +/- 3%

= Significant difference between July and November 2003

Unit Preparedness To Perform Wartime Mission



SOFA0303

Q19

SOFA0307 Margins of error within +/- 3%

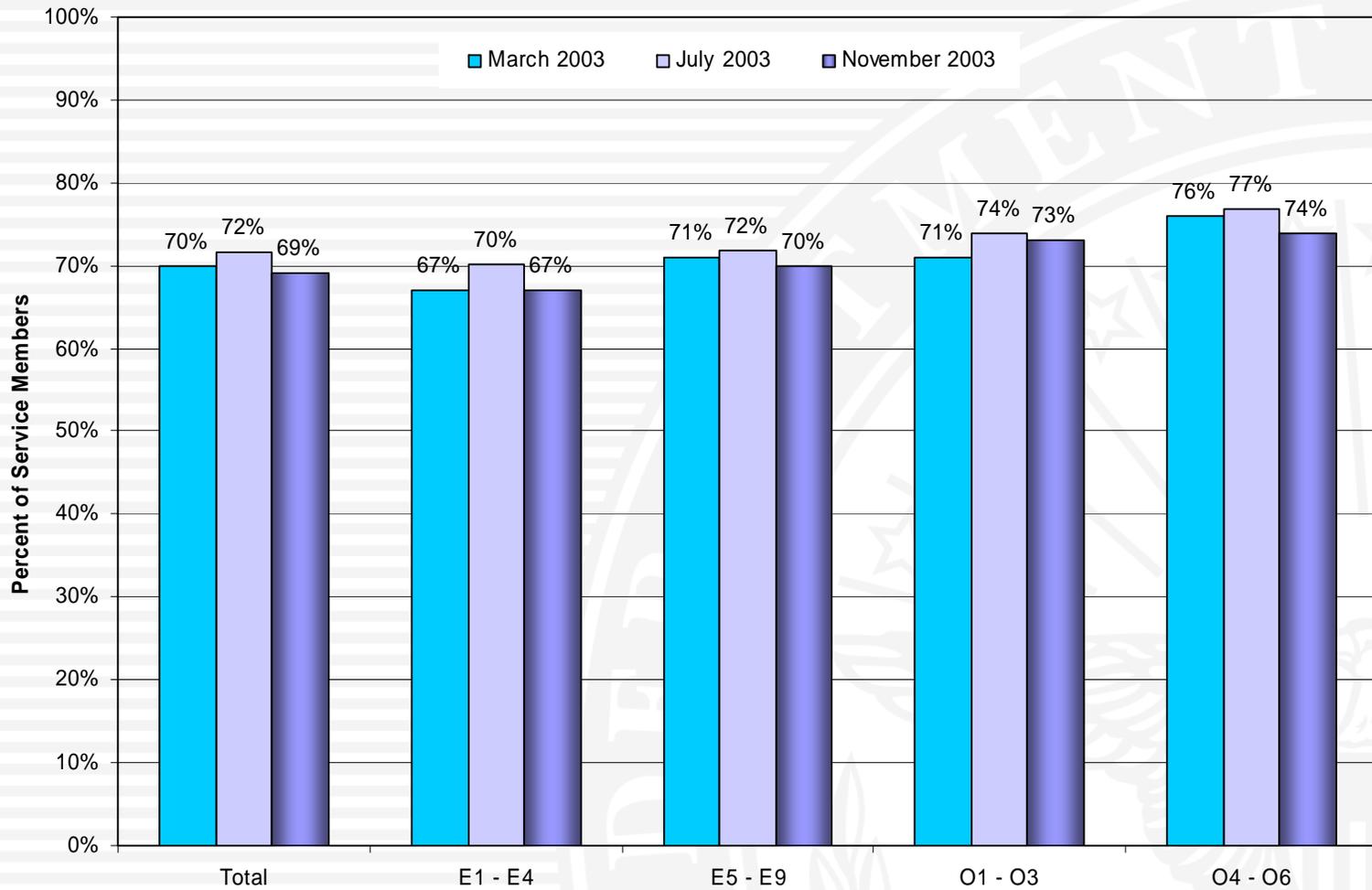
Q34

SOFA0311

Q35

= Significant difference between July and November 2003

Unit Preparedness To Perform Wartime Mission



SOFA0303

Q19

SOFA0307 Margins of error within +/- 3%

Q34

SOFA0311

Q35

= Significant difference between July and November 2003

Personal and Unit Preparedness

Summary of Findings

November 2003 Findings

- Majority reported they (82%) and their units (69%) were well prepared for wartime mission
 - Higher personal preparedness led by Navy, Marine Corps, E5-E9s, O4-O6s, members living off base, non-minorities, married with children, and males
 - Lower personal preparedness led by Army, E1-E4s, and females
 - Higher unit preparedness led by Navy, Marine Corps, Air Force, commissioned officers, members living in the US, members living off base, and males
 - Lower unit preparedness led by Army, E1-E4s, members living overseas, members living on base, and enlisted males

July 2003 – November 2003 Trends

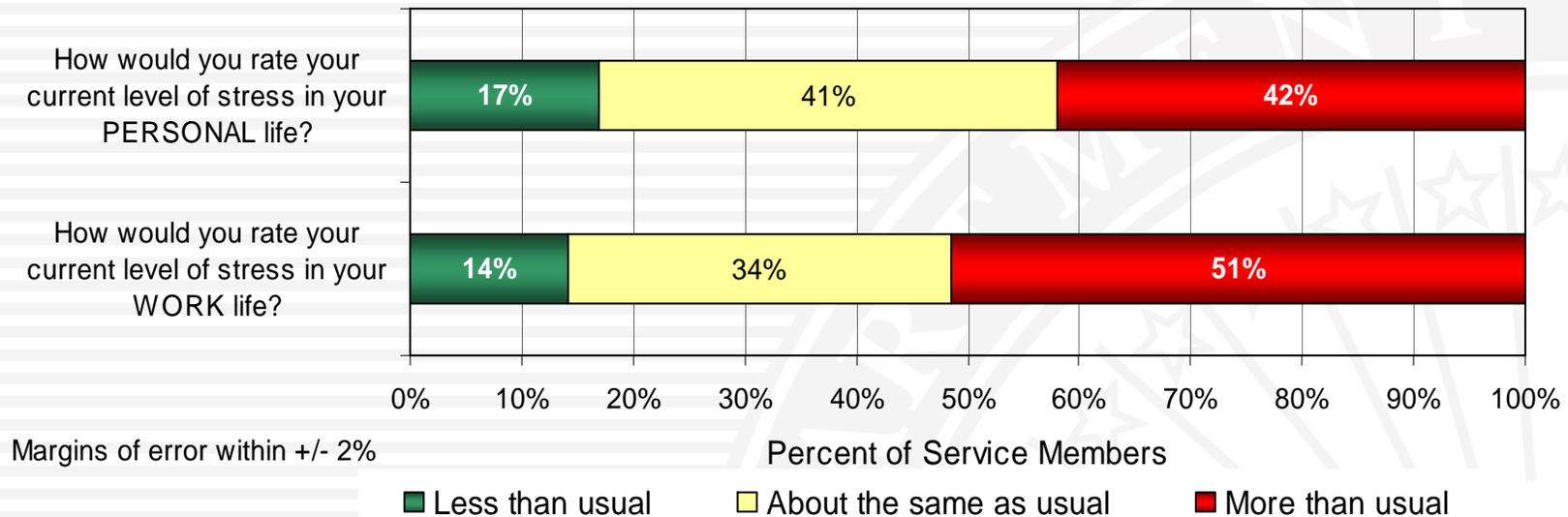
- No change

Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- ✓ Personal and work stress
- Tempo

Personal and Work Stress

Current Level of Stress



Personal and Work Stress

Current Level of Stress

Percent of Service Members

KEY: Higher response of "Less than usual" lower response of "Less than usual" Higher response of "More than usual"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Current level of stress in your PERSONAL life	Less	17	16	18	16	18	18	18	15	12	16	15	19	13	16	13	19
	More	42	48	40	44	35	46	40	38	38	48	44	40	38	45	36	36	34
Current level of stress in your WORK life	Less	14	14	15	14	14	13	16	13	15	13	15	15	14	14	15	15	13
	More	51	56	51	48	47	55	49	48	48	57	53	52	46	49	40	47	47

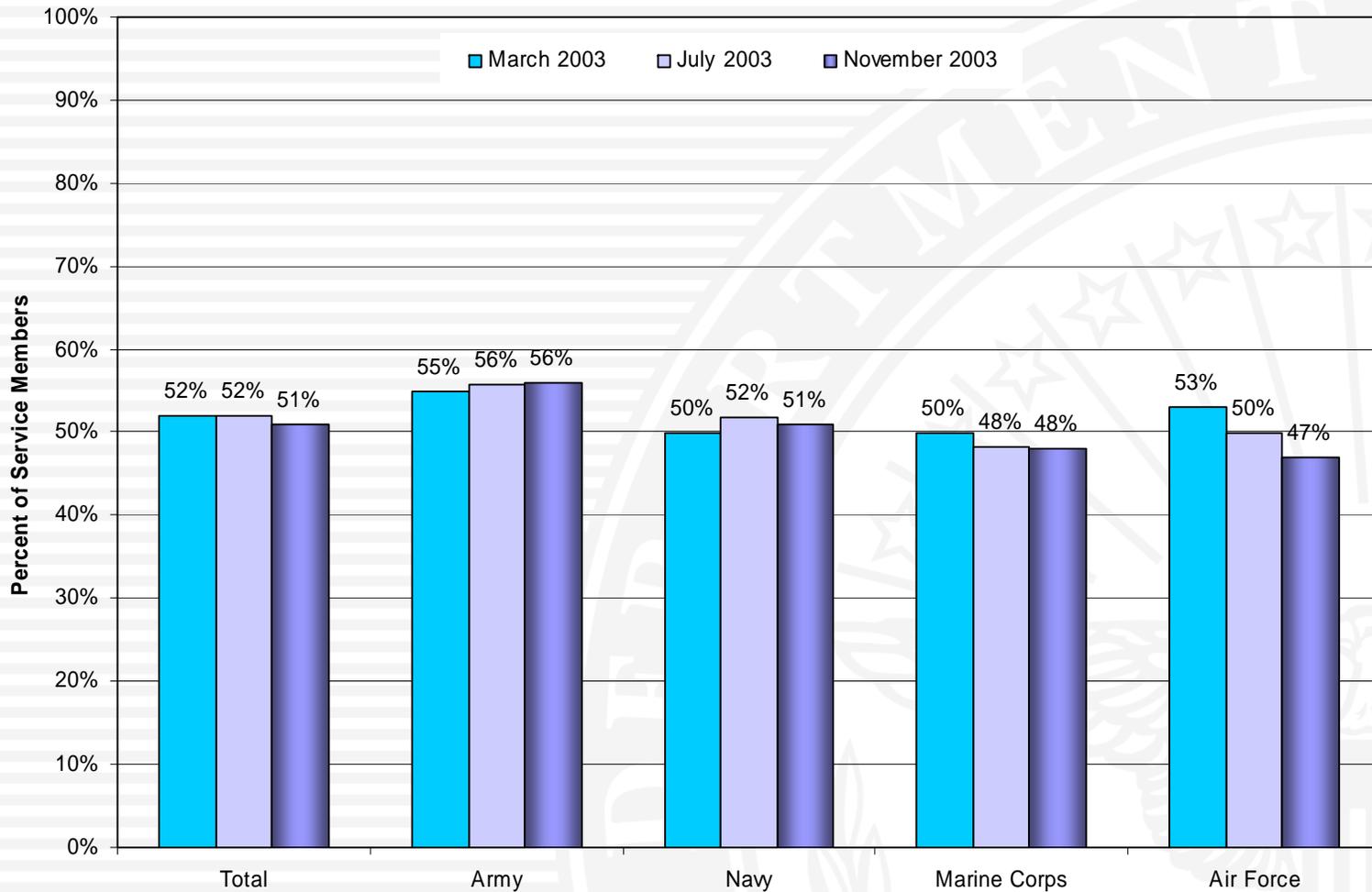
Margins of error within +/- 4%

KEY: Higher response of "Less than usual" lower response of "Less than usual" Higher response of "More than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Current level of stress in your PERSONAL life	Less	17	16	20	17	17	14	21	21	19	15	17	17	14	20	14	17
	More	42	42	43	43	41	42	41	45	38	44	44	42	38	43	42	42	43
Current level of stress in your WORK life	Less	14	14	14	13	15	13	16	13	13	15	14	14	14	14	13	14	14
	More	51	51	53	52	51	53	49	53	52	50	53	52	47	53	53	51	53

Margins of error within +/- 4%

Personal and Work Stress

More Than Usual Level of Stress in Work Trends



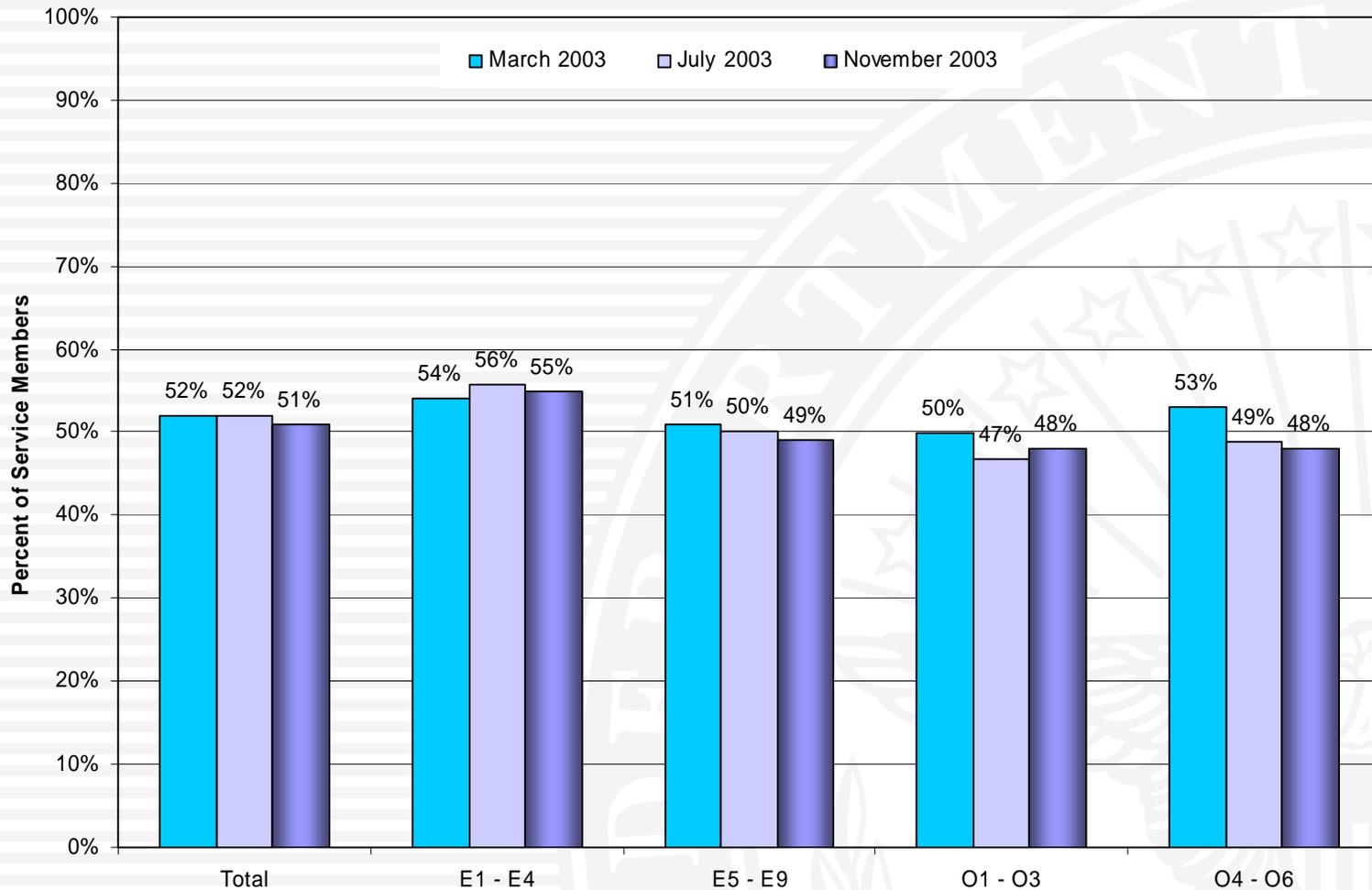
SOFA0303
Q20
SOFA0307
Q35
SOFA0311
Q36

Margins of error within +/- 4%

= Significant difference between July and November 2003

Personal and Work Stress

More Than Usual Level of Stress in Work Trends



SOFA0303

Q20

SOFA0307 Margins of error within +/- 3%

Q35

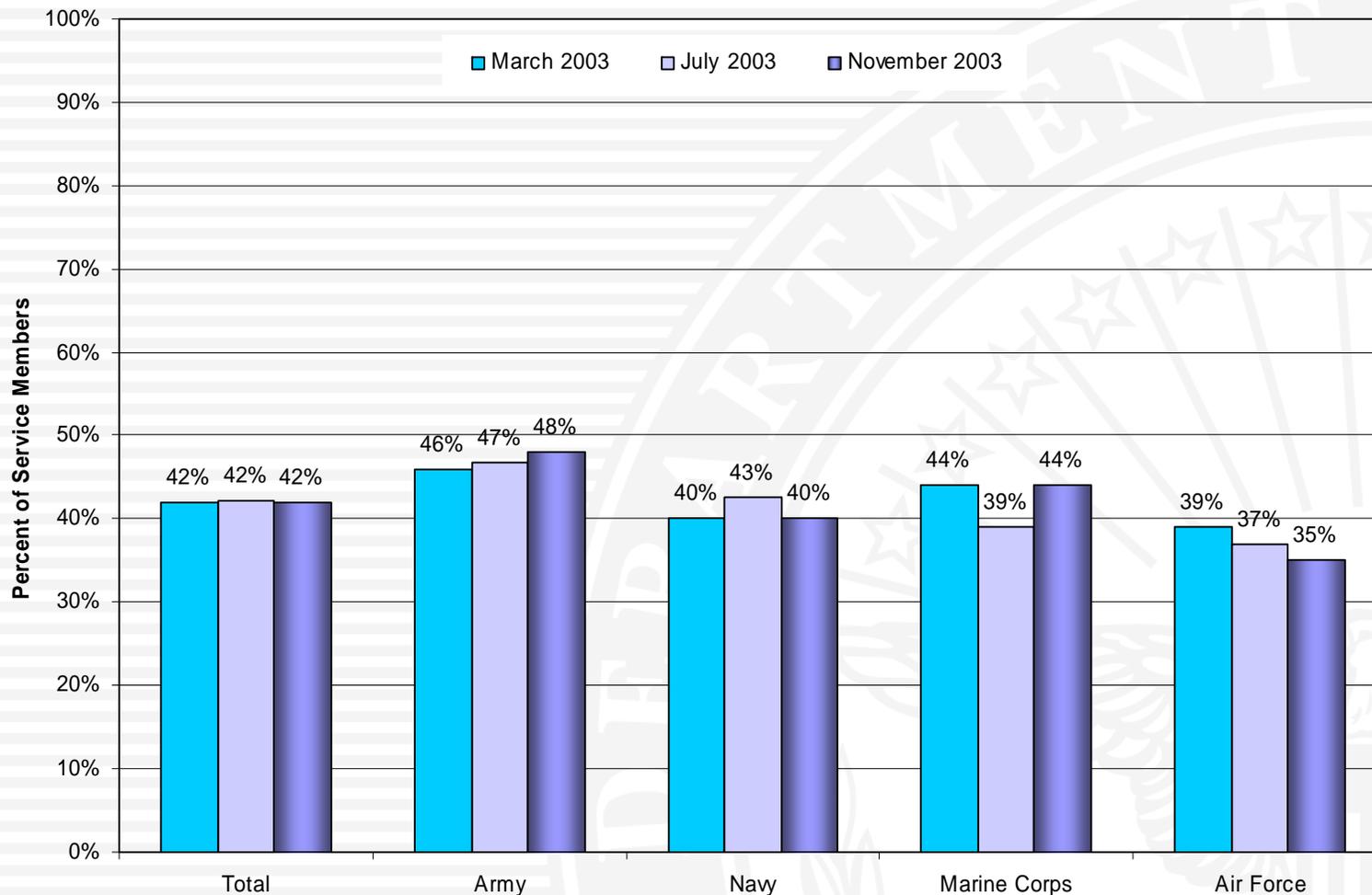
SOFA0311

Q36

= Significant difference between July and November 2003

Personal and Work Stress

More Than Usual Level of Stress in Personal Life Trends



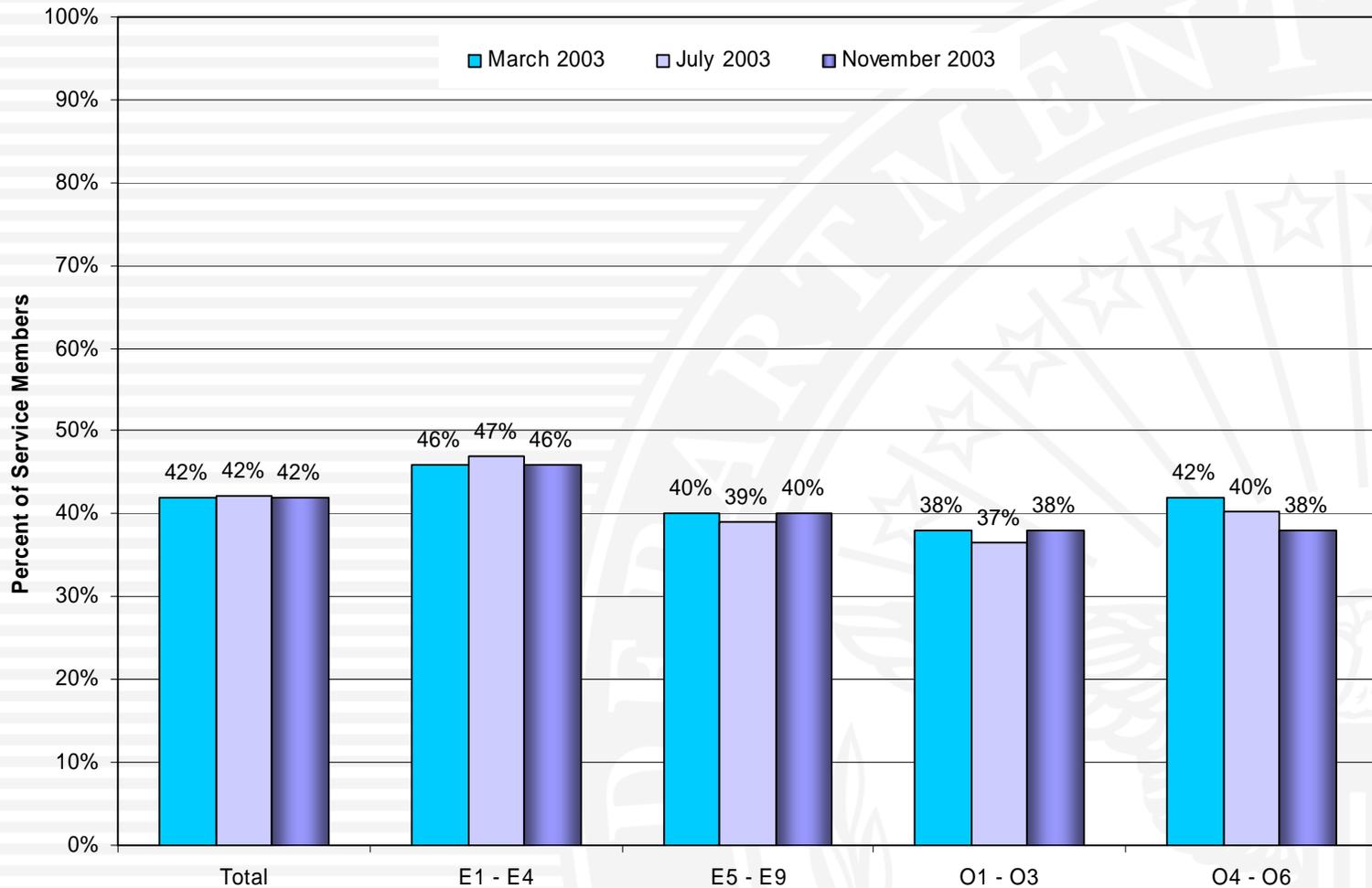
SOFA0303
Q21
SOFA0307
Q36
SOFA0311
Q37

Margins of error within +/- 4%

= Significant difference between July and November 2003

Personal and Work Stress

More Than Usual Level of Stress in Personal Life Trends



SOFA0303
Q21
SOFA0307
Q36
SOFA0311
Q37

Margins of error within +/- 3%

= Significant difference between July and November 2003

Personal and Work Stress

Summary of Findings

November 2003 Findings

- 42% reported more than usual levels of stress in their personal life
 - More stress led by Army and E1-E4s
 - Less stress led by members living overseas, minorities, singles without children, and enlisted females
- 51% reported more than usual levels of stress in their work life
 - More stress led by Army, E1-E4s, and non-minorities
 - Less stress led by minorities

July 2003 – November 2003 Trends

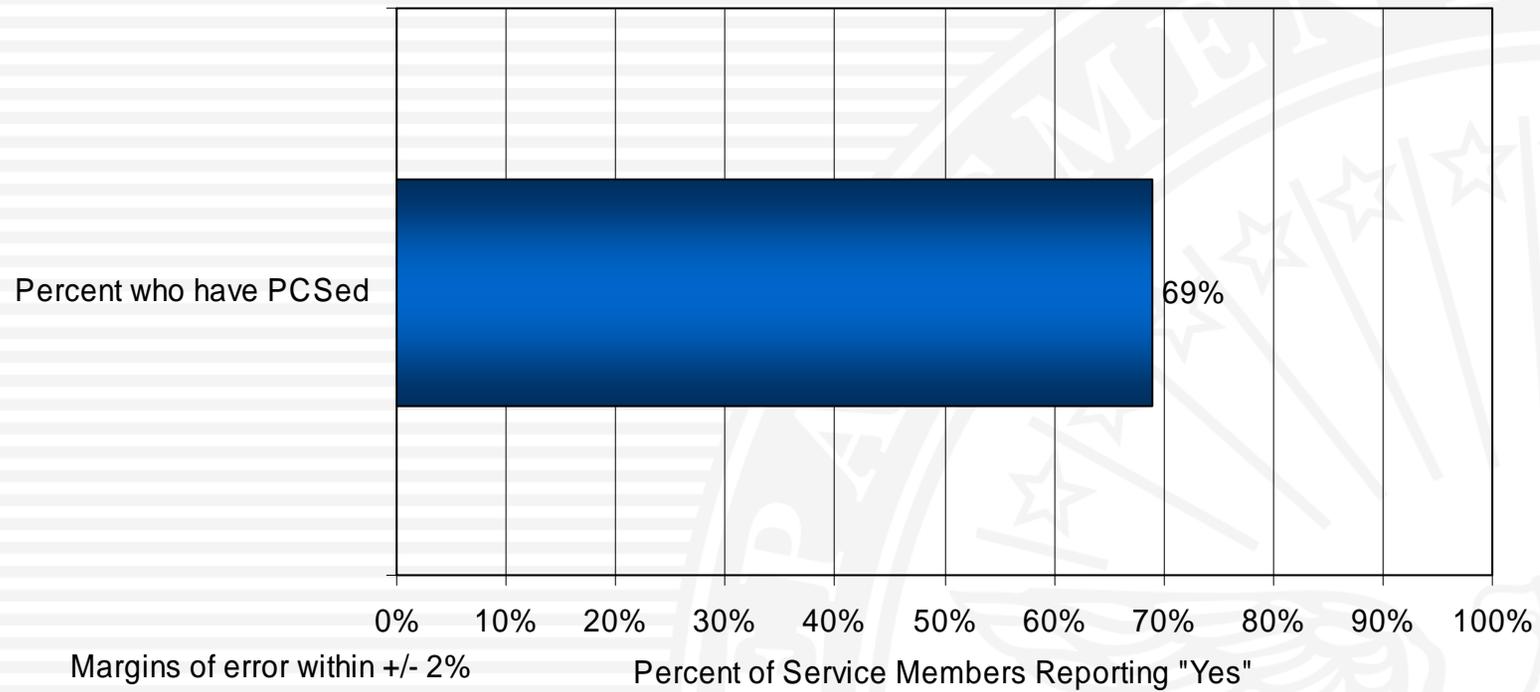
- No change

Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- Personal and work stress
- ✓ Tempo

Tempo

Ever PCSed



Tempo Ever PCSed

Percent of Service Members

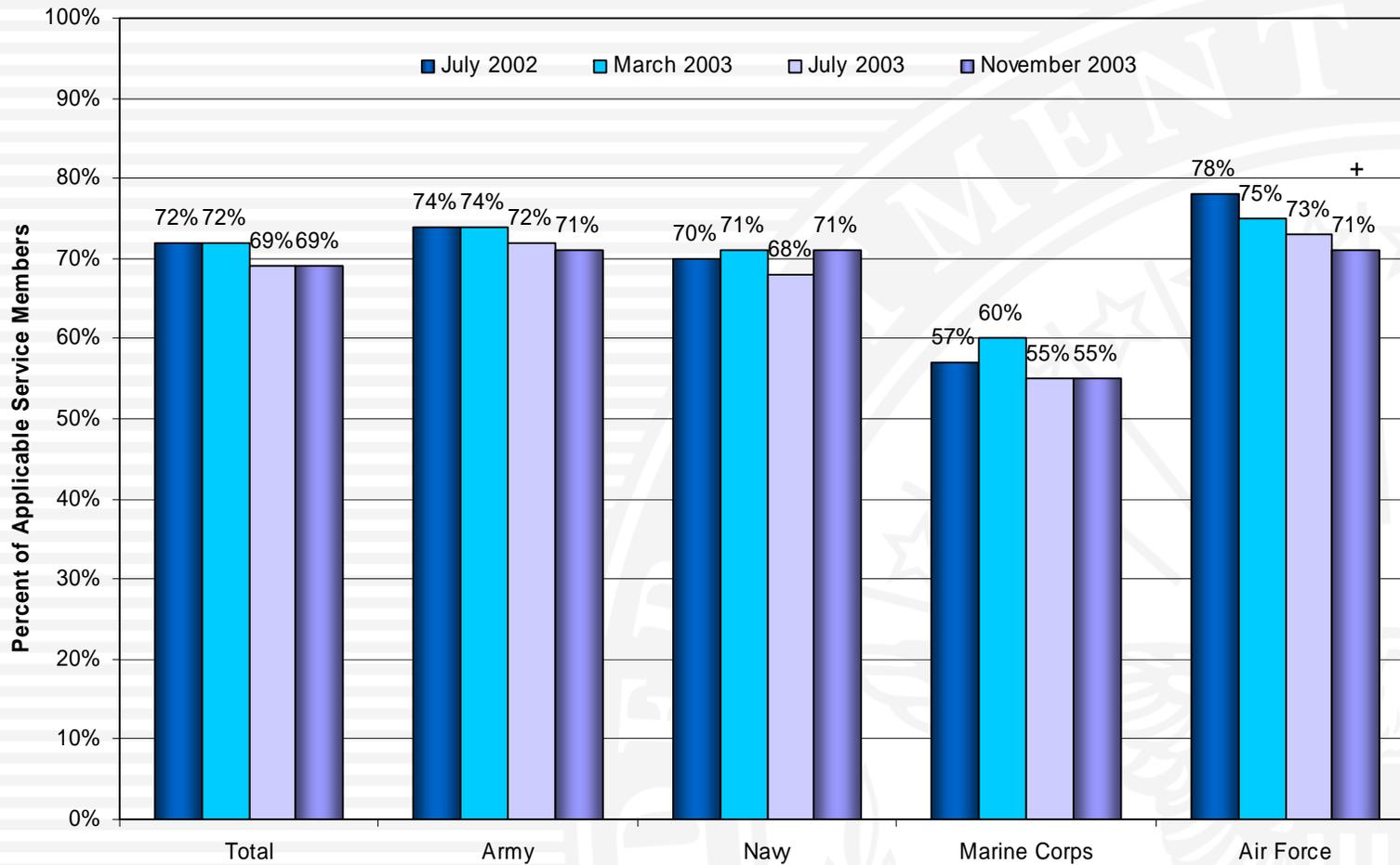
KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"			Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Yes	No	69	71	71	55	71	34	91	91	100	66	94	67	98	50	96	66	93
	No	Yes	31	29	29	45	29	66	9	9	0	34	6	33	2	50	4	34	7

Margins of error within +/- 3%

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"			Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Yes	No	69	68	72	54	80	70	66	82	46	87	67	64	96	63	88	69	67
	No	Yes	31	32	28	46	20	30	34	18	54	13	33	36	4	37	12	31	33

Margins of error within +/- 5%

Tempo Ever PCSed

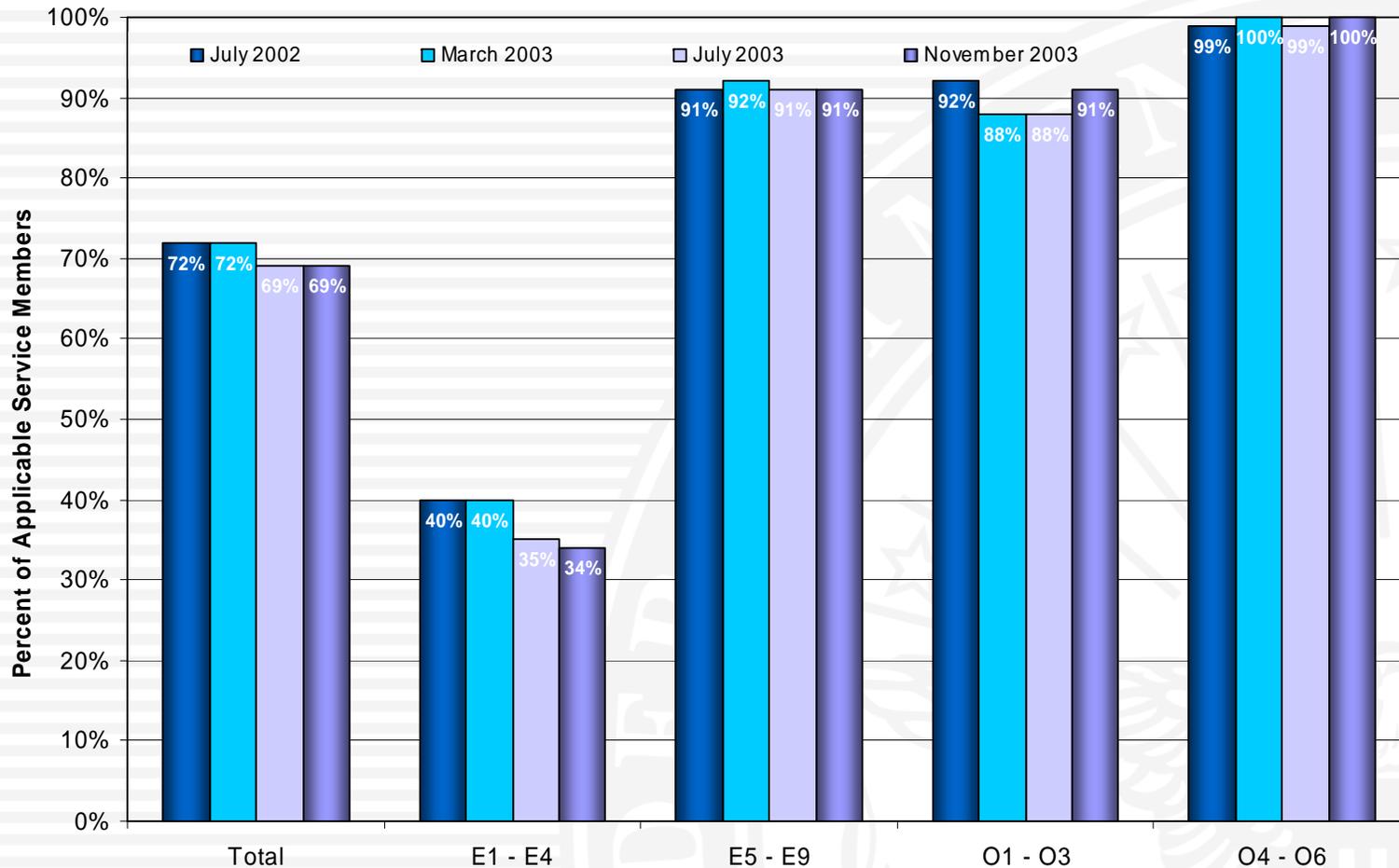


SOFA0207
Q35
SOFA0303
Q9
SOFA0307
Q27
SOFA0311
Q26

Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo Ever PCSed



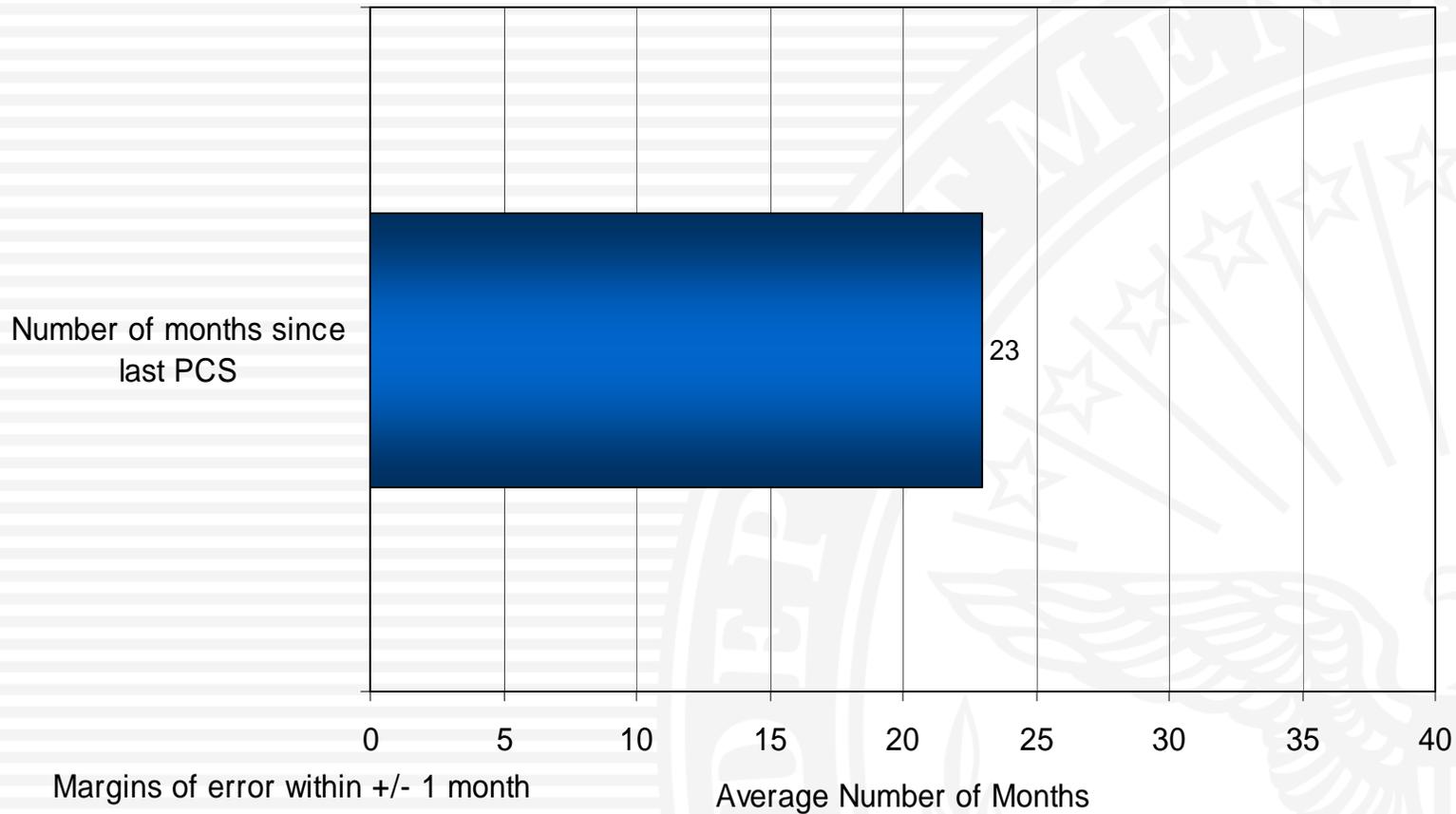
SOFA0207
Q35
SOFA0303
Q9
SOFA0307
Q27
SOFA0311
Q26

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Time Since Last PCS



Tempo

Time Since Last PCS

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of months since last PCS	23	20	21	25	28	15	27	18	21	21	18	22	20	26	21	30

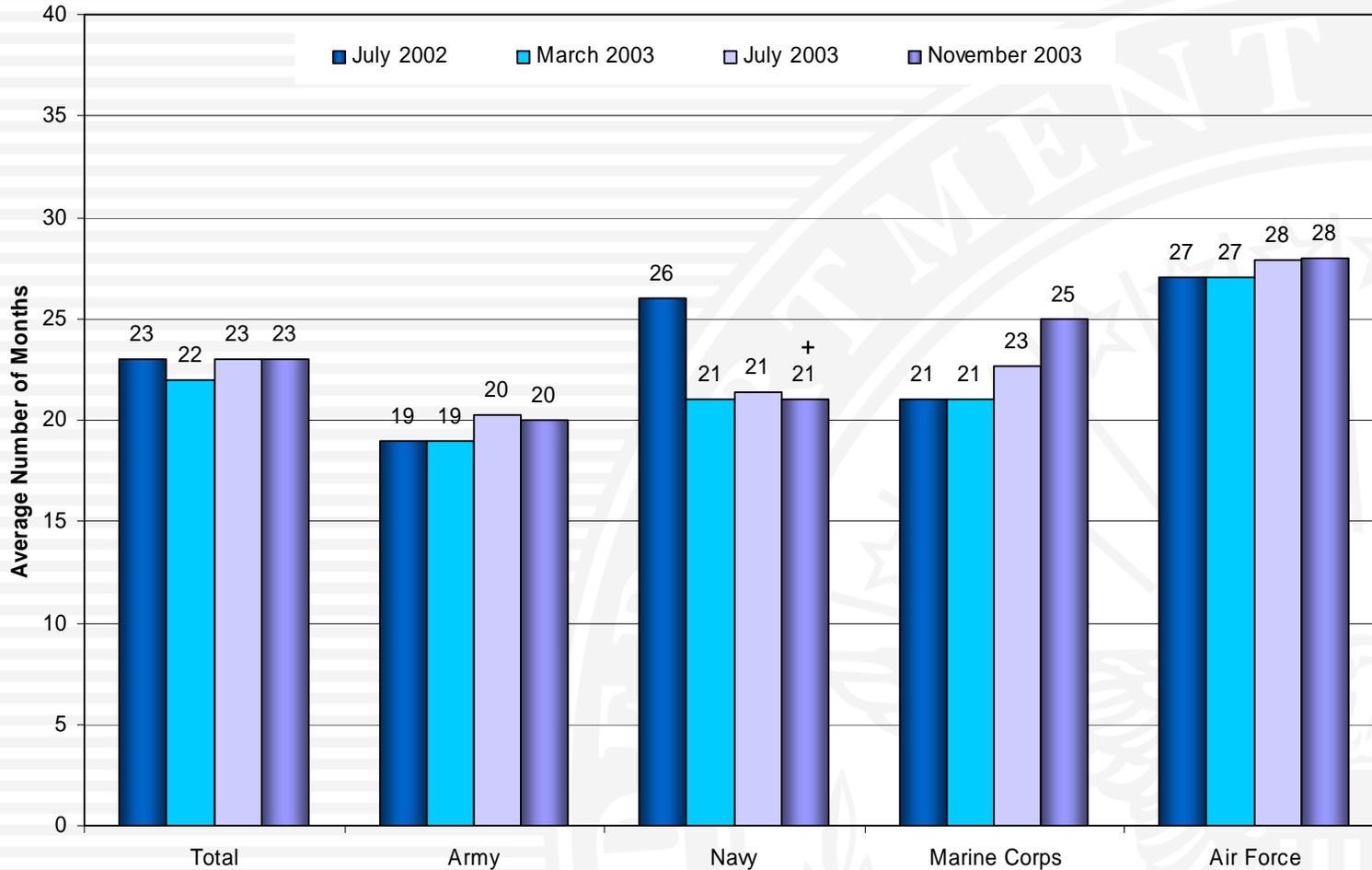
Margins of error within +/- 3 months

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of months since last PCS	23	24	20	20	25	23	22	25	18	26	21	24	20	24	19	23

Margins of error within +/- 2 months

Tempo

Time Since Last PCS Trends



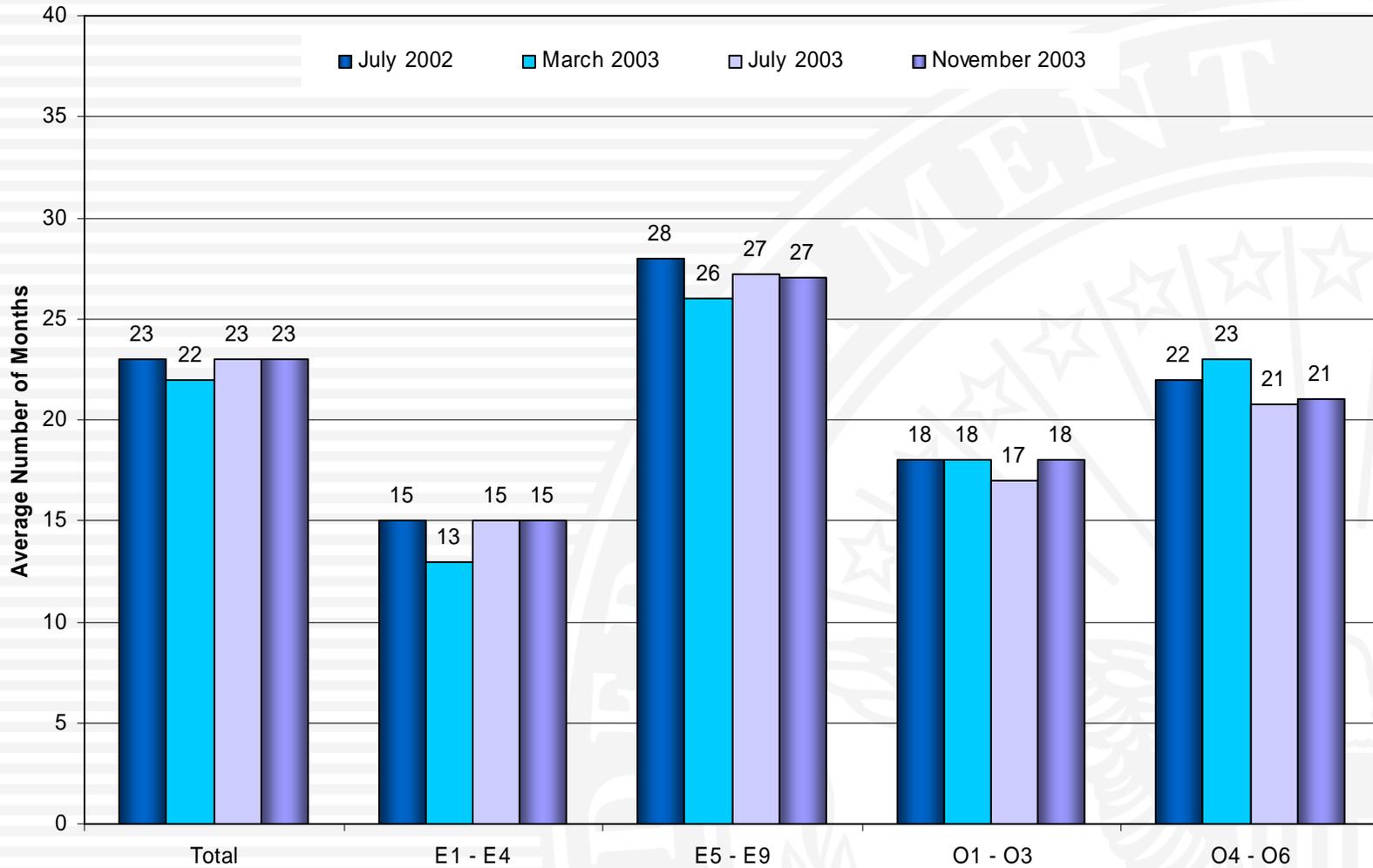
SOFA0207
Q36
SOFA0303
Q10
SOFA0307
Q28
SOFA0311
Q27

Margins of error within +/- 2 months

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Time Since Last PCS Trends



SOFA0207
Q36
SOFA0303
Q10
SOFA0307
Q28
SOFA0311
Q27

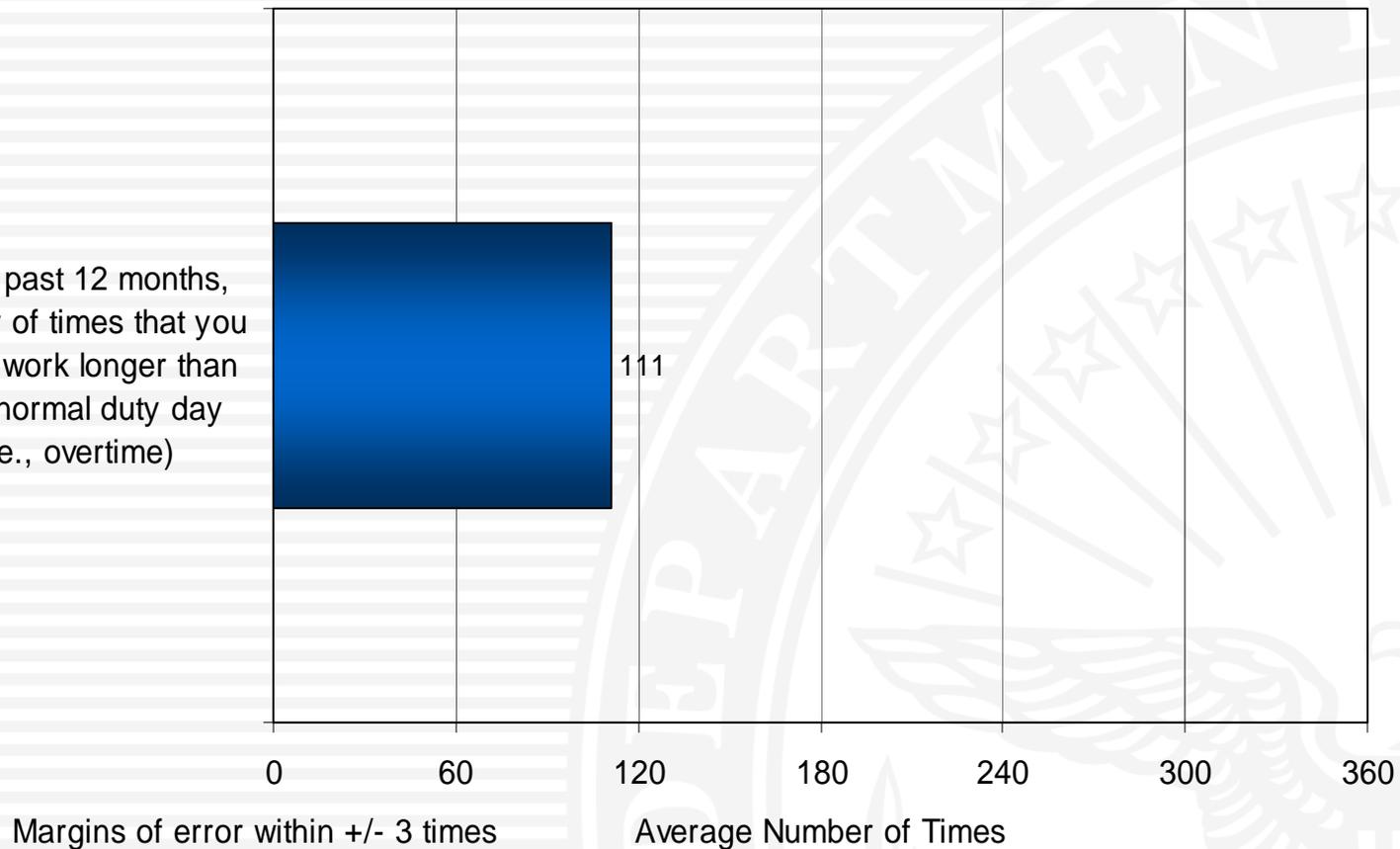
Margins of error within +/- 2 months

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Worked Longer Than Normal

In the past 12 months,
number of times that you
had to work longer than
your normal duty day
(i.e., overtime)



Tempo

Worked Longer Than Normal

Average Number of Times

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times you had to work overtime	111	136	91	125	94	93	117	133	149	132	160	86	119	121	151	84

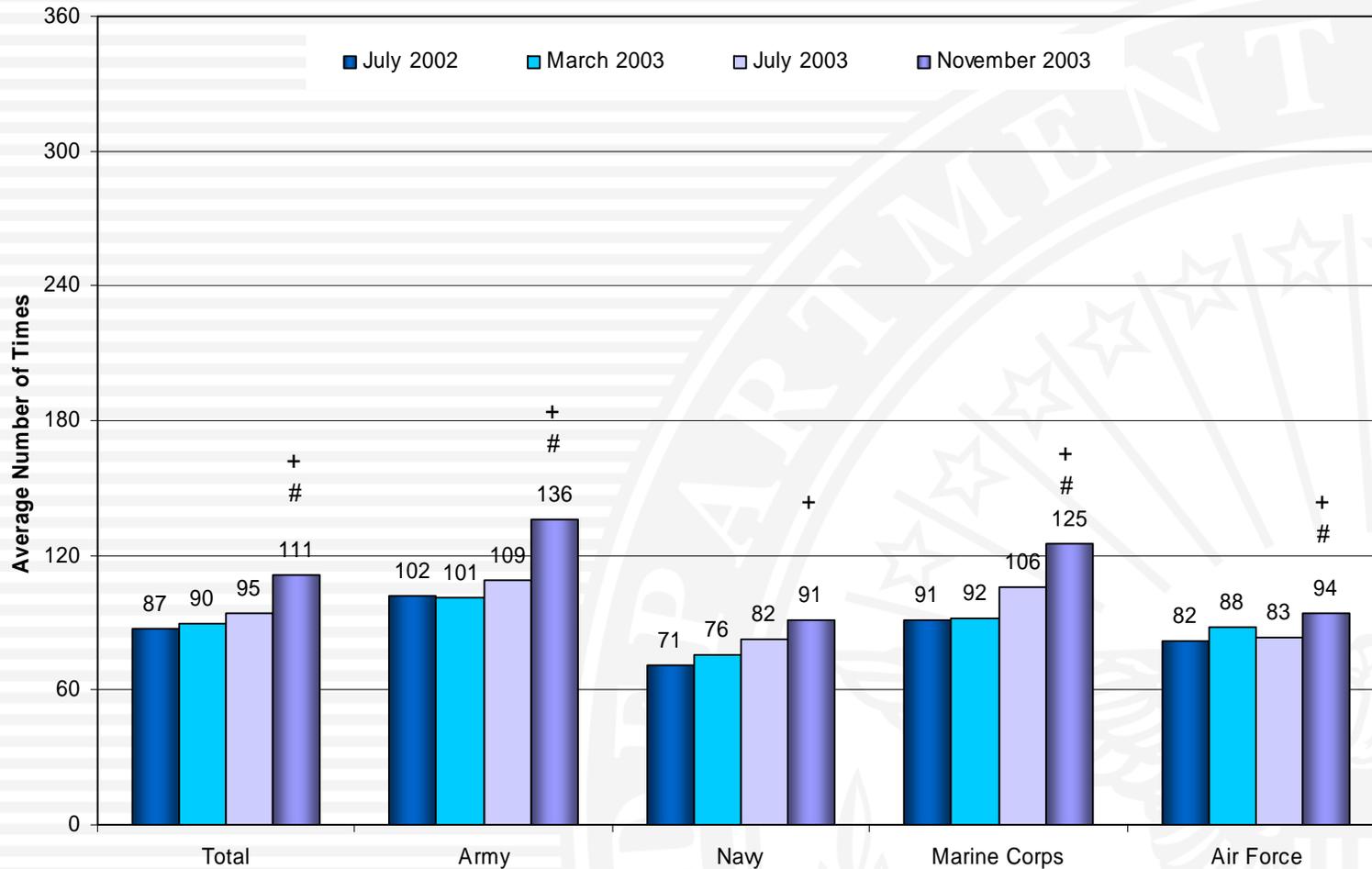
Margins of error within +/- 8 times

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of times you had to work overtime	111	111	113	105	116	118	100	112	96	124	111	111	143	79	126	116

Margins of error within +/- 8 times

Tempo

Worked Longer Than Normal Trends



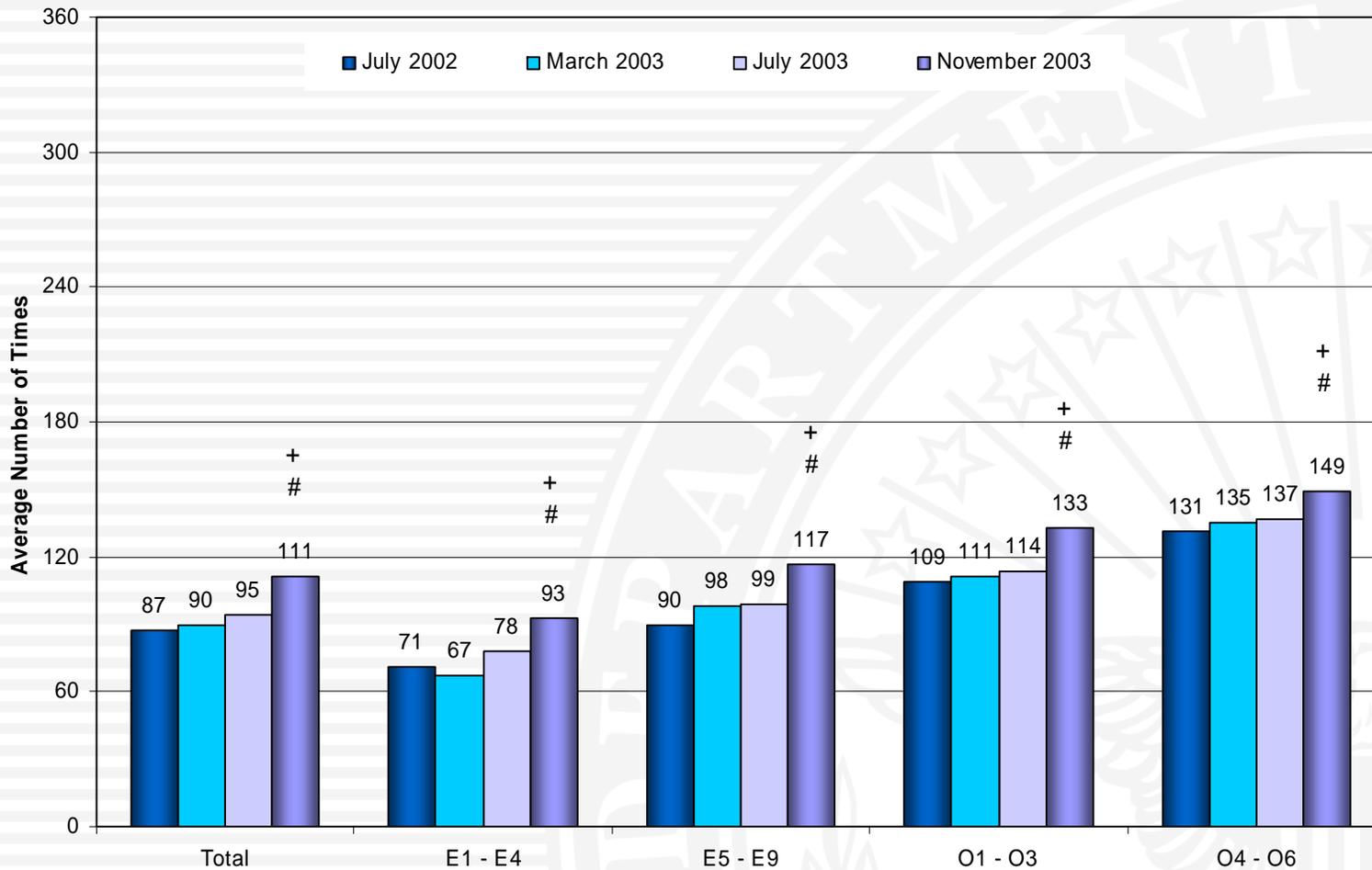
SOFA0207
Q39
SOFA0303
Q11
SOFA0307
Q29
SOFA0311
Q28

Margins of error within +/- 7 times

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Worked Longer Than Normal Trends



SOFA0207
Q39
SOFA0303
Q11
SOFA0307
Q29
SOFA0311
Q28

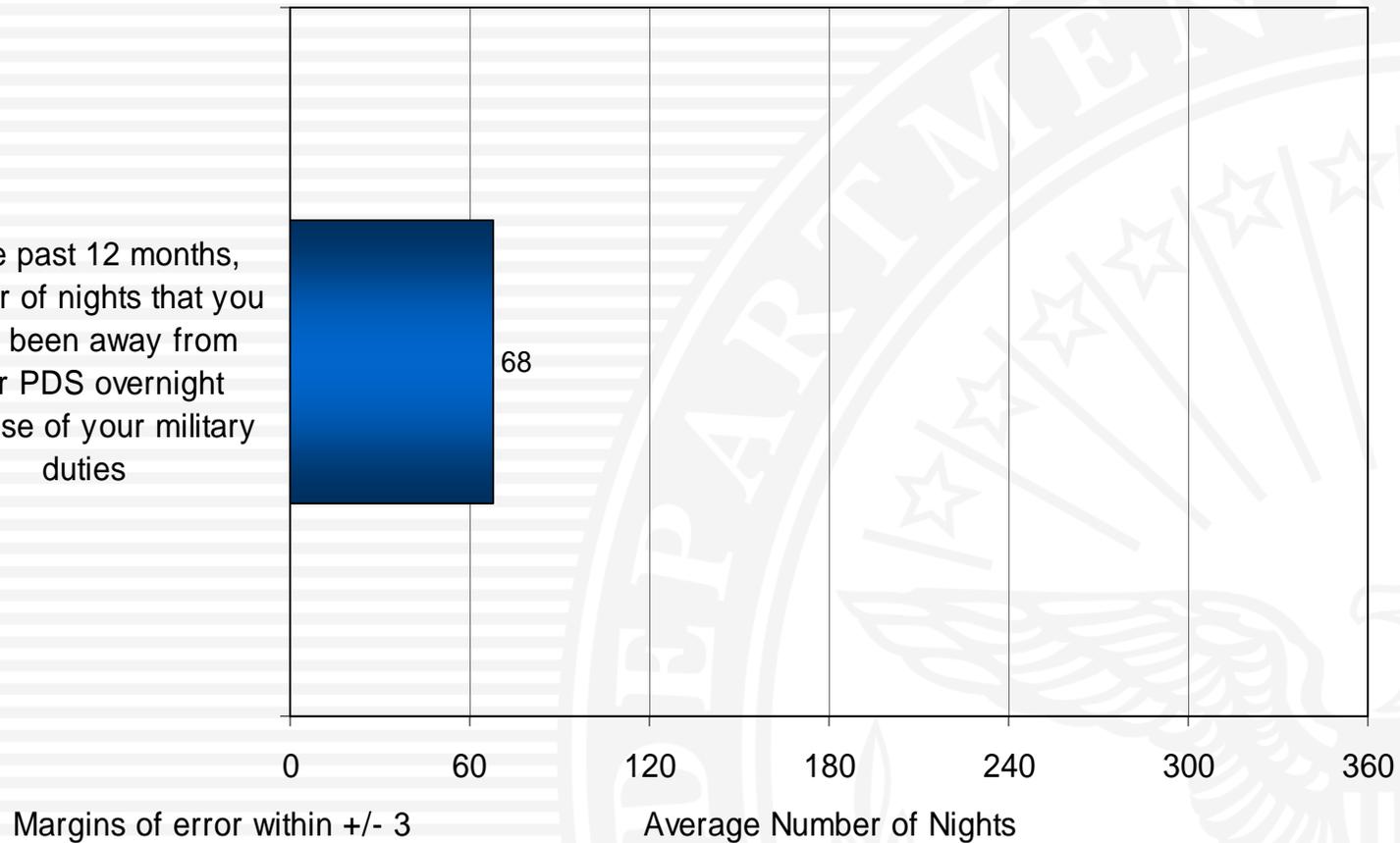
Margins of error within +/- 5 times

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Nights Away From PDS

In the past 12 months,
number of nights that you
have been away from
your PDS overnight
because of your military
duties



Tempo

Nights Away From PDS

Average Number of Nights

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Nights away from your PDS because of military duties	68	87	63	81	43	64	71	78	61	88	86	62	69	80	92	40

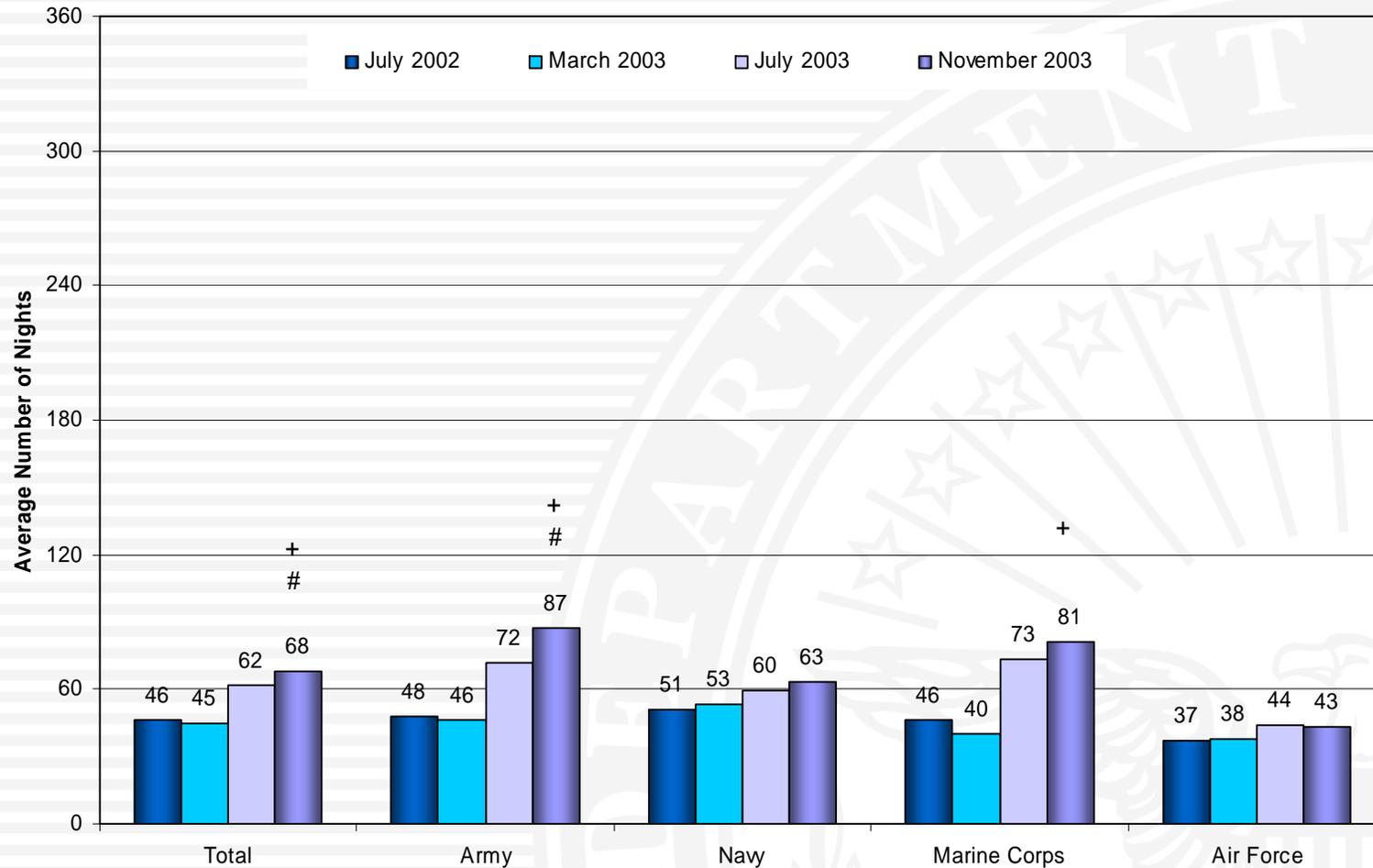
Margins of error within +/- 6 nights

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Nights away from your PDS because of military duties	68	70	60	67	69	72	63	61	65	72	69	73	76	37	54	73

Margins of error within +/- 6 nights

Tempo

Nights Away From PDS Trends



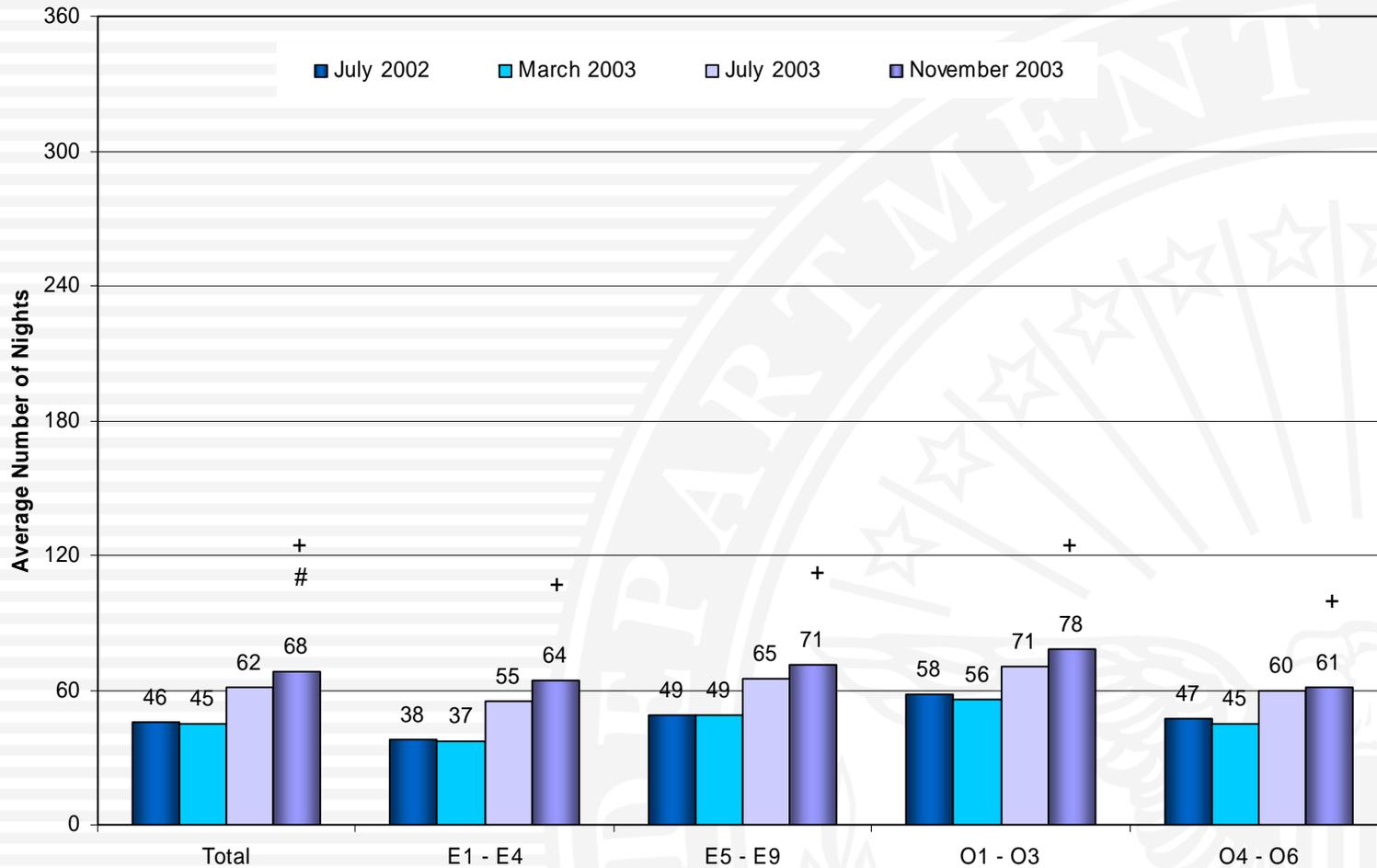
SOFA0207
Q41
SOFA0303
Q14
SOFA0307
Q30
SOFA0311
Q29

Margins of error within +/- 6 nights

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Nights Away From PDS Trends



SOFA0207
Q41
SOFA0303
Q14
SOFA0307
Q30
SOFA0311
Q29

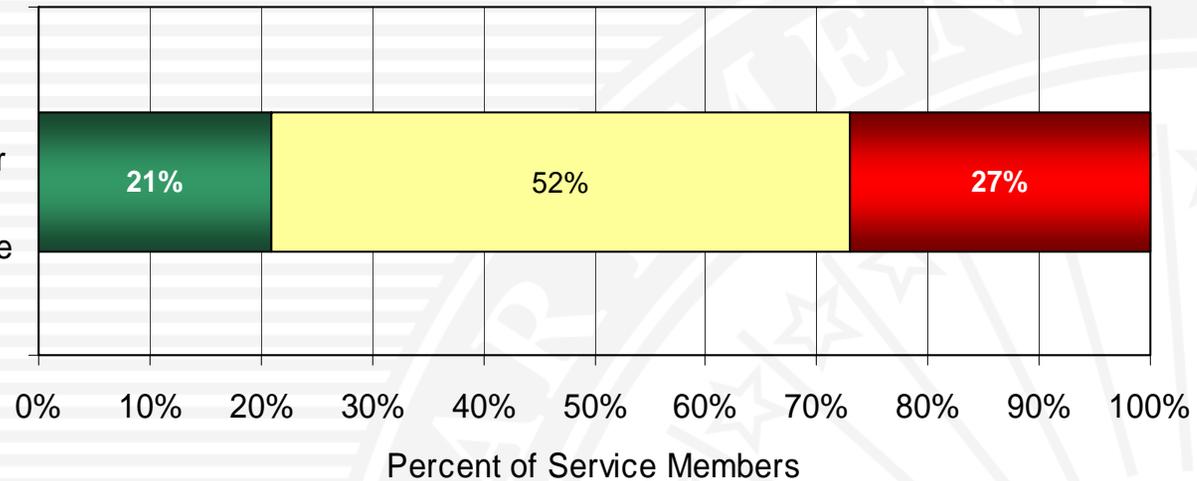
Margins of error within +/- 5

+ = Significant difference between July 2002 and November 2003
= Significant difference between July and November 2003

Tempo

Time Away Versus Expectations

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?



Margins of error within +/- 2%

■ Less than expected ■ About expected ■ More than expected

Tempo

Time Away Versus Expectations

Percent of Service Members

KEY: Higher response of "Less than expected" Lower response of "Less than expected" Higher response of "More than expected"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Time away from duty station vs. expectations	Less	21	18	17	24	28	23	20	17	20	18	15	17	15	24	18	30	22
		More	27	35	26	26	18	27	26	29	24	34	36	26	24	26	26	17	22

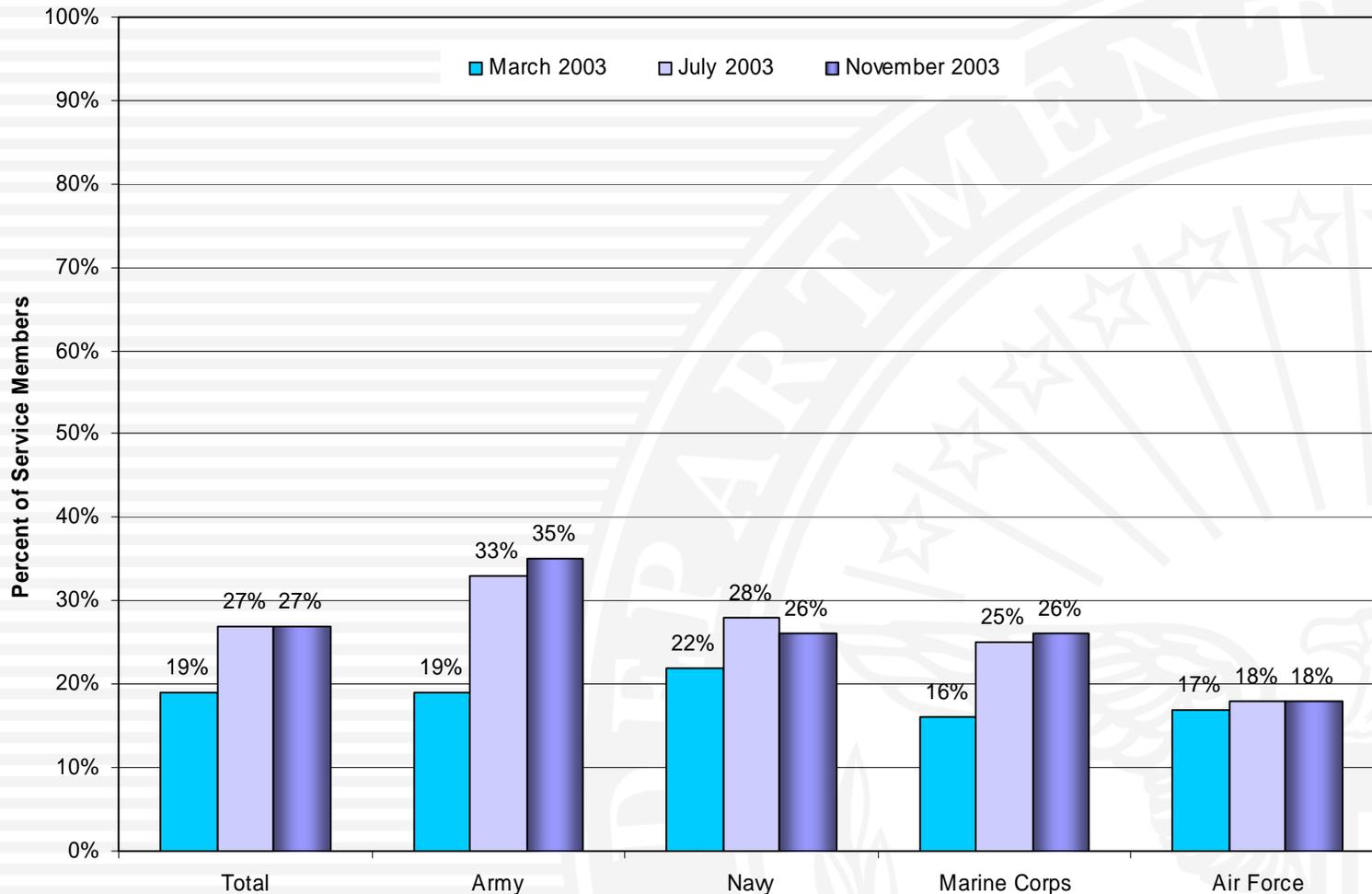
Margins of error within +/- 4%

KEY: Higher response of "Less than expected" Lower response of "Less than expected" Higher response of "More than expected"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Time away from duty station vs. expectations	Less	21	21	20	21	21	20	22	23	22	20	20	21	17	26	19	20	25
		More	27	27	24	26	27	26	28	24	26	27	28	28	29	17	21	28	18

Margins of error within +/- 3%

Tempo

More Time Away Versus Expectations Trends



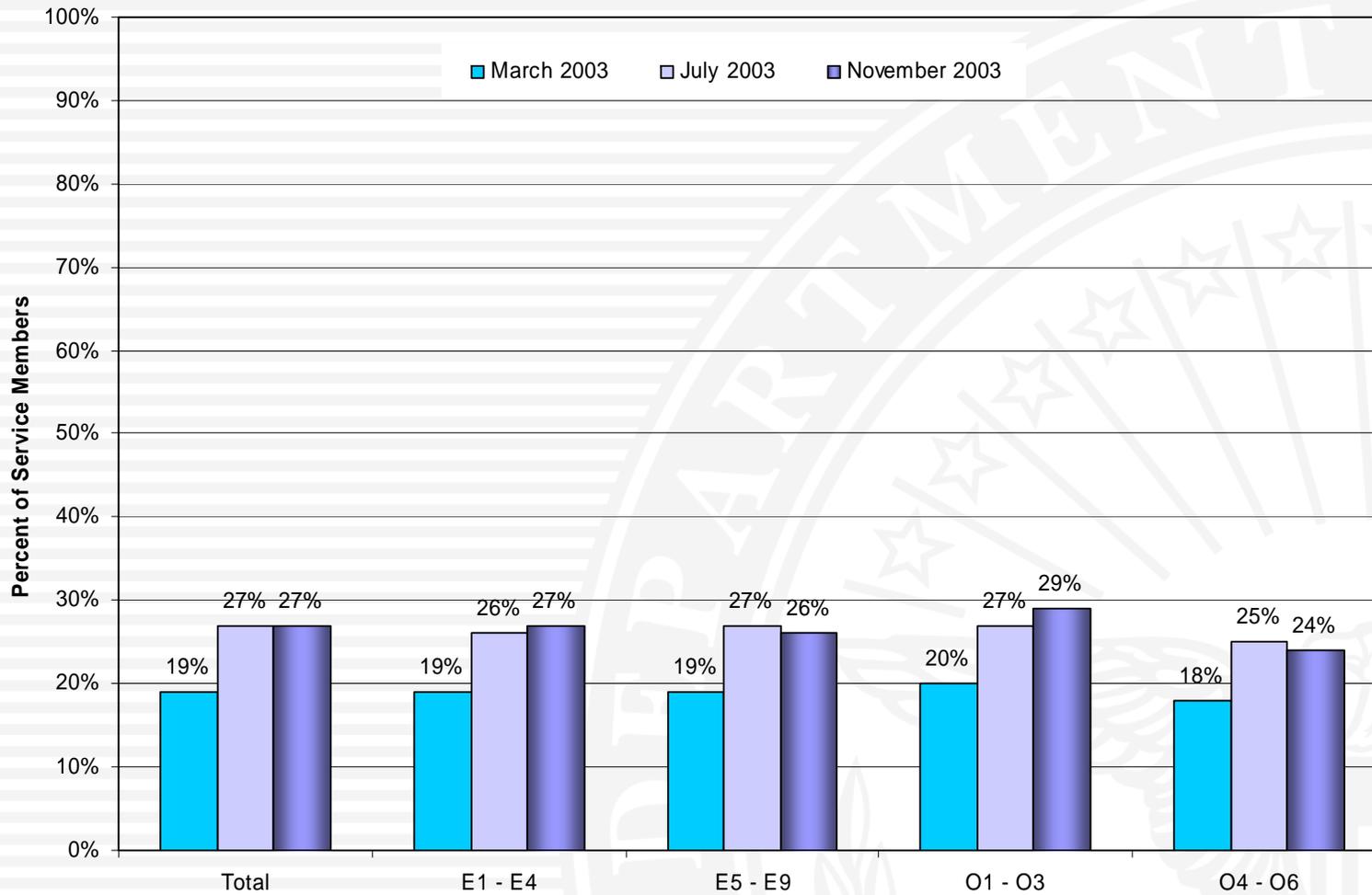
SOFA0303
Q15
SOFA0307
Q31
SOFA0311
Q32

Margins of error within +/- 3%

= Significant difference between July and November 2003

Tempo

More Time Away Than Expected Trends



SOFA0303

Q15

SOFA0307

Margins of error within +/- 3%

Q31

SOFA0311

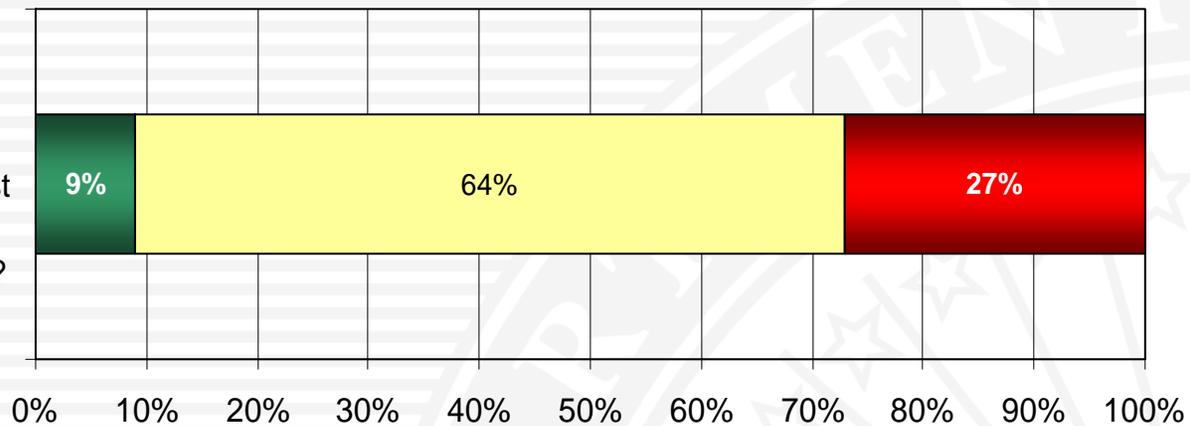
Q32

= Significant difference between July and November 2003

Tempo

Impact of Time Away

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?



Margins of error within +/- 2%

Percent of Service Members

■ Increased desire to stay ■ Neither increased nor decreased desire to stay ■ Decreased desire to stay

Tempo

Impact of Time Away

Percent of Service Members

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of time away on desire to stay	Increased	9	8	9	13	10	10	9	10	8	8	7	9	7	14	10	9
	Decreased	27	35	25	24	20	32	24	26	18	36	31	25	22	25	19	21	17

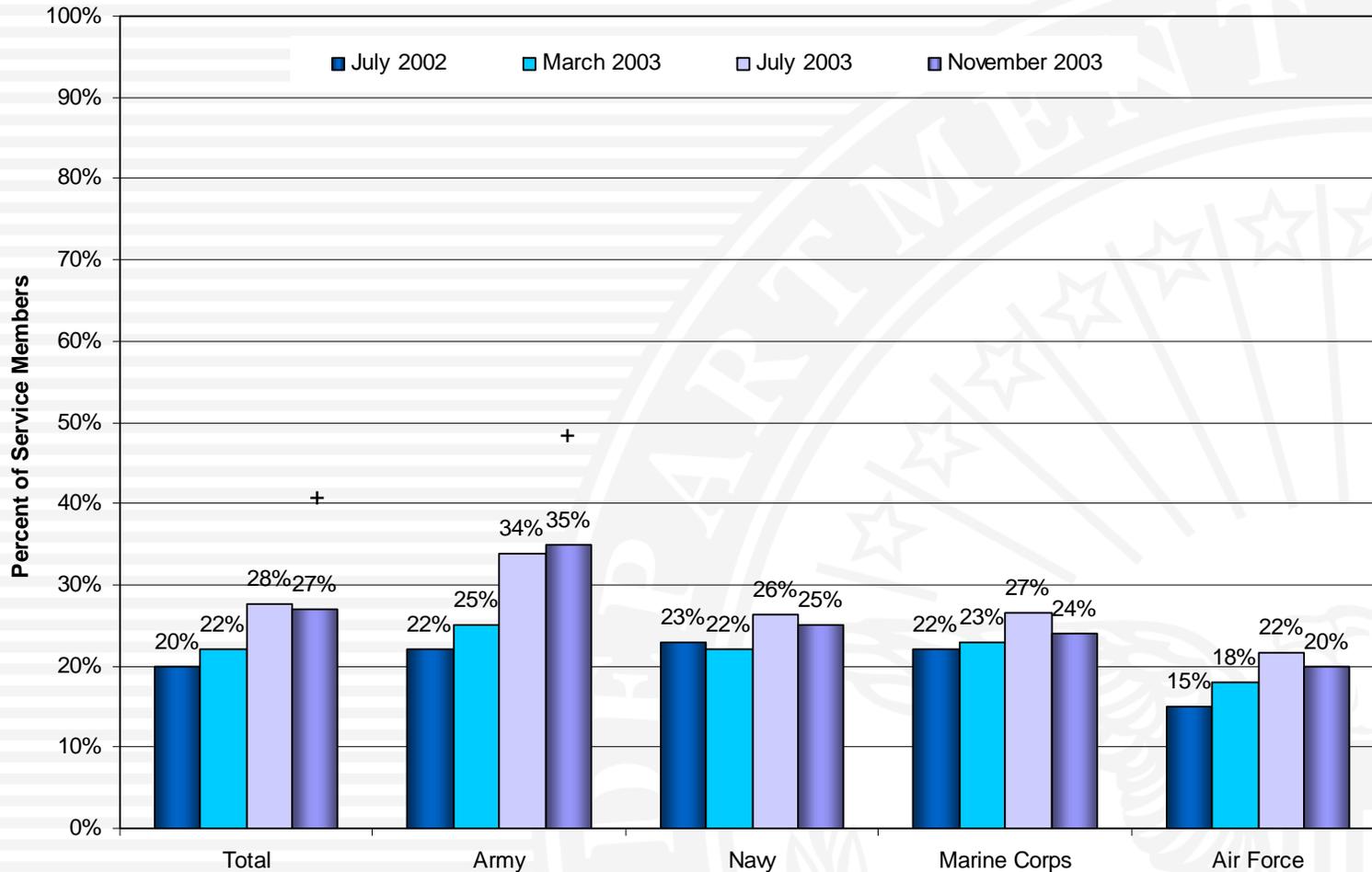
Margins of error within +/- 3%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of time away on desire to stay	Increased	9	9	10	10	9	8	11	8	11	8	8	10	8	8	11	9
	Decreased	27	27	26	29	26	27	27	26	28	26	29	28	23	24	23	28	24

Margins of error within +/- 4%

Tempo

Time Away Decreased Desire To Stay Trends



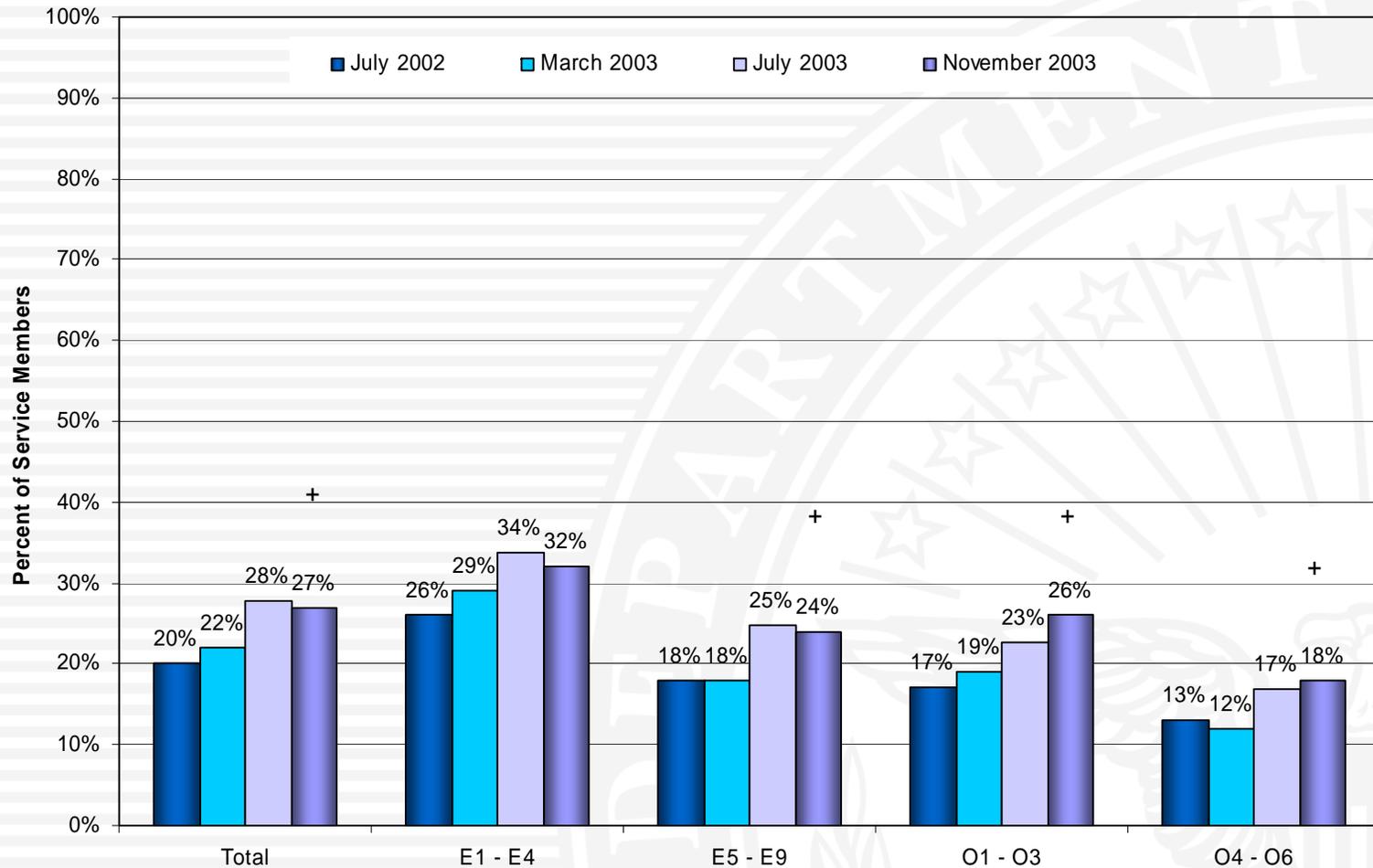
Margins of error within +/- 4%

+ = Significant difference between July 2002 and November 2003
 # = Significant difference between July and November 2003

SOFA0702
 Q42
 SOFA0303
 Q16
 SOFS0307
 Q32
 SOFA0311
 Q33

Tempo

Time Away Decreased Desire To Stay Trends



SOFA0702
Q42
SOFA0303
Q16
SOFS0307
Q32
SOFA0311
Q33

Margins of error within +/- 3%

+ = Significant difference between July 2002 and November 2003

= Significant difference between July and November 2003

Tempo

Tempo & Career Intentions

Percent of Service Members

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?

	Less time than expected	About the time expected	More time than expected
Decreased desire to stay	20%	16%	55%
Neither increased nor decreased desire to stay	67%	76%	37%
Increased desire to stay	12%	9%	8%
Total	100%	100%	100%

Margins of error within +/-3%

Tempo

Summary of Findings

November 2003 Findings

- 69% reported having PCSed
 - Led by Air Force, E5-E9s, commissioned officers, all Services officers, members living off base, non-minorities, singles with children, married with children, and male and female officers
- Time since last PCS move averaged 23 months
 - Longer times reported by Marine Corps, Air Force, E5-E9s, members living in the US, members living off base, married with children, and enlisted males
- Members reported working longer than normal duty days an average of 111 days in the past 12 months
 - More than average led by Army, Marine Corps, E5-E9s, commissioned officers, Air Force officers, members living off base, non-minorities, married with children, female officers, and males
- Members reported an average of 68 days away from PDS in the past 12 months
 - More than average led by Army, Marine Corps, O1-O3s, members living in the US, non-minorities, and males

Tempo

Summary of Findings

November 2003 Findings (continued)

- 27% reported being away more and 21% reported being away less than expected
 - More time away than expected led by Army, members living in the US, and males
 - Less time away than expected led by Air Force, E1-E4s, and females
- 27% reported time away (or lack thereof) decreased desire to stay
 - Led by Army, Navy, E1-E4s, and males
- 55% of those with more time away than expected reported a decreased desire to stay

Tempo

Summary of Findings

July 2003 – November 2003 Trends

- Number of times worked longer than normal duty days increased by 16 days
 - Led by Army, Marine Corps, Air Force, and across all paygrade groups
- Average number of nights away from PDS increased by 6 nights
 - Led by Army

Tempo

Summary of Findings

July 2002 – November 2003 Trends

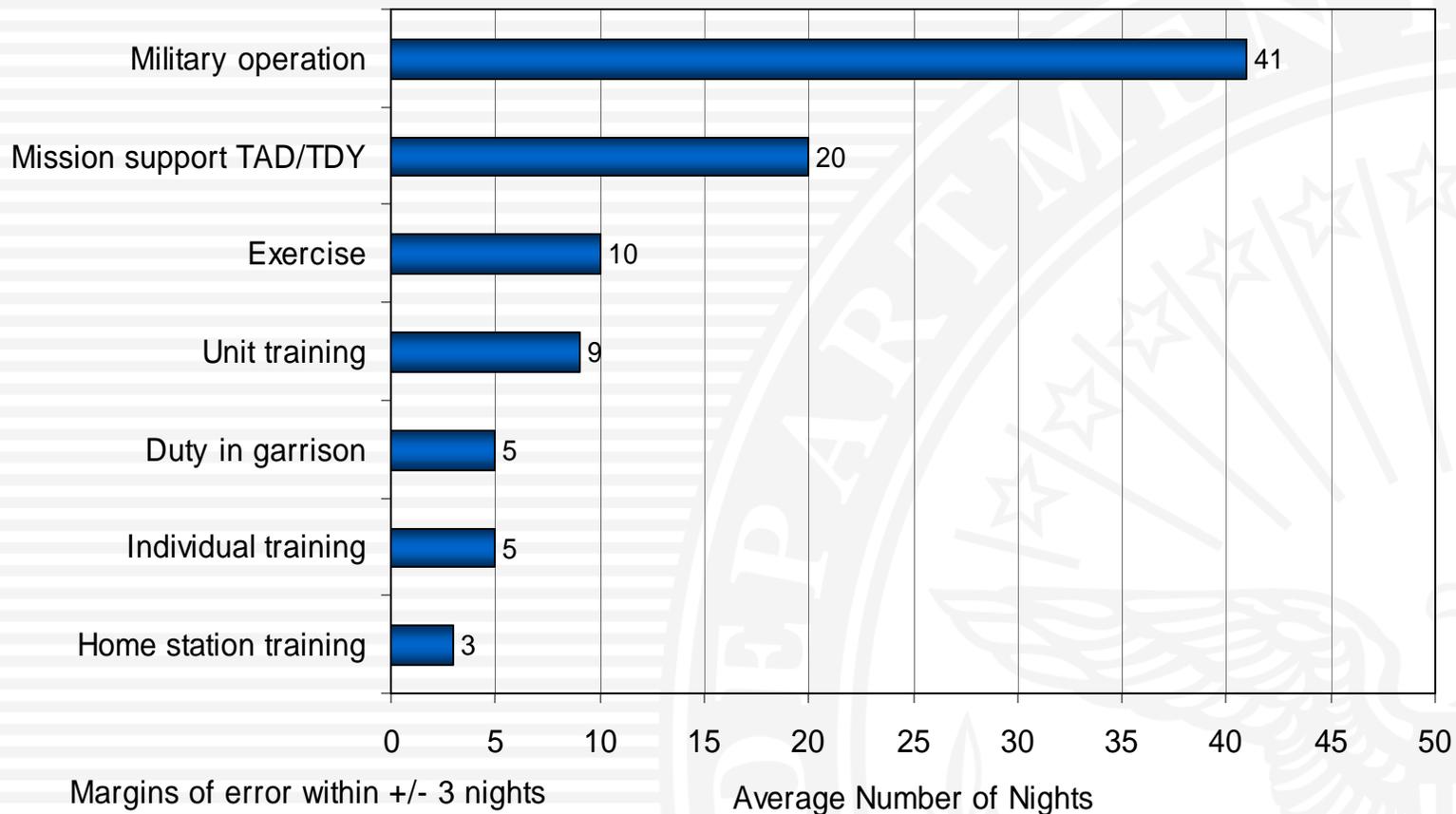
- Number of Air Force members ever PCSed decreased 7 percentage points
- Average number of months since last PCS move for Navy members decreased by 5 months
- Average number of times worked longer than normal duty days increased by 24 days
 - Across all Services and paygrade groups
- Average number of nights away from PDS increased by 22 nights
 - Led by Army, Marine Corps, and across all paygrade groups
- Decreased desire to stay due to time away increased 7 percentage points
 - Led by Army, E5-E9s, and commissioned officers

Briefing Overview

- Introduction
- Leading indicators and related items
- ✓ OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

OPS/PERSTEMPO

Nights Away in Past 12 Months



OPS/PERSTEMPO

Nights Away in Past 12 Months

Average Number of Nights

	KEY: More than average Less than average																
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Military operation	41	57	39	54	17	42	42	40	27	58	51	40	36	54	53	16	20
Mission support	20	22	15	20	22	17	21	19	24	21	23	14	19	19	23	23	22
Exercise	10	15	11	10	2	10	10	9	5	16	11	12	8	10	11	2	3
Unit training	9	13	10	11	2	11	8	8	3	15	7	10	8	12	7	1	2
Duty in garrison	5	10	2	7	1	6	5	3	2	11	4	2	3	7	4	1	1
Individual training	5	7	4	4	5	4	5	9	4	7	5	4	5	4	4	4	11
Home station training	3	5	2	3	1	4	3	2	1	5	3	3	1	3	1	1	1

Margins of error within +/- 6 nights

OPS/PERSTEMPO

Nights Away in Past 12 Months

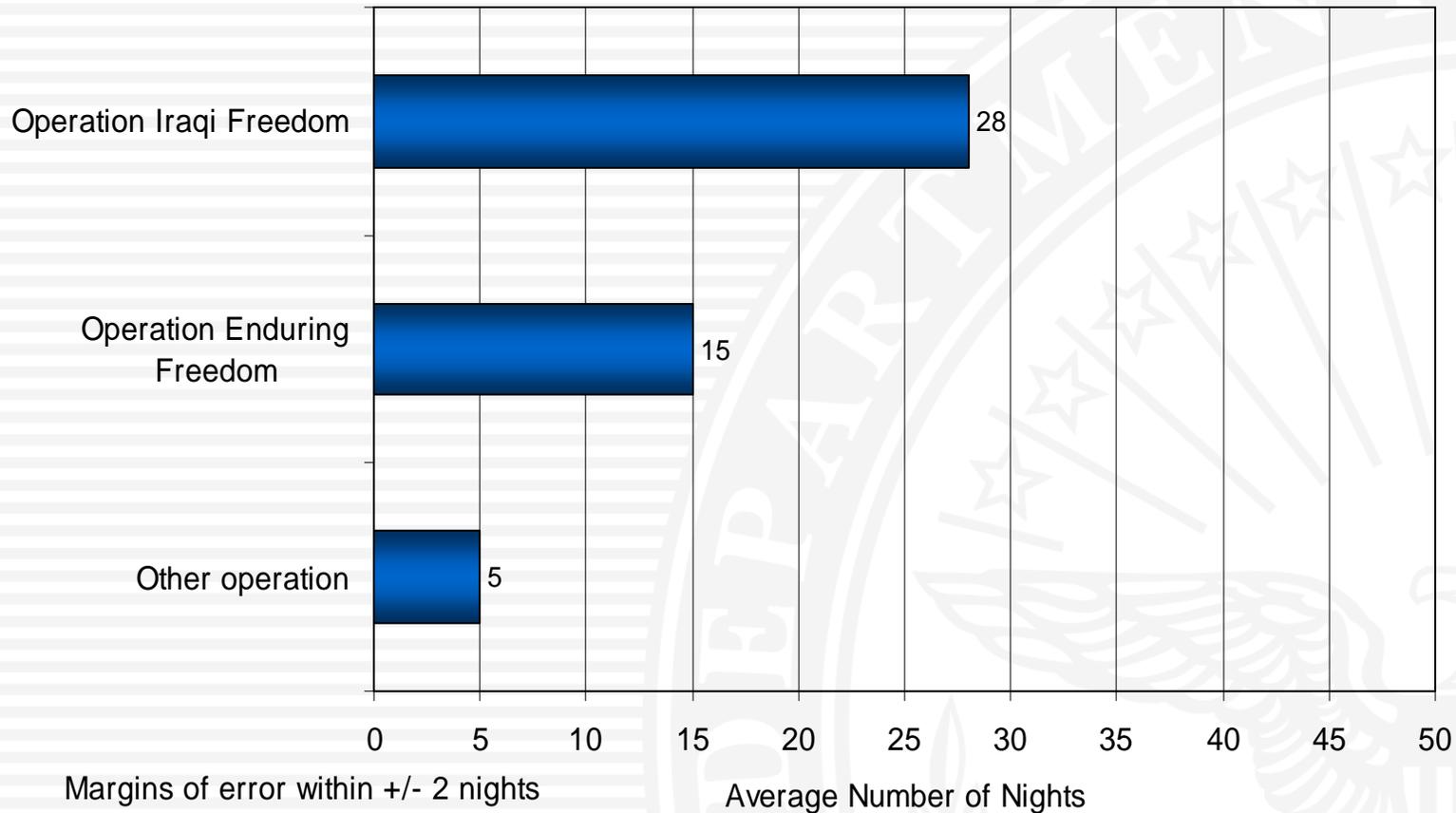
Average Number of Nights

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Military operation	41	44	28	41	41	43	38	37	39	42	43	46	39	19	27	45
Mission support	20	20	20	18	21	20	20	18	19	21	21	20	22	14	19	21	15
Exercise	10	9	14	11	9	9	11	9	11	9	10	11	8	5	4	11	5
Unit training	9	9	10	10	8	8	10	7	10	9	9	11	4	6	3	10	4
Duty in garrison	5	5	6	5	5	5	5	8	5	4	5	6	3	3	2	5	2
Individual training	5	5	6	5	5	5	5	3	5	6	6	5	7	2	6	6	3
Home station training	3	3	3	3	3	2	3	3	3	3	3	3	2	1	1	3	1

Margins of error within +/- 8 nights

OPS/PERSTEMPO

Nights Away in Past 12 Months by Operation



OPS/PERSTEMPO

Nights Away in Past 12 Months by Operation

Average Number of Nights

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Operation Iraqi Freedom	28	41	23	42	9	30	27	26	19	42	38	23	20	42	39	9
Operation Enduring Freedom	15	19	18	13	8	16	16	12	7	21	13	20	12	14	10	8	8
Other operation	5	5	7	7	2	4	5	4	3	5	3	7	6	4	5	2	2

Margins of error within +/- 6 nights

OPS/PERSTEMPO

Nights Away in Past 12 Months by Operation

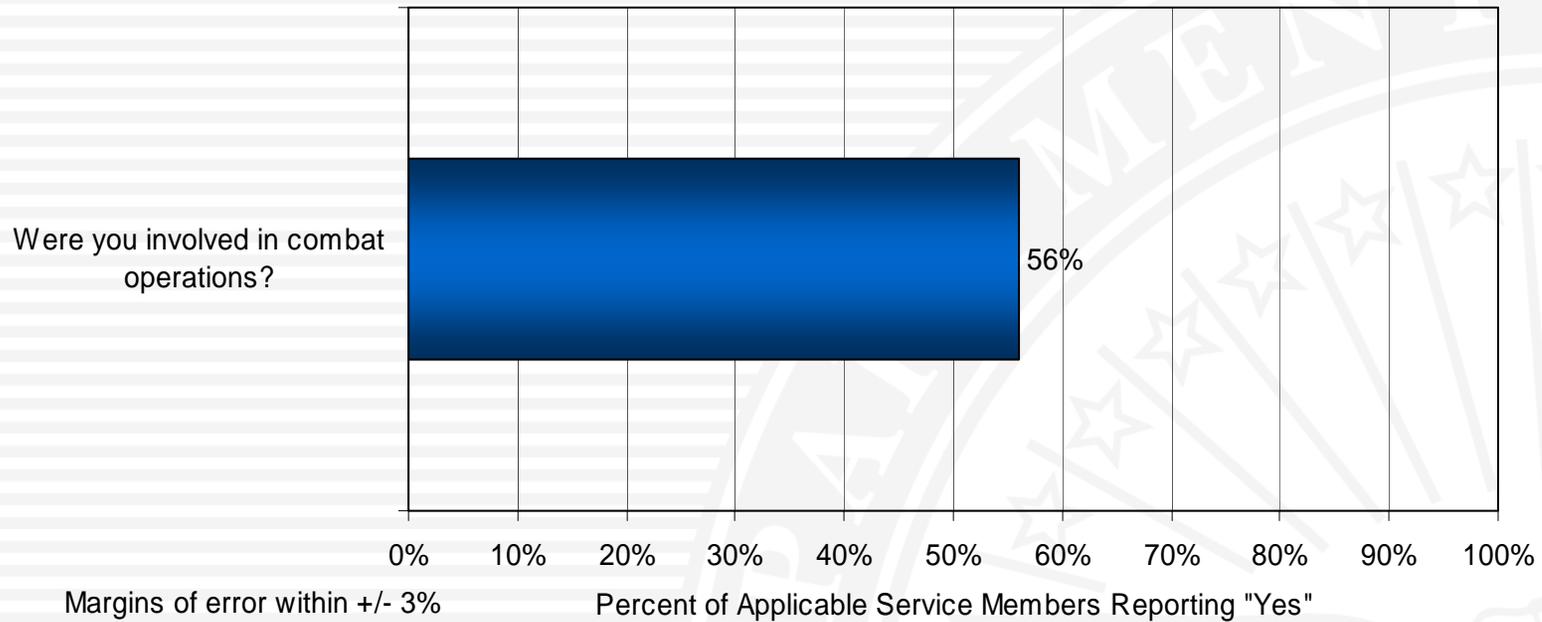
Average Number of Nights

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Operation Iraqi Freedom	28	30	18	28	28	29	27	27	26	28	31	31	26	13	19	30
Operation Enduring Freedom	15	17	8	14	16	15	15	13	14	16	16	18	11	8	7	17	5
Other operation	5	4	7	5	5	4	5	5	4	5	5	5	4	3	1	5	2

Margins of error within +/- 6 nights

OPS/PERSTEMPO

Involved in Combat Operation



OPS/PERSTEMPO

Involved in Combat Operation

Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Were you involved in combat operations?	Yes	56	68	44	63	40	58	54	59	51	68	69	44	40	62	72	35
	No	44	32	56	37	60	42	46	41	49	32	31	56	60	38	28	65	49

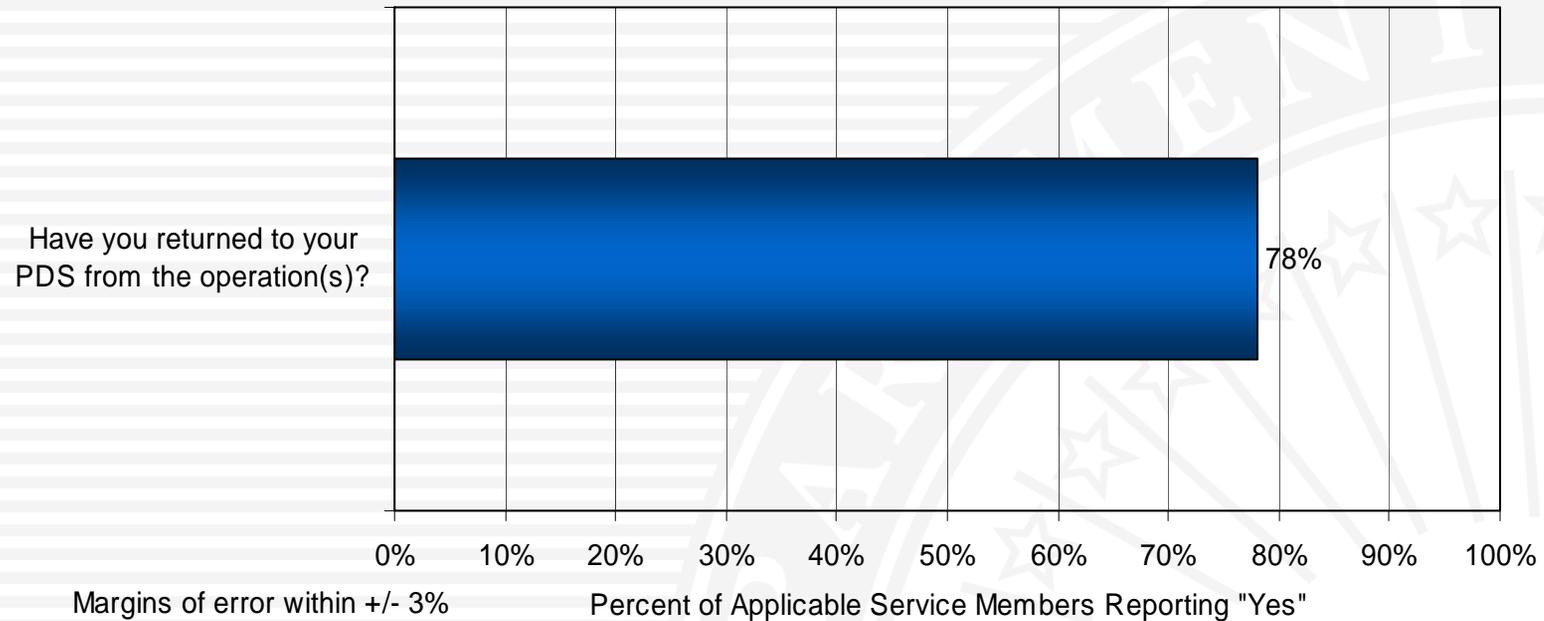
Margins of error within +/- 4%

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Were you involved in combat operations?	Yes	56	58	45	57	55	57	55	51	57	56	57	56	59	49	42	57
	No	44	42	55	43	45	43	45	49	43	44	43	44	41	51	58	43	53

Margins of error within +/- 7%

OPS/PERSTEMPO

Returned to PDS After Operation(s)



OPS/PERSTEMPO

Returned to PDS After Operation(s)

Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Were you involved in combat operations?	Yes	78	64	85	95	87	78	77	80	85	63	69	85	89	94	96	89
	No	22	36	15	5	13	22	23	21	15	37	31	16	11	6	4	11	16

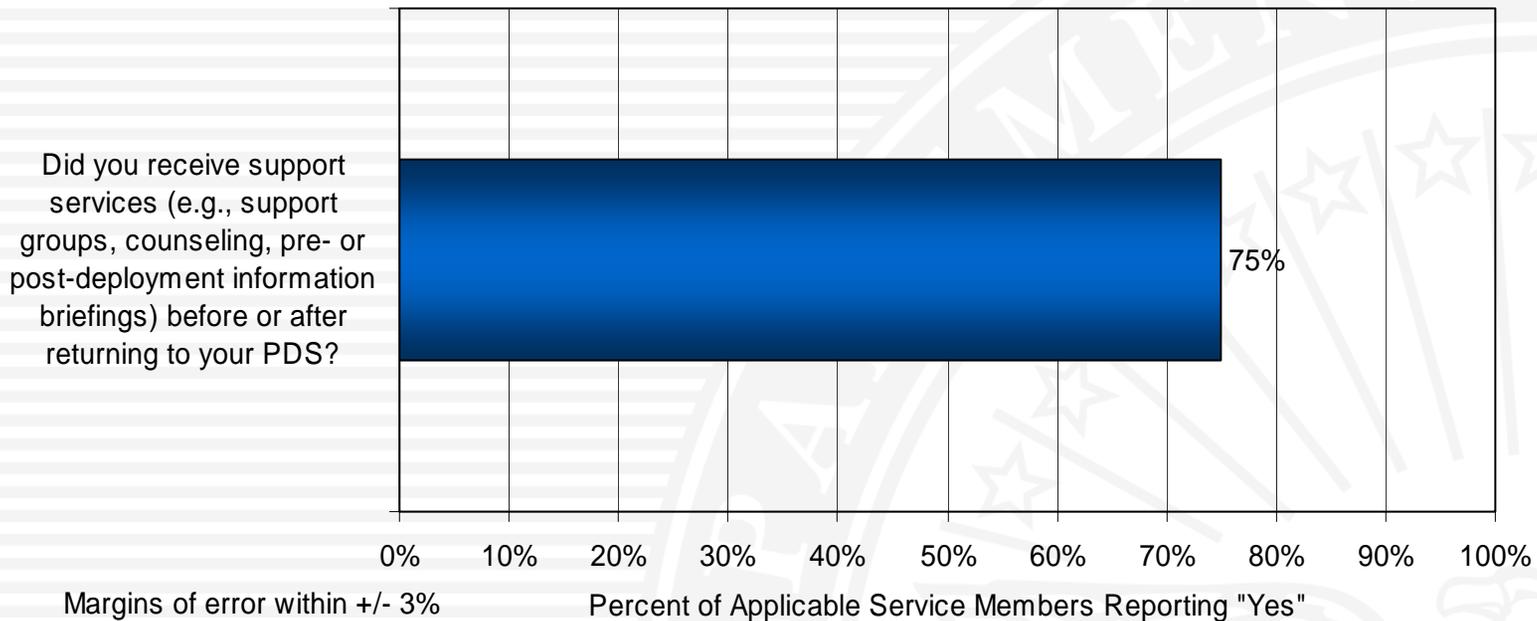
Margins of error within +/- 5%

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Were you involved in combat operations?	Yes	78	79	71	73	81	80	75	73	80	76	81	78	81	68	77	79
	No	22	21	29	27	19	20	25	27	20	24	19	22	19	32	23	21	30

Margins of error within +/- 9%

OPS/PERSTEMPO

Received Support Services Before or After Deployment



OPS/PERSTEMPO

Received Support Services Before or After Deployment

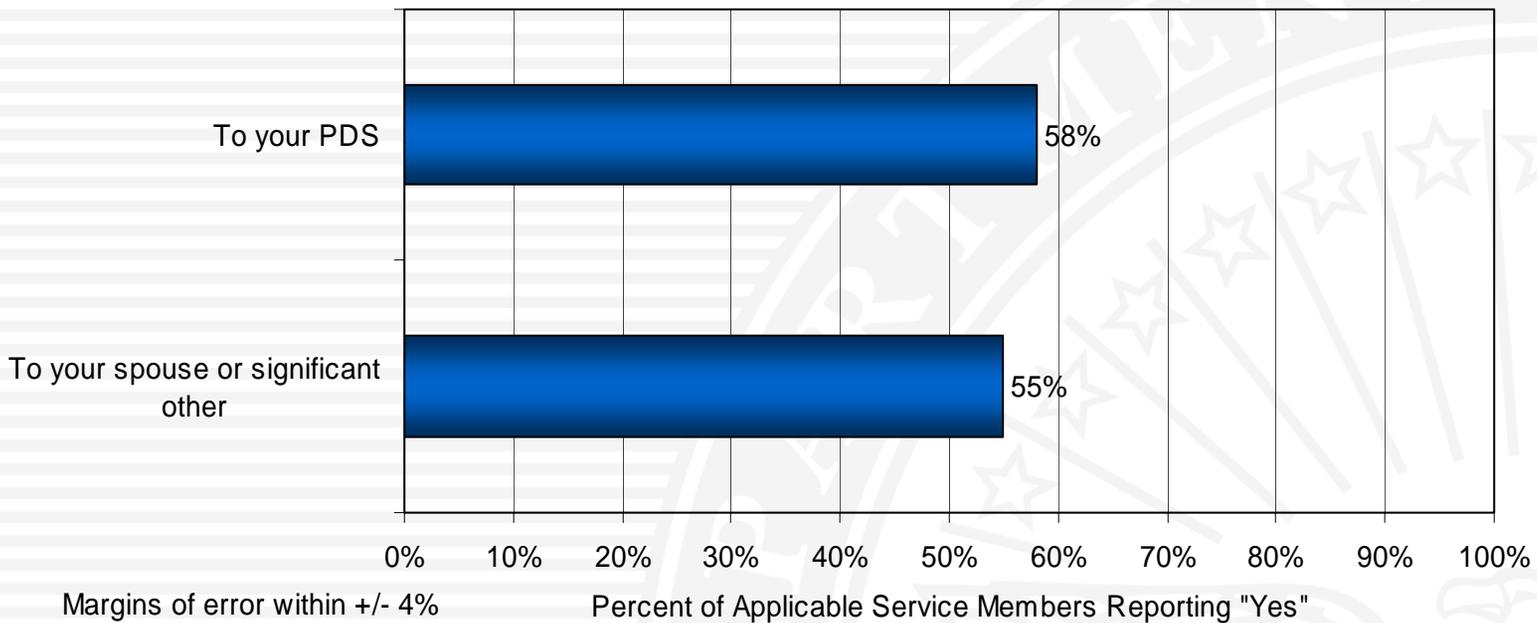
Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Received Support Services before or after returning to PDS	Yes	75	79	66	84	72	78	75	71	61	80	74	69	54	84	80	74	68
	No	25	21	34	16	28	22	25	29	39	20	26	32	46	16	20	26	32	
Margins of error within +/- 7%																			

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Received Support Services before or after returning to PDS	Yes	75	77	64	77	74	73	79	69	74	76	77	77	68	64	35	76	65
	No	25	23	36	23	26	27	21	31	26	24	23	23	32	36	65	24	35	
Margins of error within +/- 10%																			

OPS/PERSTEMPO

Support Services Help in Adjusting After Deployment



OPS/PERSTEMPO

Support Services Help in Adjusting After Deployment

Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	To your PDS	Yes	58	59	61	56	55	59	57	62	59	59	60	61	61	56	63	54
	No	42	41	39	44	45	41	43	38	41	41	40	39	39	44	37	46	39
To your spouse or significant other	Yes	55	59	59	52	44	56	55	53	49	60	53	60	53	52	59	43	44
	No	45	41	41	48	56	44	45	47	51	40	47	40	47	48	41	57	56

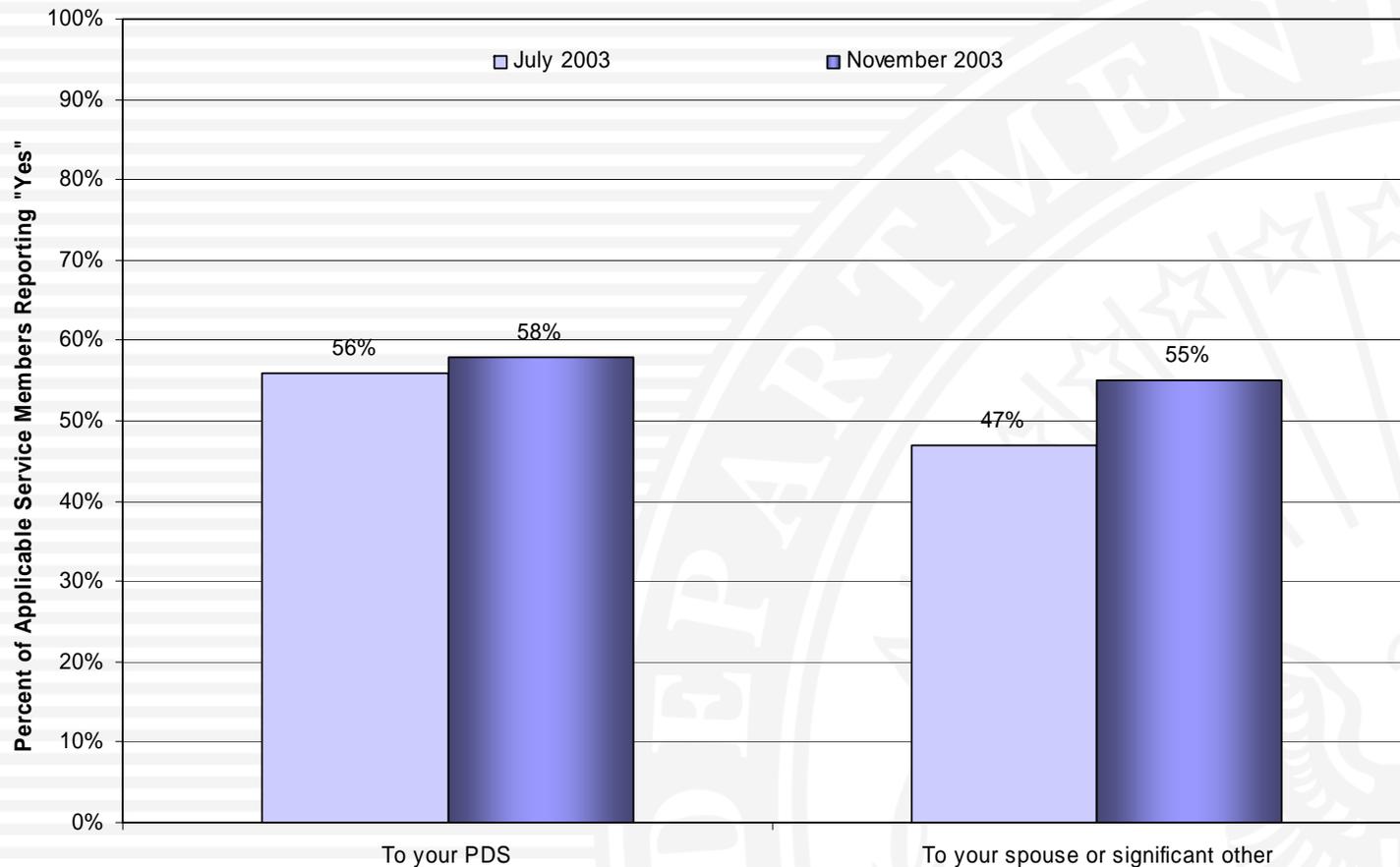
Margins of error within +/- 11%

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	To your PDS	Yes	58	58	61	58	59	54	66	62	57	59	58	58	61	53	61	59
	No	42	42	39	42	41	46	34	38	43	41	42	42	39	47	40	41	45
To your spouse or significant other	Yes	55	55	56	55	55	51	61	66	55	54	55	56	52	48	44	55	47
	No	45	45	44	45	45	49	39	34	45	46	45	44	48	52	56	45	53

Margins of error within +/- 15%

OPS/PERSTEMPO

Support Services Help in Adjusting After Deployment Trends



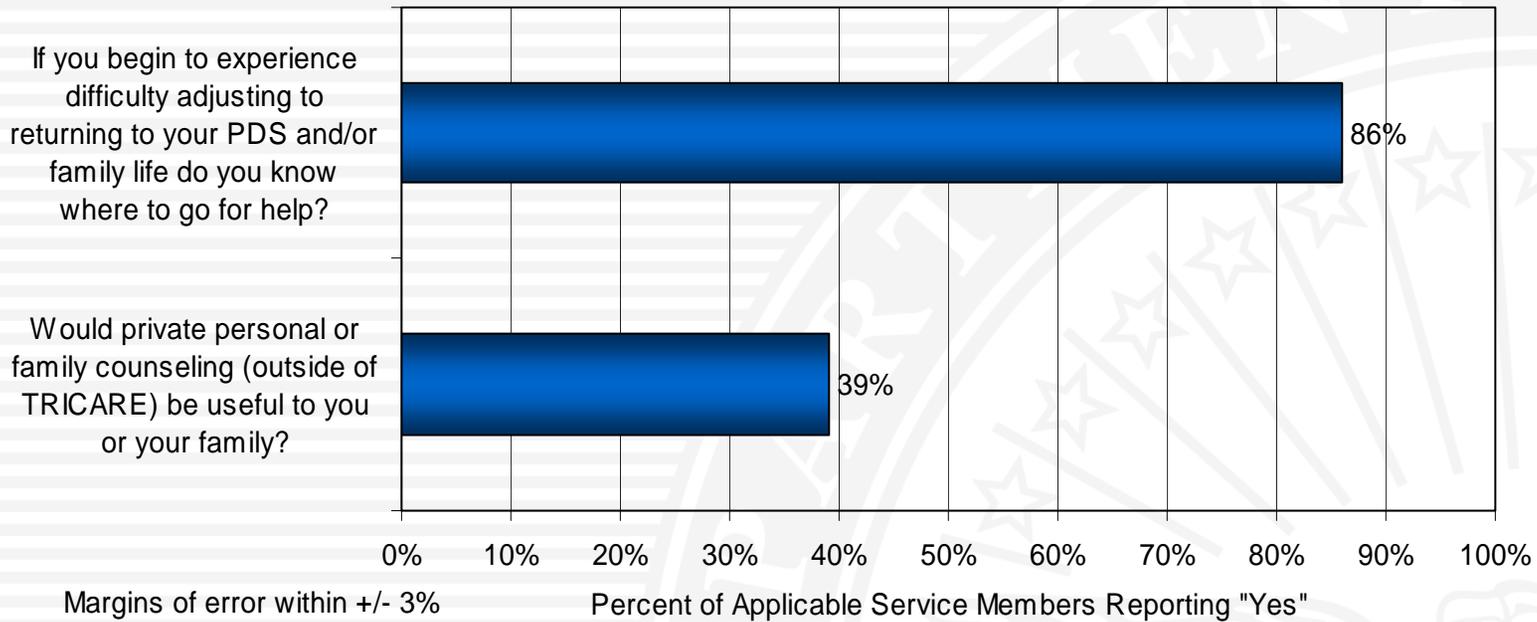
= Significant difference between July and November 2003

SOFA0307
Q41, Q42
SOFA0311
Q43, Q44

Margins of error within +/- 4%

OPS/PERSTEMPO

Support Services After Deployment



OPS/PERSTEMPO

Support Services After Deployment

Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Know where to go for help	Yes	86	87	83	85	91	80	90	92	89	86	92	82	90	84	92	91
	No	14	13	17	15	9	20	10	8	11	14	8	18	10	16	8	9	10
Private personal or family counseling would be useful	Yes	39	43	42	37	28	41	41	31	26	44	33	43	33	38	28	30	24
	No	61	57	58	63	72	59	59	69	74	56	67	57	67	62	72	70	76

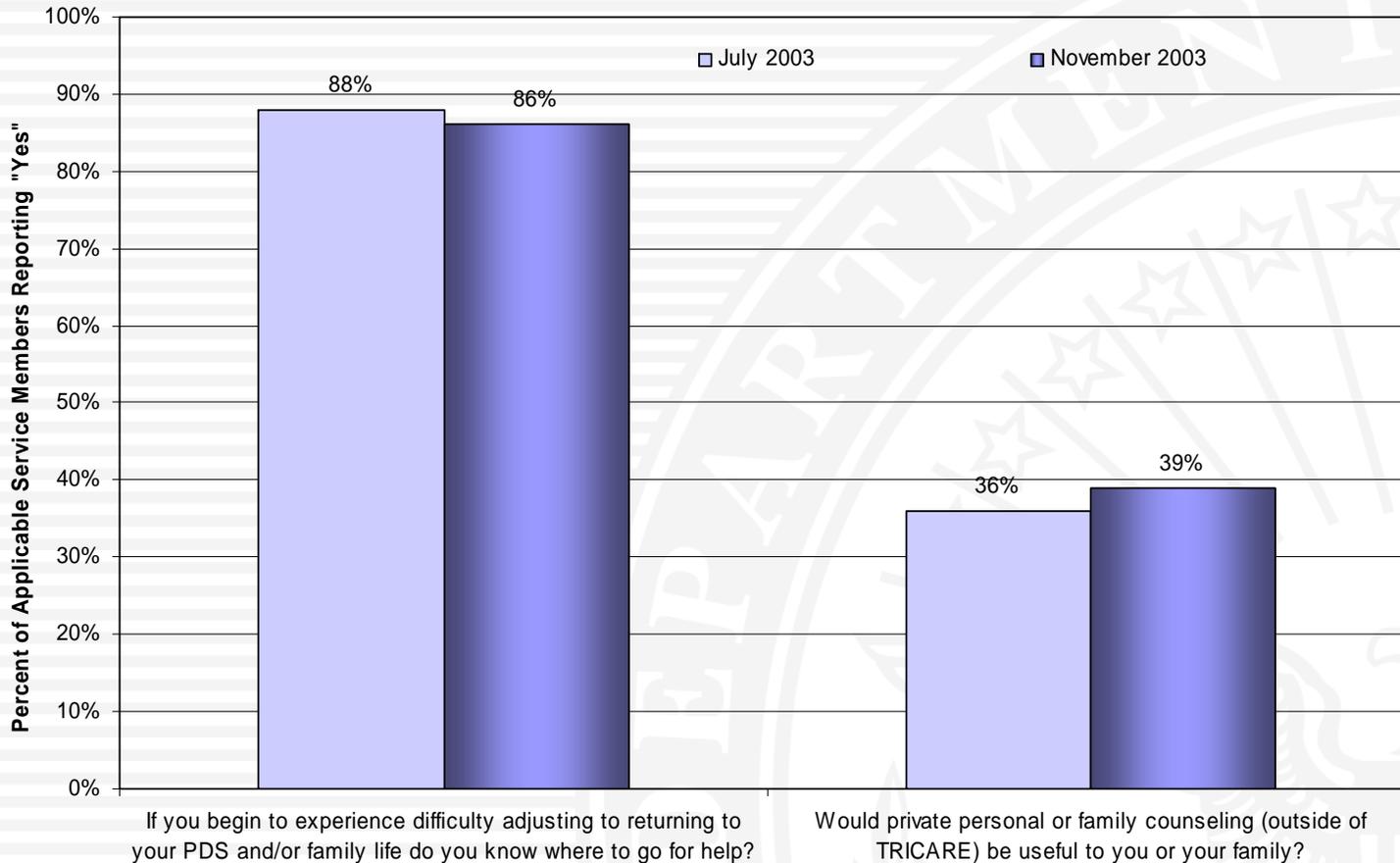
Margins of error within +/- 5%

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Know where to go for help	Yes	86	86	86	82	89	88	83	91	81	88	89	85	91	86	93	86
	No	14	14	14	18	11	12	17	9	19	12	11	15	9	14	7	14	13
Private personal or family counseling would be useful	Yes	39	39	41	40	39	31	55	44	33	43	41	41	30	44	36	39	42
	No	61	61	59	60	61	69	45	56	67	57	59	59	70	56	64	61	58

Margins of error within +/- 6%

OPS/PERSTEMPO

Support Services After Deployment Trends

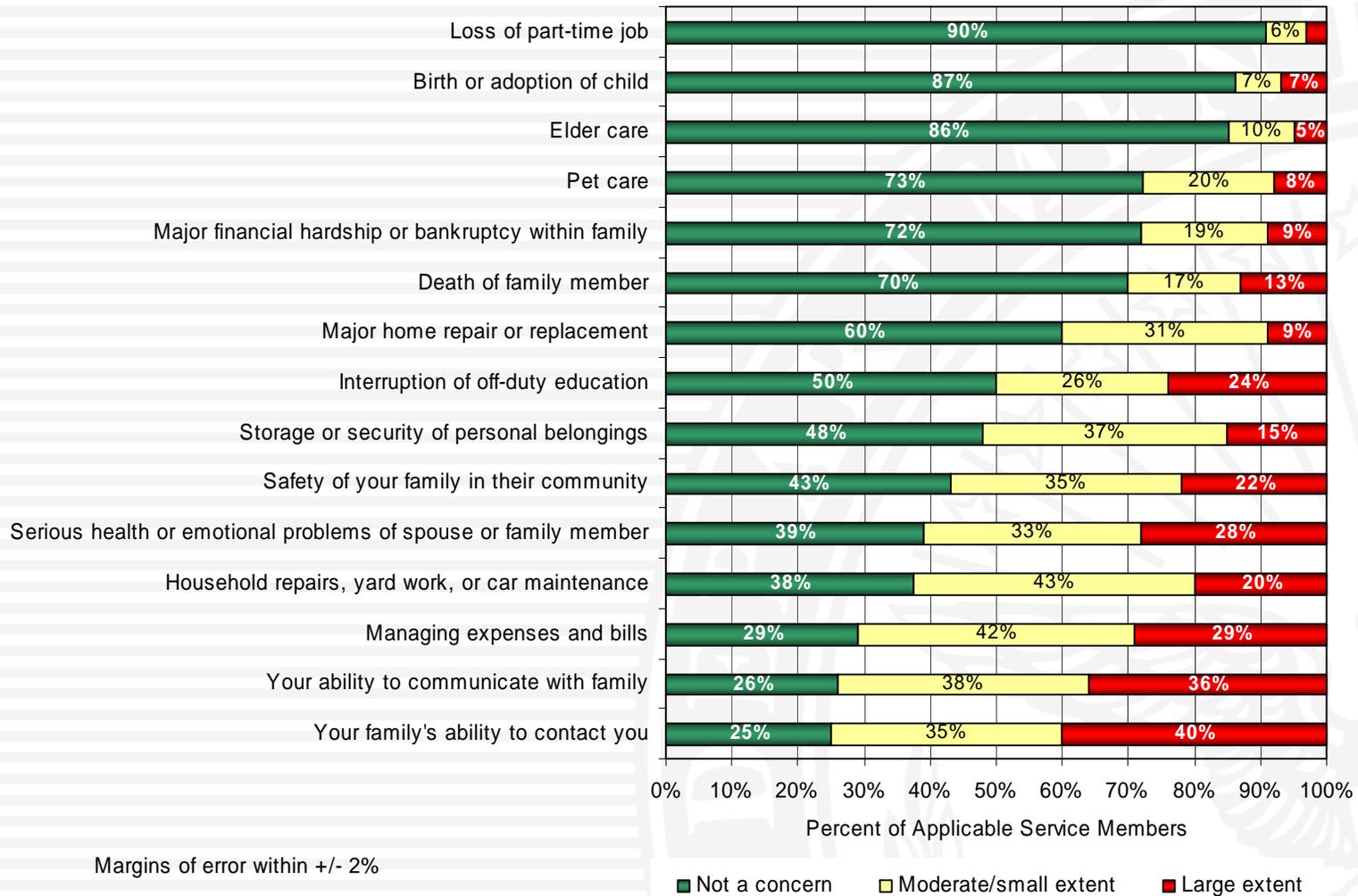


Margins of error within +/- 3%

= Significant difference between July and November 2003

OPS/PERSTEMPO

Concerns While Deployed During Past 12 Months



OPS/PERSTEMPO

Concerns While Deployed During Past 12 Months

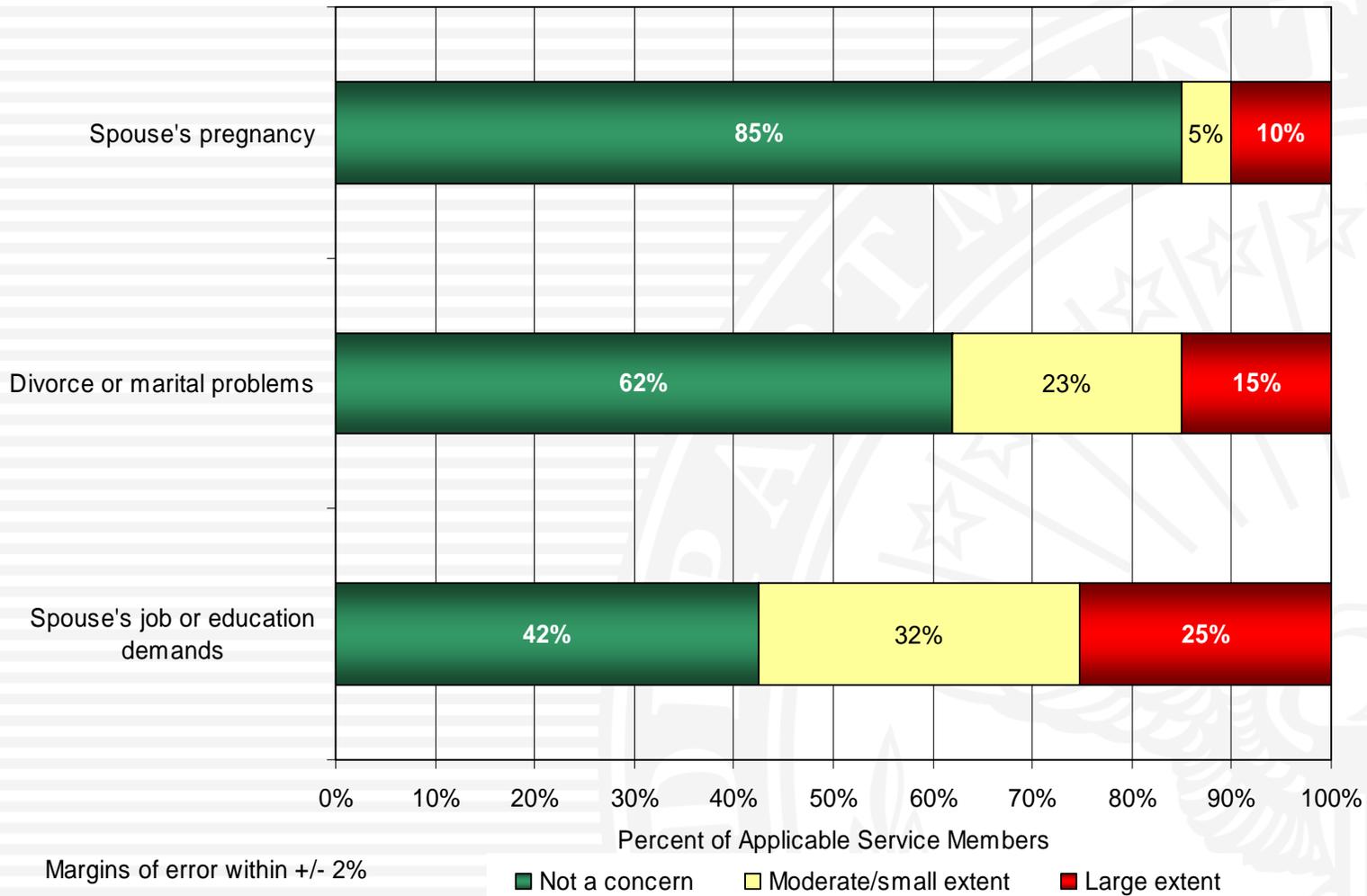
Percent of Applicable Service Members

	KEY: Not a concern Moderate concern Large extent	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Loss of part-time job	No concern	90	90	91	90	91	92	88	86	91	90	91	89	93	96	98	90	94
	Large concern	3	3	2	3	3	3	4	6	2	4	2	4	2	0	0	3	2
Birth or adoption of child	No concern	87	87	85	87	87	89	83	86	91	83	89	85	90	91	94	86	92
	Large concern	7	7	6	6	7	6	8	6	2	11	6	7	5	5	3	7	5
Elder care	No concern	86	86	84	84	86	88	82	82	82	87	89	85	86	89	89	85	89
	Large concern	5	4	5	6	4	3	7	9	6	3	3	5	4	4	4	5	4
Pet care	No concern	73	72	76	80	68	69	79	74	85	69	58	75	66	71	56	73	68
	Large concern	8	8	7	6	9	8	6	9	5	6	15	6	8	13	20	7	15
Financial hardship	No concern	72	72	73	72	72	76	64	65	76	71	72	68	85	77	88	71	80
	Large concern	9	9	9	9	8	7	12	12	8	9	8	10	3	9	2	9	7
Death in the family	No concern	70	70	69	67	72	74	63	73	65	73	71	67	80	76	84	69	78
	Large concern	13	13	14	15	12	11	18	16	14	12	13	15	6	13	7	13	12
Major home repair	No concern	60	59	64	70	53	62	57	59	75	52	53	59	56	70	69	59	70
	Large concern	9	10	7	5	12	8	11	8	5	11	13	10	10	6	7	10	6
Off-duty education interruption	No concern	50	51	45	46	52	54	41	44	50	50	50	45	43	71	71	50	50
	Large concern	24	24	27	27	23	20	33	31	26	22	25	27	31	10	14	24	24
Storage or security of personal belongings	No concern	48	49	45	48	49	50	44	42	35	57	51	46	54	51	52	48	51
	Large concern	15	14	16	17	13	12	19	22	20	10	15	16	9	17	12	15	15
Safety of your family in their community	No concern	43	43	46	46	42	46	39	41	60	35	34	39	60	46	73	41	63
	Large concern	22	22	22	21	22	19	27	28	14	24	29	25	15	13	8	23	14
Health or emotional problems of family members	No concern	39	39	43	39	40	42	35	36	49	34	37	36	49	43	56	39	47
	Large concern	28	28	27	28	28	25	34	34	20	32	29	31	16	29	15	28	26
Household repairs	No concern	38	36	45	48	31	37	39	42	56	27	31	38	27	54	41	36	51
	Large concern	20	20	17	15	23	19	21	17	11	25	23	20	22	12	15	21	12
Managing expenses and bills	No concern	29	28	32	29	29	28	29	23	24	32	30	26	33	35	41	28	37
	Large concern	29	30	26	28	30	28	30	38	31	27	28	31	23	27	20	30	25
Ability to communicate with family	No concern	26	25	27	22	28	26	25	28	29	25	22	22	33	34	40	24	36
	Large concern	36	36	36	40	34	34	41	41	32	38	40	40	23	34	25	37	32
Family's ability to contact you	No concern	25	25	25	21	27	26	23	28	27	24	22	20	32	33	38	24	34
	Large concern	40	40	43	46	37	38	45	46	38	40	45	45	26	36	26	41	34

Margins of error within +/- 4%

OPS/PERSTEMPO

Extent of Concern of Married/Separated Members



OPS/PERSTEMPO

Extent of Concern of Married/Separated Members

Percent of Applicable Service Members

KEY: Not a concern Moderate concern Large extent		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse's pregnancy	No concern	85	84	83	83	89	74	87	81	93	83	86	81	89	82	86	89	88
	Large concern	10	12	11	11	7	19	8	13	3	12	8	12	6	11	9	7	7
Divorce or marital status	No concern	62	54	64	62	72	51	61	73	78	50	70	61	73	59	73	69	79
	Large concern	15	21	15	16	8	26	15	8	4	24	8	17	8	18	7	9	4
Spouse's career demands	No concern	42	39	42	43	47	36	41	44	55	37	44	40	50	41	49	44	54
	Large concern	25	28	27	24	20	29	26	25	15	30	23	29	18	26	15	21	20

Margins of error within +/- 6%

OPS/PERSTEMPO

Extent of Concern of Married/Separated Members

Percent of Applicable Service Members

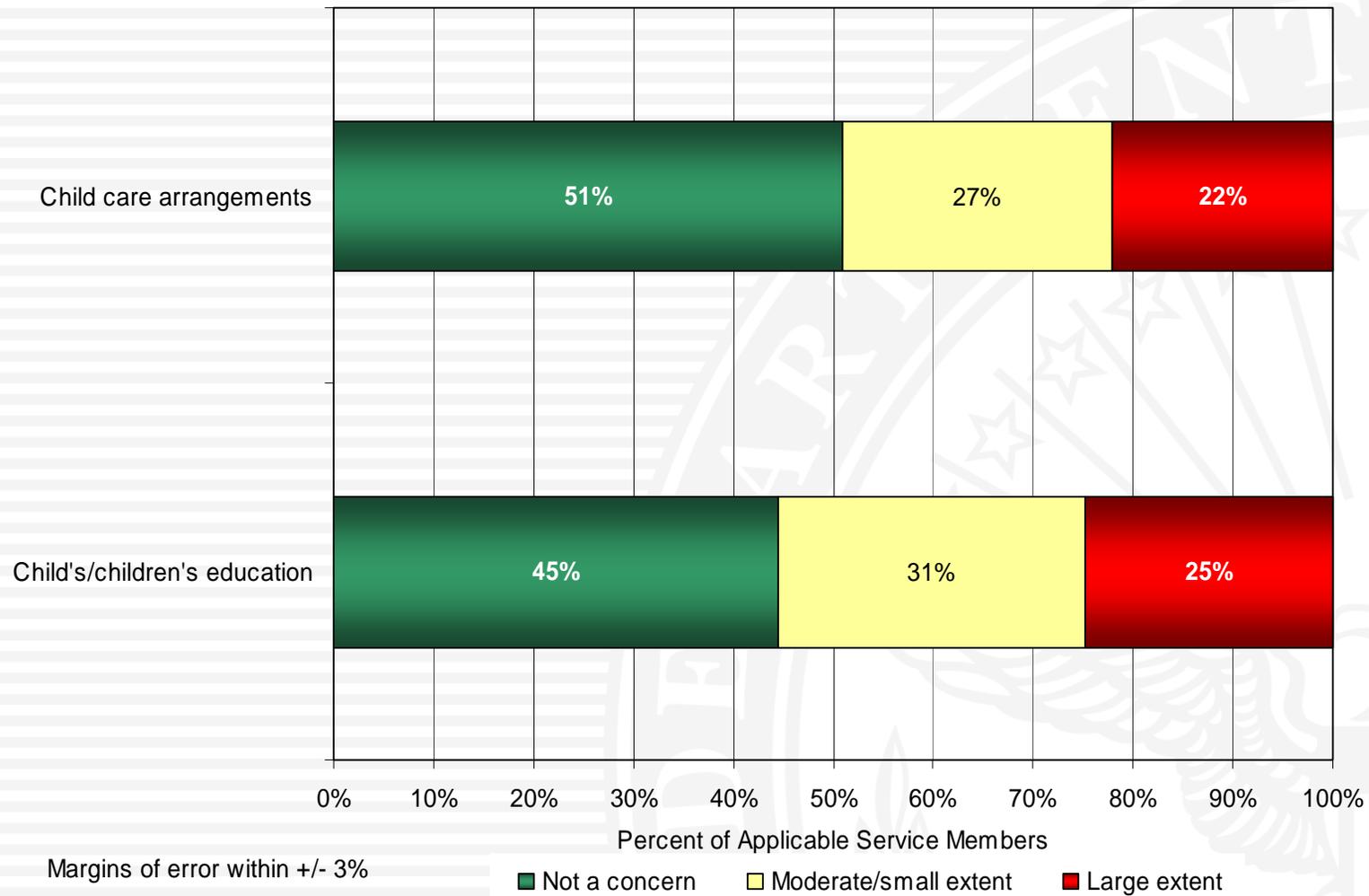
KEY: Not a concern Moderate concern Large extent		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Spouse's pregnancy	No concern	85	85	81	82	86	82	NA	NA	84	87	83	86	97	98	83
	Large concern	10	10	11	12	9	12	NA	NA	11	8	12	8	3	1	11	2	
Divorce or marital status	No concern	62	62	60	61	62	65	55	NA	NA	61	65	58	74	57	76	62	62
	Large concern	15	15	16	15	16	13	20	NA	NA	15	17	17	6	27	10	15	22
Spouse's career demands	No concern	42	42	42	42	42	44	39	NA	NA	44	37	38	50	57	44	41	53
	Large concern	25	26	25	26	25	23	30	NA	NA	25	27	28	19	22	25	26	23

Margins of error within +/- 5%

NA: Not Applicable

OPS/PERSTEMPO

Extent of Concern of Members With Children



OPS/PERSTEMPO

Extent of Concern of Members With Children

Percent of Applicable Service Members

KEY: Not a concern Moderate concern Large extent		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Child care arrangements	No concern	51	43	39	50	50	50	43	50	43	43	38	41	50	49	51
	Large concern	22	29	26	19	20	25	27	19	19	30	23	27	20	20	15	21	17
Child/children's education	No concern	45	50	49	50	56	43	52	52	57	49	53	47	56	49	54	56	56
	Large concern	25	26	23	19	17	32	22	20	12	28	17	26	14	21	12	17	16

Margins of error within +/- 7%

KEY: Not a concern Moderate concern Large extent		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Child care arrangements	No concern	51	45	44	42	46	46	42	40	NA	45	NA	44	45	45	41
	Large concern	22	25	26	25	25	22	29	34	NA	25	NA	25	19	36	33	24	36
Child/children's education	No concern	45	51	52	53	51	55	46	42	NA	53	NA	52	57	30	36	53	31
	Large concern	25	22	23	21	22	19	27	32	NA	21	NA	22	13	46	39	20	44

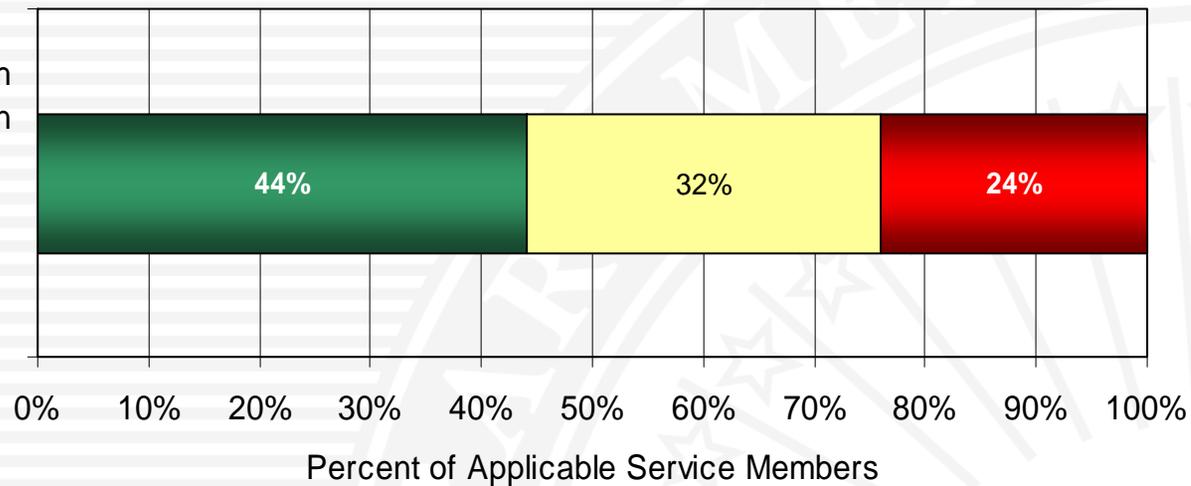
Margins of error within +/- 7%

NA: Not Applicable

OPS/PERSTEMPO

Satisfaction With Deployment Compensation and Incentives

How satisfied are you with deployment compensation and incentives (i.e., tax-free income, family separation pay, hazardous duty pay)?



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied

OPS/PERSTEMPO

Satisfaction With Deployment Compensation and Incentives

Percent of Applicable Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Deployment compensation satisfaction	SAT	44	44	43	46	45	25	44	48	44	43	49	43	44	45	52	46
	DIS	24	25	27	22	22	43	26	20	16	26	20	28	22	22	17	23	17

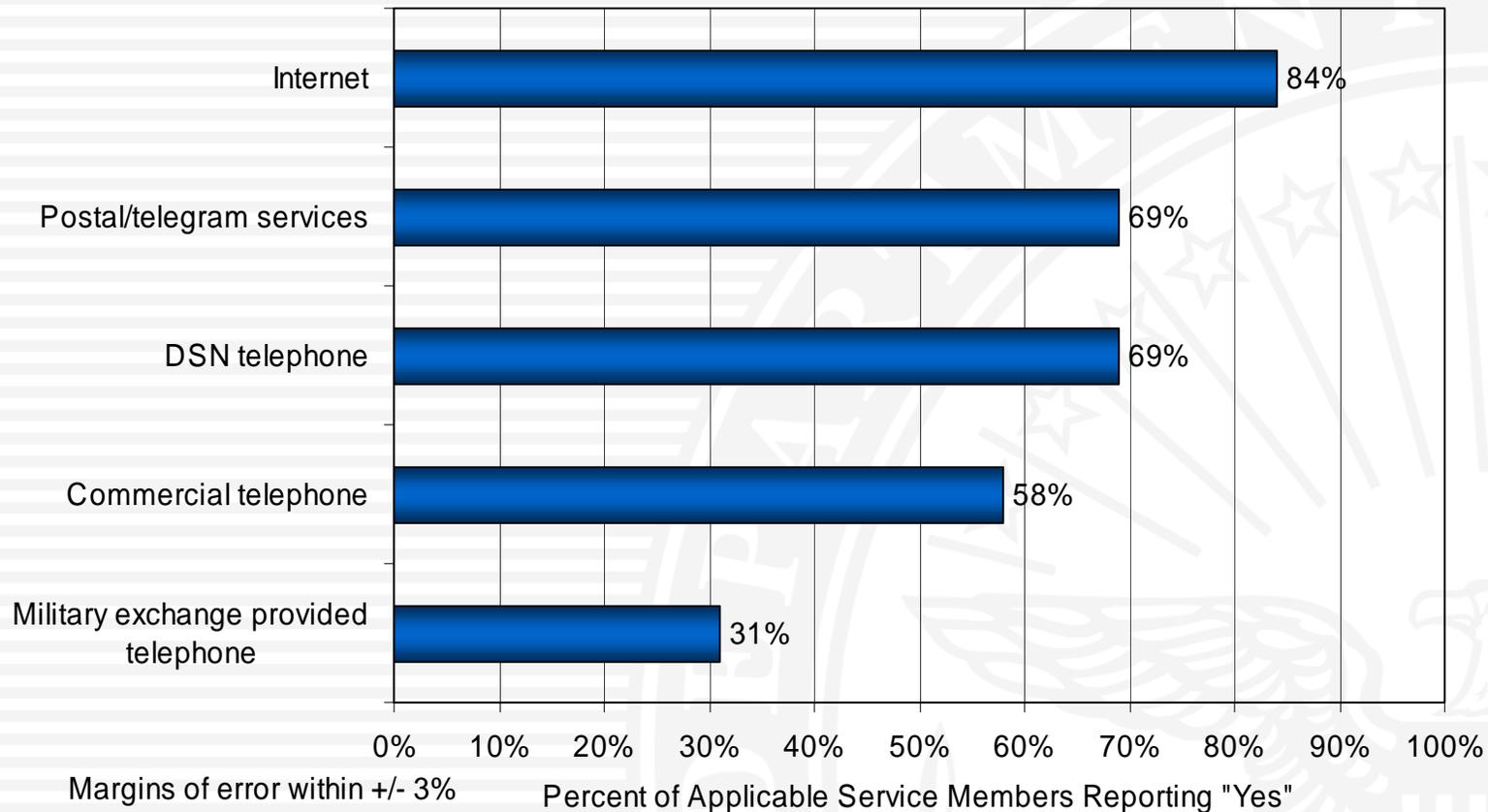
Margins of error within +/- 4%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Deployment compensation satisfaction	SAT	44	44	46	43	45	45	43	46	44	43	47	44	47	43	41	44
	DIS	24	25	23	25	24	24	25	24	24	25	23	27	20	17	15	25	17

Margins of error within +/- 5%

OPS/PERSTEMPO

Communication Services Used While Away



OPS/PERSTEMPO

Communication Services Used While Away

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
The Internet	Yes	84	85	84	69	96	78	86	93	94	83	93	83	94	66	93	96	94
	No	16	15	16	31	4	22	14	7	6	17	7	17	6	34	7	4	6
Postal/telegram services	Yes	69	71	60	77	70	75	64	72	60	72	69	59	61	77	76	71	67
	No	31	29	41	23	30	25	36	28	40	28	31	41	39	23	24	29	33
DSN telephone	Yes	69	76	46	66	92	66	68	76	80	76	81	43	65	65	75	93	89
	No	31	24	54	34	8	34	32	24	20	24	19	57	35	35	25	7	11
Commercial telephones	Yes	58	57	66	50	52	51	60	65	72	57	60	63	84	48	62	46	67
	No	42	43	34	50	48	49	40	35	28	43	40	37	16	52	39	54	33
Military Exchange Phone	Yes	31	35	35	30	14	37	28	30	20	36	28	36	30	30	34	13	17
	No	69	65	65	70	86	63	72	70	80	64	72	64	70	70	66	87	83

Margins of error within +/- 9%

OPS/PERSTEMPO

Communication Services Used While Away

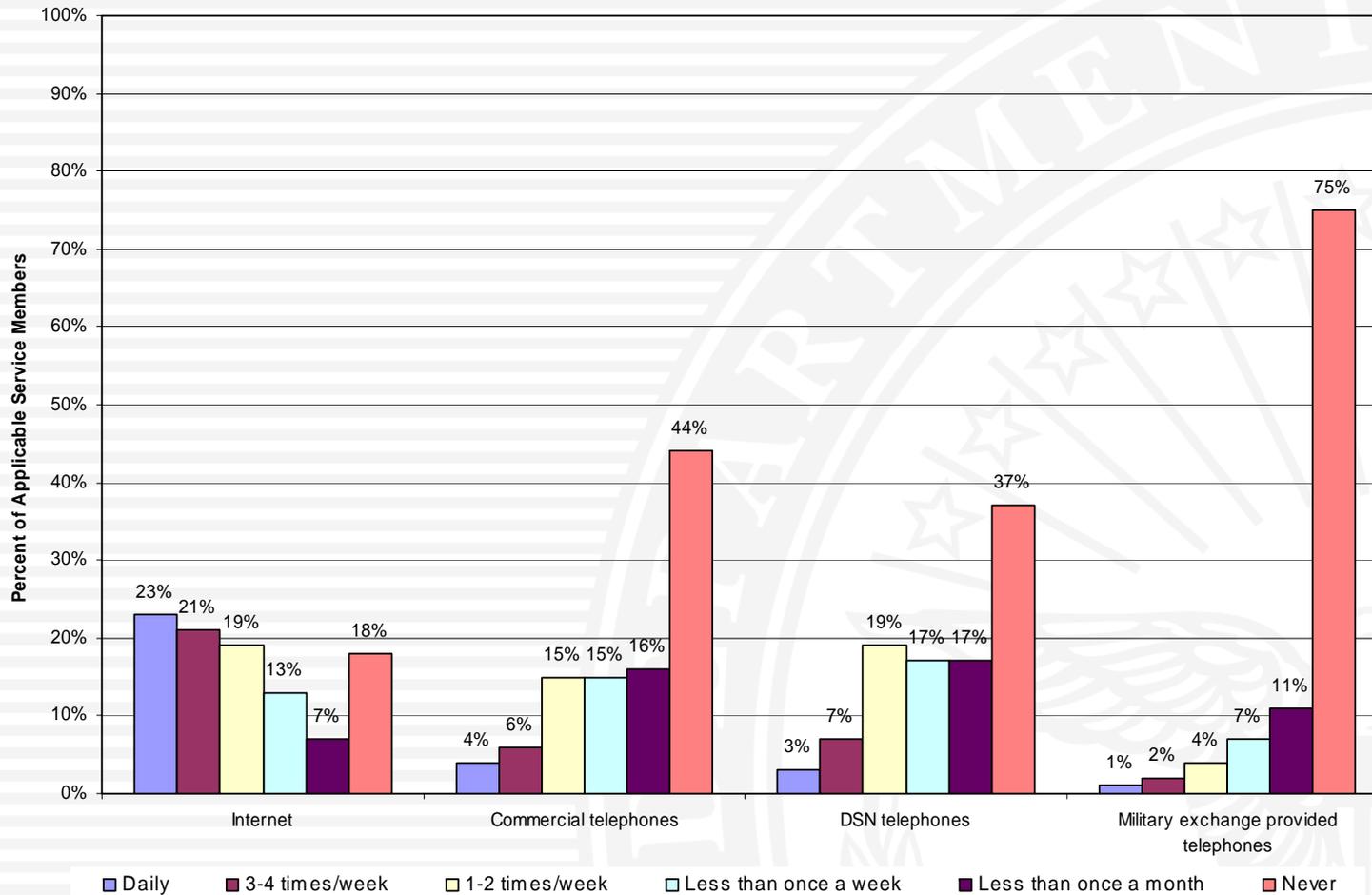
Percent of Applicable Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
The Internet	Yes	84	83	88	82	85	84	84	85	83	86	78	82	93	88	99	83	90
	No	16	17	12	18	15	16	16	15	17	14	22	18	7	12	1	17	10
Postal/telegram services	Yes	69	69	64	72	66	69	68	70	71	65	73	68	66	74	75	68	74
	No	31	31	36	28	34	31	32	30	29	35	27	32	34	26	25	32	26
DSN telephone	Yes	69	67	76	70	68	68	69	68	64	73	68	66	78	75	83	68	77
	No	31	33	24	30	32	32	31	32	36	27	32	34	22	25	17	32	23
Commercial telephones	Yes	58	57	60	55	60	57	58	64	56	59	57	55	68	62	67	57	63
	No	42	43	40	45	40	43	42	36	44	41	43	45	32	28	34	43	37
Military Exchange Phone	Yes	31	31	32	33	30	28	37	30	32	28	37	32	26	28	27	31	28
	No	69	69	68	67	70	72	63	70	68	72	63	68	74	72	73	69	72

Margins of error within +/- 9%

OPS/PERSTEMPO

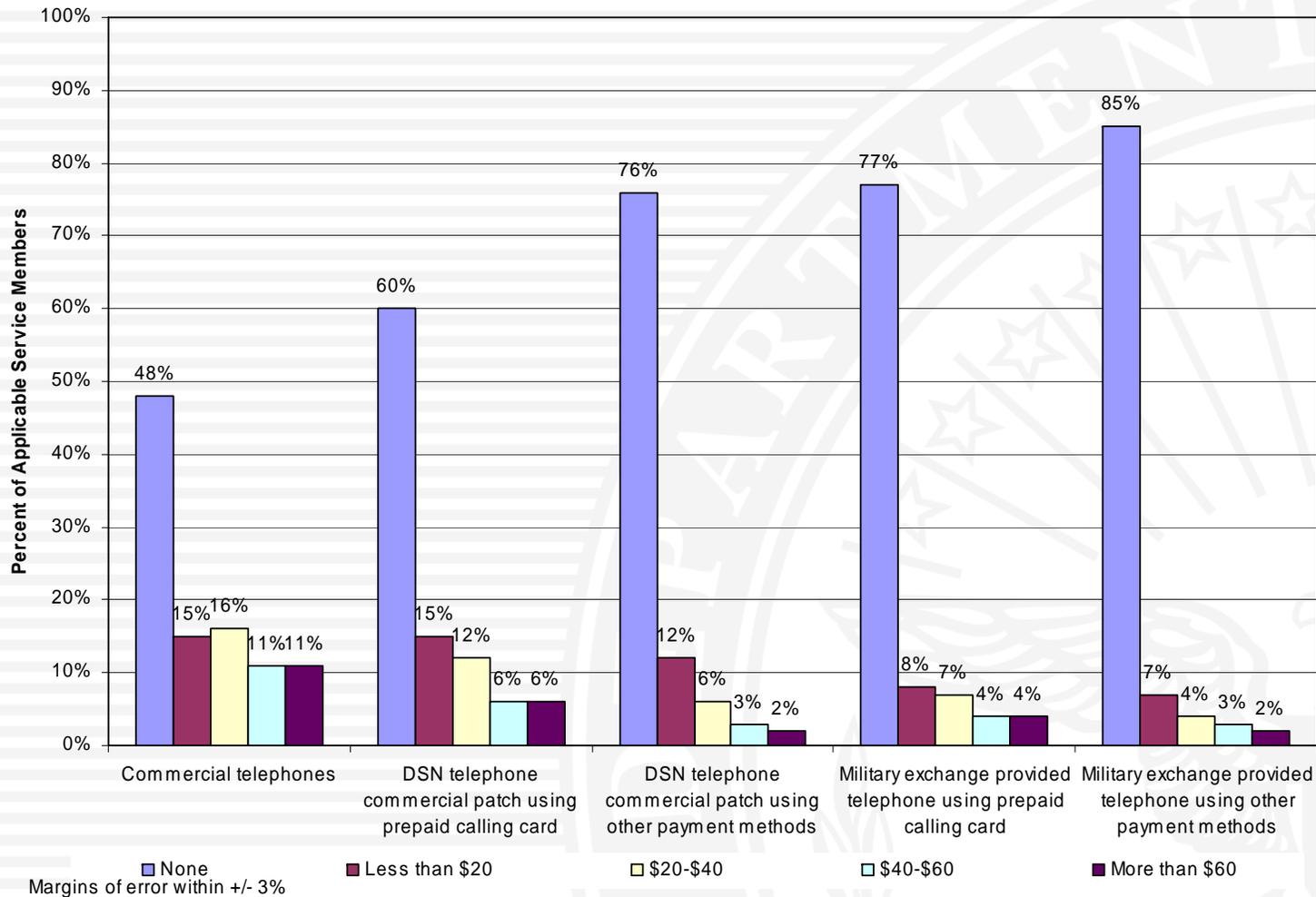
Frequency of Communication Services Used While Away



Margins of error within +/- 3%

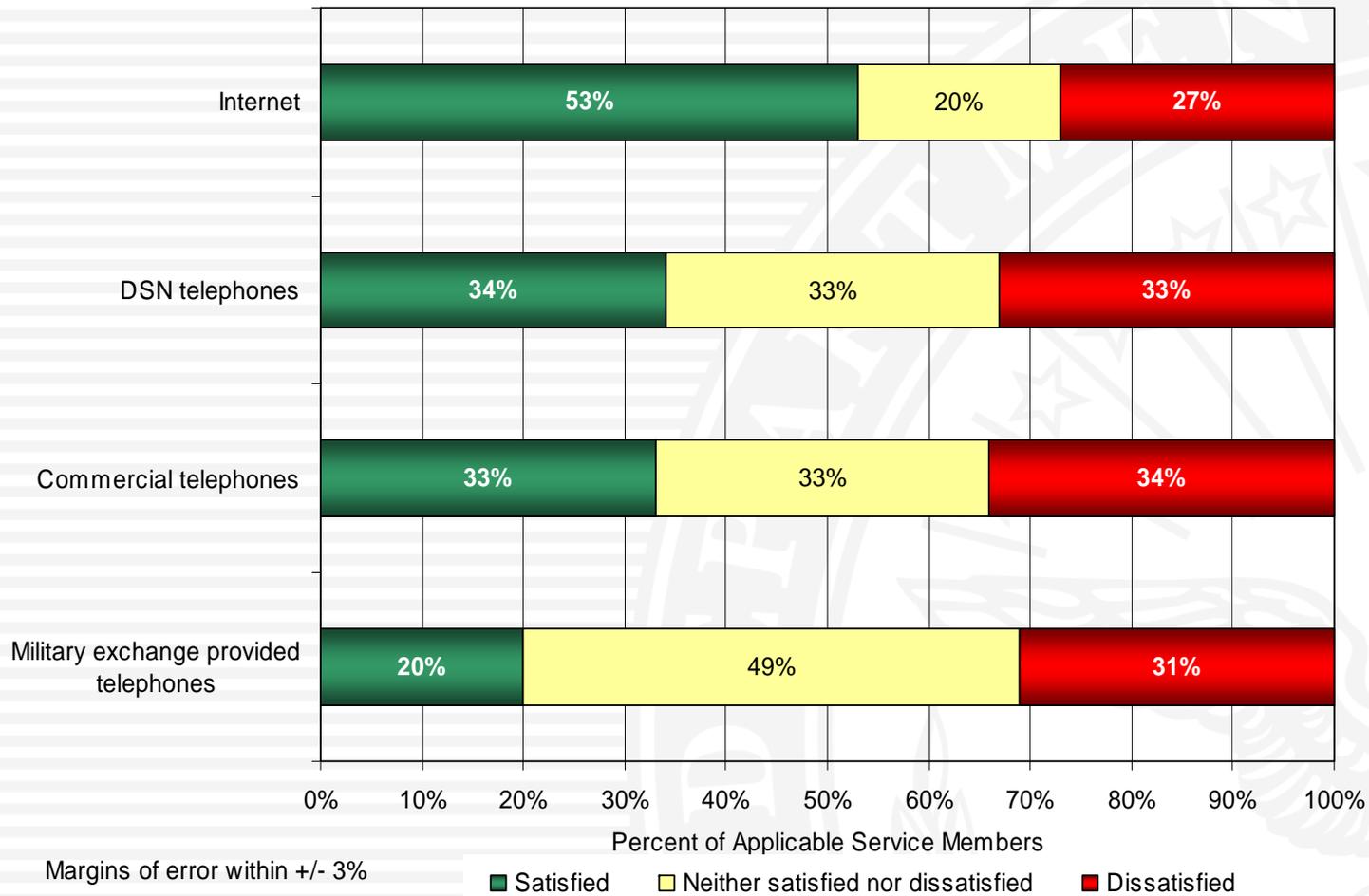
OPS/PERSTEMPO

Monthly Amount Spent To Use Telephone Services



OPS/PERSTEMPO

Satisfaction With Amount of Opportunities To Contact Family and Friends



OPS/PERSTEMPO

Satisfaction With Amount of Opportunities To Contact Family and Friends

Percent of Applicable Service Members

		Total	US Based		Overseas		Total Non-Minority		Total Minority		Marital Status				Component			
				US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male
Internet	SAT	53	52	61	47	58	52	56	61	48	56	55	50	65	61	63	53	61
	DIS	27	29	19	31	24	28	26	15	31	25	27	30	17	21	21	28	21
DSN telephones	SAT	34	33	39	32	35	33	34	31	29	39	30	32	39	38	29	33	36
	DIS	33	34	27	37	30	33	34	26	38	28	37	34	28	33	33	33	33
Commercial telephones	SAT	33	31	40	29	35	31	35	33	30	34	33	31	40	36	36	32	36
	DIS	34	36	26	39	31	35	33	26	35	34	37	36	26	37	35	34	36
Military exchange telephones	SAT	20	19	23	17	21	16	26	19	19	20	22	20	17	20	16	20	20
	DIS	31	32	26	36	27	32	29	22	34	29	33	32	26	32	24	31	30

Margins of error within +/- 10%

OPS/PERSTEMPO

Summary of Findings

November 2003 Findings

- Time away for operations averaged 41 nights
 - Longer times reported by Army, Marine Corps, members living in the US, and males
- Time away for Operation Iraqi Freedom averaged 28 nights
 - Longer times reported by Army, Marine Corps, members living in the US, and males
- 56% of deployed members reported involvement in combat operations
 - Led by Army, Marine Corps, members living in the US, and males
- 75% of deployed members reported receiving support services before or after deployment
 - 58% of those who received services reported services helped them adjust to their return to PDS
 - 55% of those who received services reported services helped them adjust to their return to spouse/significant other

OPS/PERSTEMPO

Summary of Findings

November 2003 Findings (continued)

- 86% of returning participants knew where to go for help if they began to experience difficulty returning to their PDS and/or family life
 - Led by Air Force, E5-E9s, O1-O3s, Army officers, Marine Corps officers, members living off base, and male and female officers
- 39% of returning participants reported private counseling (outside of TRICARE) would be useful
 - Led by Army enlisted, minorities, married with children, and enlisted males
- Of deployed members, 40% reported their *family's ability to contact them* and 36% reported *their ability to communicate with family* were a large concern
- 25% of married/separated, deployed members reported their *spouse's job or education demands* were a large concern
- 25% of deployed members with children reported their *child's/children's education* was a large concern and 22% reported *child care arrangements* were a large concern
- 44% of deployed members were satisfied and 24% were dissatisfied with *deployment compensation and incentives*

OPS/PERSTEMPO

Summary of Findings

November 2003 Findings (continued)

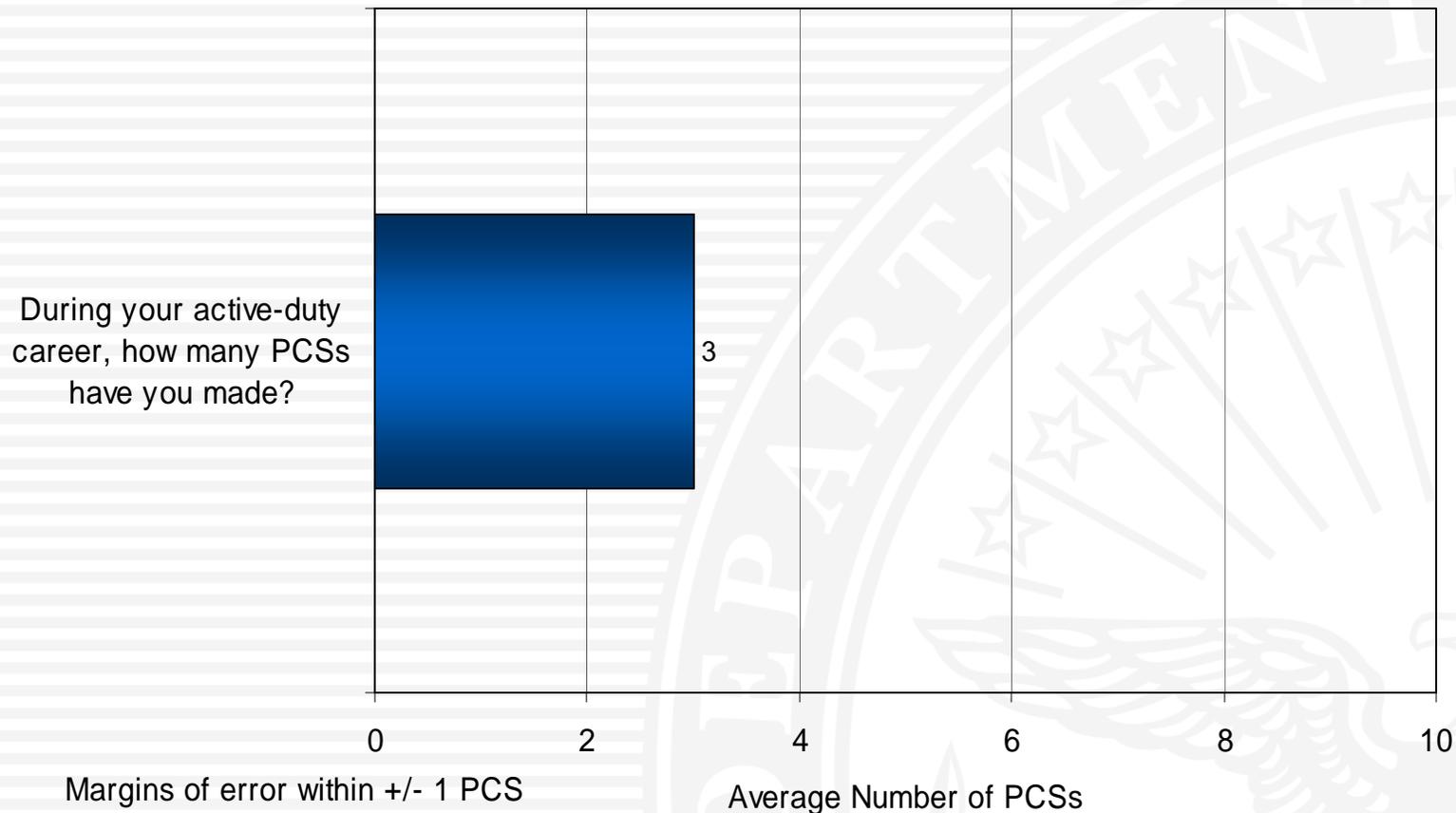
- Deployed members used the Internet (84%), postal/telegram services (69%), and DSN telephone (69%) to contact family and friends
 - 23% used the Internet daily
- 53% of deployed members satisfied with the amount of opportunity to use the Internet to contact family and friends
 - Led by Navy, Air Force, E5-E9s, commissioned officers, Marine Corps officers, members living overseas, members living off base, and male officers

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- ✓ Permanent change of station (PCS) moves
- Readiness
- Off-duty education for Service members
- Major findings

PCS Moves

PCSs Made During Career



PCS Moves

PCSs Made During Career

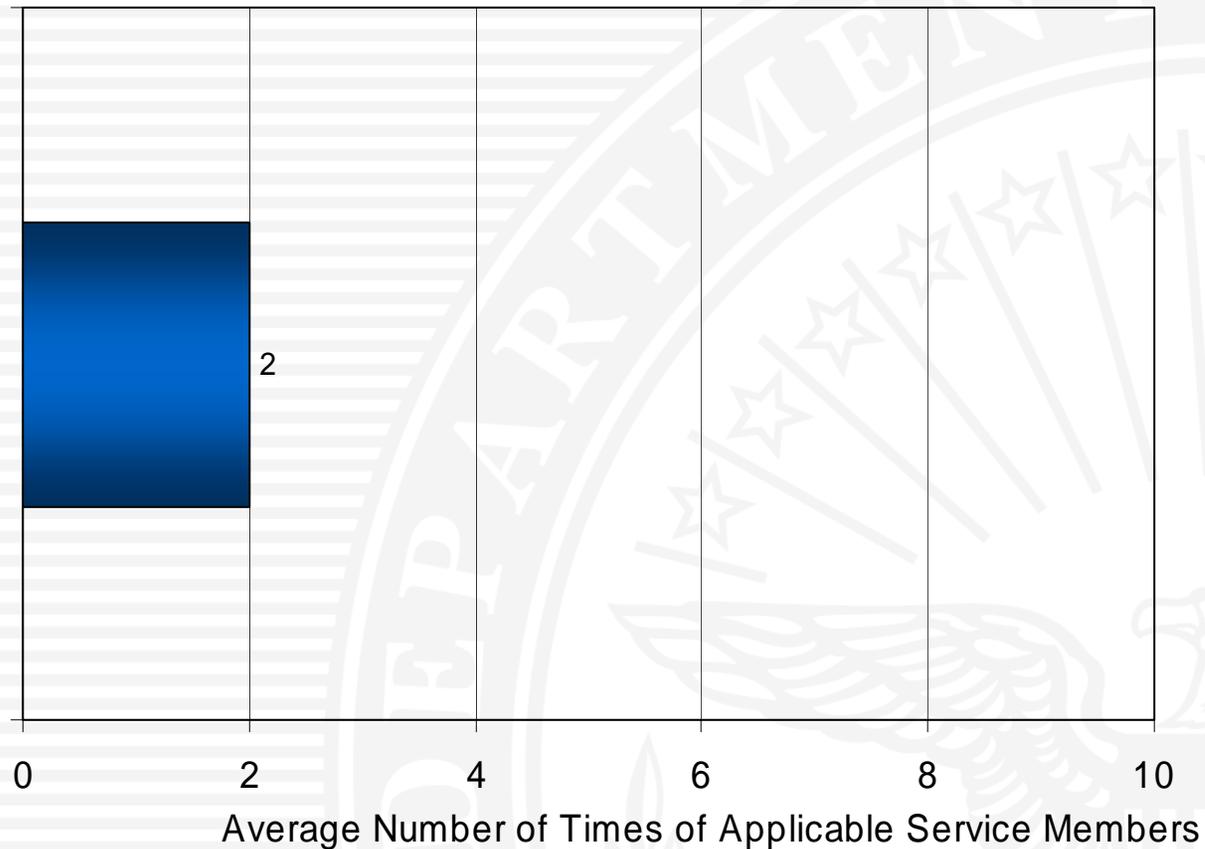
KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of PCS's made	3	3	3	2	3	1	4	4	8	3	6	3	6	2	6	2
Margins of error within +/- 1 PCS																	

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of PCS's made	3	3	3	2	4	3	3	4	1	4	3	2	6	2	4	3
Margins of error within +/- 1 PCS																	

PCS Moves

Number of Family Moves Because of PCS

During your active-duty career, how many times did your family members move to a new location because of your PCS?



PCS Moves

Number of Family Moves Because of PCS

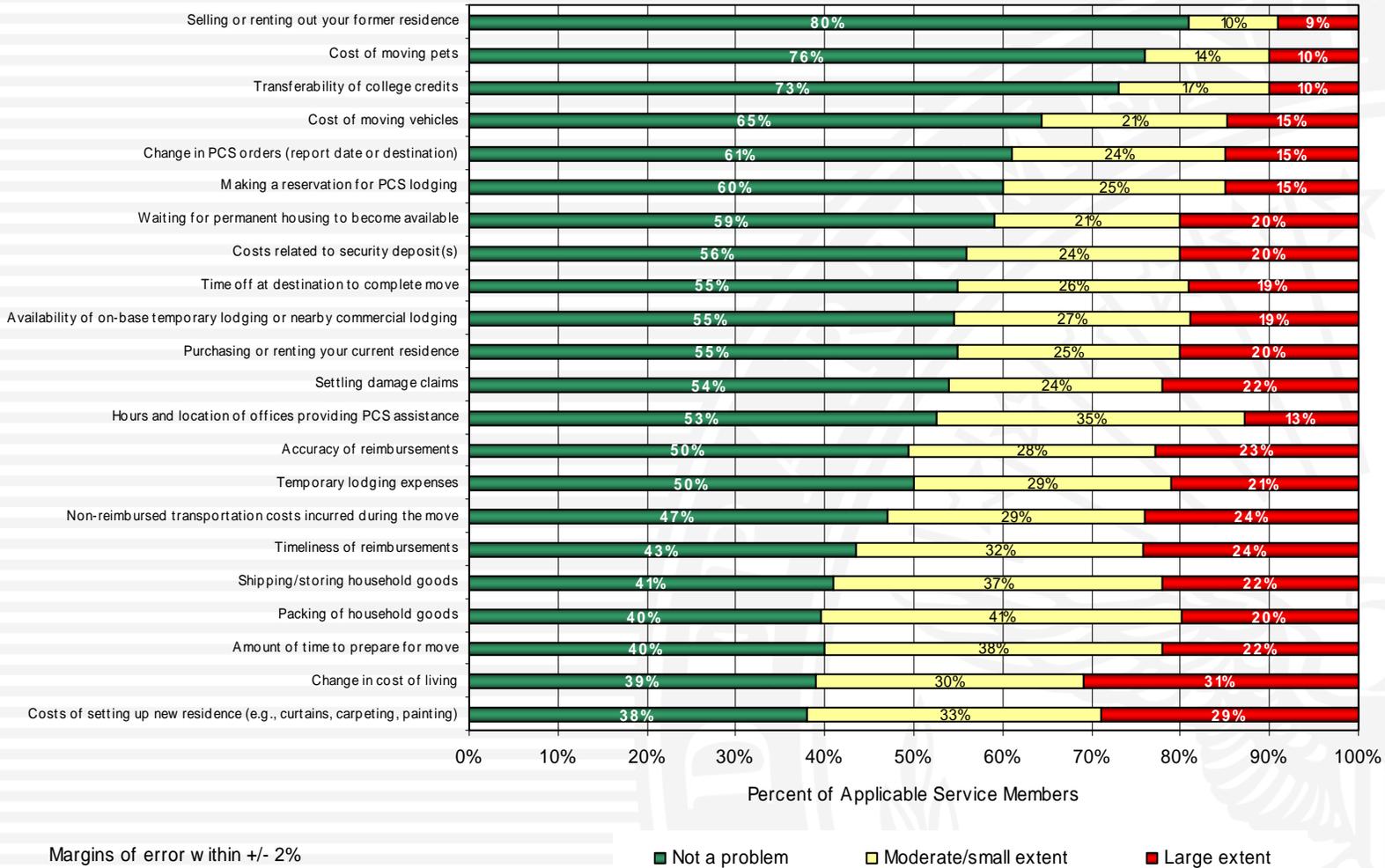
Average Number of Times of Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times family moved due to PCS	2	2	2	1	2	0	3	3	6	2	5	1	5	1	4	2
Margins of error within +/- 1 time																	

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of times family moved due to PCS	2	2	2	1	2	2	2	2	NA	3	1	2	5	1	3	2
Margins of error within +/- 1 time																	
NA: Not Applicable																	

PCS Moves

Extent of Problems With PCS Moves



PCS Moves

Extent of Problems With PCS Moves

Percent of Applicable Service Members

	KEY:		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	No problem	Modest extent																	
Selling or renting out your former residence	No problem		80	80	81	84	79	88	81	78	64	82	73	84	69	86	76	82	72
	Large extent		9	10	9	6	9	4	9	10	17	9	14	8	14	5	10	8	14
Cost of moving pets	No problem		76	74	80	80	72	86	74	72	71	76	70	81	75	81	74	73	64
	Large extent		10	12	8	8	12	6	12	10	10	11	12	8	9	8	9	13	10
Transferability of college credits	No problem		73	69	78	75	74	73	68	87	90	65	86	75	89	72	88	70	87
	Large extent		10	12	8	9	9	11	12	4	3	14	5	9	3	10	4	11	3
Cost of moving vehicles	No problem		65	62	67	64	66	70	65	61	58	47	54	61	57	60	62	54	60
	Large extent		15	17	13	15	13	14	15	13	14	24	19	16	17	15	11	20	13
Change in PCS orders	No problem		61	52	65	64	67	59	60	63	66	49	60	65	64	63	67	67	68
	Large extent		15	24	11	13	13	17	16	12	12	23	14	11	11	14	11	14	11
Making a reservation for PCS lodging	No problem		60	57	63	63	61	69	59	56	55	58	53	65	57	65	57	62	56
	Large extent		15	18	13	13	13	12	16	15	15	18	18	13	15	13	13	13	12
Waiting for permanent housing to become available	No problem		59	54	63	63	60	66	55	63	61	53	57	62	67	63	62	59	62
	Large extent		20	24	19	18	17	16	22	19	20	24	24	19	16	18	19	17	18
Costs related to security deposits	No problem		56	54	57	59	57	66	53	52	63	54	54	57	57	60	57	56	60
	Large extent		20	21	20	17	18	16	23	17	11	22	16	21	15	18	16	20	13
Time off at destination to complete move	No problem		55	48	60	60	56	56	53	55	60	47	54	61	57	60	62	54	60
	Large extent		19	23	16	14	18	20	20	17	14	24	19	16	17	15	11	20	13
Availability of on-base temporary lodging	No problem		55	50	59	57	55	64	53	50	50	51	47	61	53	59	50	57	50
	Large extent		19	24	16	16	15	16	20	20	18	25	21	16	19	16	19	15	17
Purchasing or renting your current residence	No problem		55	58	21	59	53	71	56	39	41	62	45	57	37	62	45	58	39
	Large extent		20	19	53	17	19	11	20	26	25	18	24	20	28	16	23	16	26
Settling damage claims	No problem		54	48	60	63	52	72	52	47	39	50	41	63	45	66	49	56	42
	Large extent		22	27	19	19	20	15	23	24	25	27	27	17	24	18	25	18	23
Hours and location of offices providing PCS assistance	No problem		53	47	57	58	54	52	54	47	53	47	47	59	49	59	56	56	51
	Large extent		13	16	10	10	12	16	16	14	10	17	13	10	11	11	8	11	12
Accuracy of reimbursements	No problem		50	44	52	48	55	55	48	47	55	43	46	53	47	48	47	54	57
	Large extent		23	26	22	24	18	22	25	21	14	28	20	23	21	24	21	20	13
Temporary lodging expenses	No problem		50	46	54	56	50	60	49	45	48	47	43	56	45	59	47	50	49
	Large extent		21	26	29	16	17	17	23	21	16	27	23	19	19	16	17	18	16
Non-reimbursed transportation costs	No problem		47	41	50	49	51	56	46	39	41	42	36	51	42	51	41	54	41
	Large extent		24	29	23	23	20	22	26	24	21	30	27	23	22	23	22	20	21
Timeliness of reimbursements	No problem		43	38	47	43	48	48	42	41	48	37	39	48	42	44	38	46	51
	Large extent		24	28	23	26	20	25	26	22	15	29	24	24	21	26	23	22	13
Shipping/storing household goods	No problem		41	36	46	44	41	48	42	30	30	38	29	49	31	47	34	44	31
	Large extent		22	25	20	20	20	23	21	24	23	26	24	20	24	19	24	19	23
Packing of household goods	No problem		40	34	46	46	39	47	41	30	29	36	29	50	31	49	34	42	29
	Large extent		20	24	17	18	19	18	20	20	22	24	20	15	22	18	20	18	20
Amount of time to prepare for move	No problem		40	34	46	45	41	44	41	33	34	35	32	49	35	47	37	43	35
	Large extent		22	26	19	20	19	20	22	22	22	27	23	18	22	20	18	18	21
Change in cost of living	No problem		39	37	41	41	38	49	35	37	42	37	39	42	38	42	39	38	40
	Large extent		31	33	30	28	31	25	35	26	23	35	26	30	27	29	24	34	22
Costs of setting up new residence	No problem		38	37	42	44	33	59	36	25	24	40	24	46	26	48	28	36	24
	Large extent		29	31	25	24	31	19	31	31	30	31	33	25	28	23	27	31	32

Margins of error within +/- 5%

PCS Moves

Extent of Problems With PCS Moves

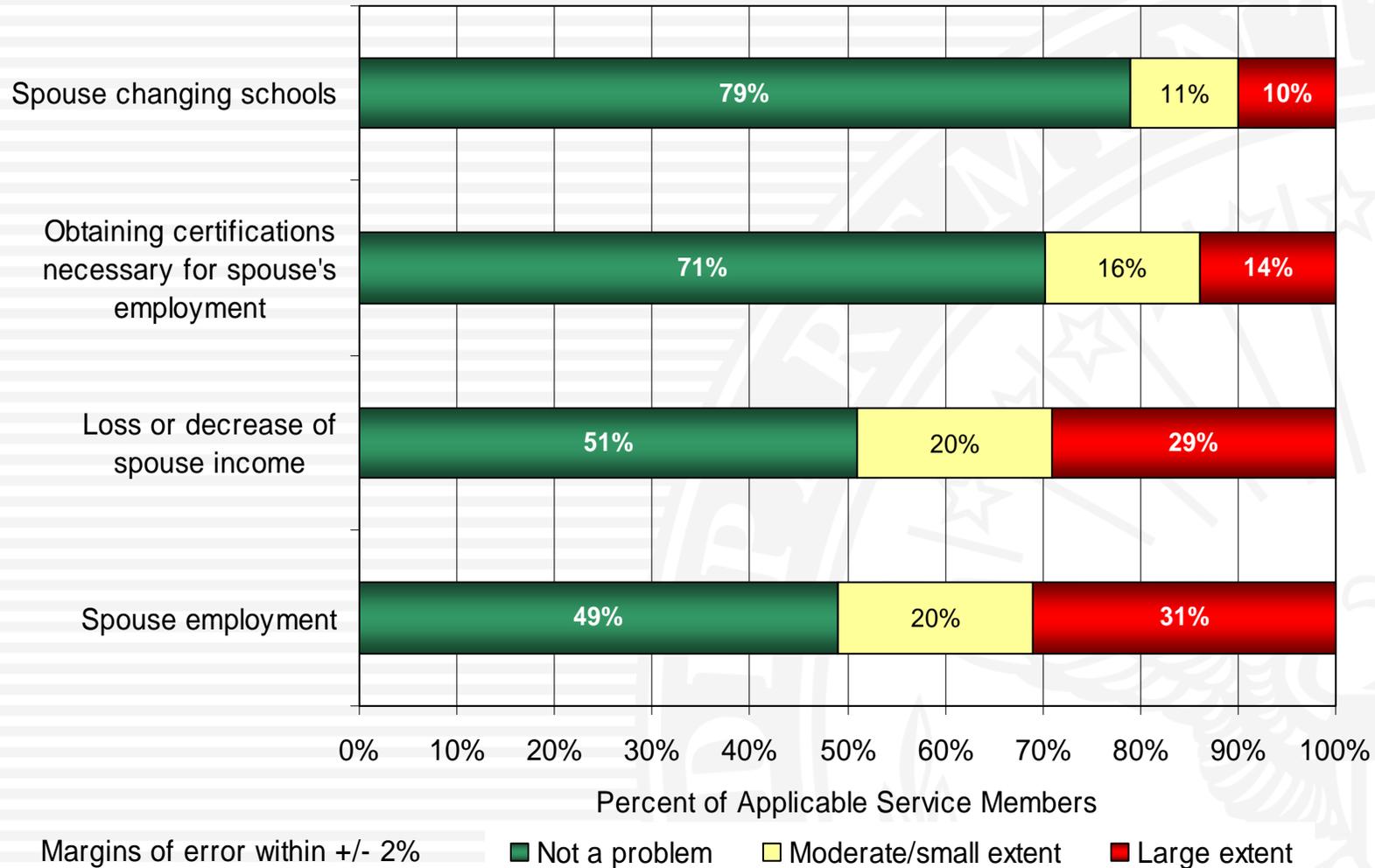
Percent of Applicable Service Members

	KEY: Not a problem Moderate extent Large extent	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Selling or renting your former residence	No problem Large extent	80 9	80 9	80 9	84 7	79 10	81 9	80 9	78 9	90 3	77 12	79 8	82 14	85 8	74 10	80 9
Cost of moving pets	No problem Large extent	76 10	75 10	77 10	77 11	75 11	81 11	82 9	89 8	70 5	71 12	71 13	76 11	82 8	71 10	71 8	75 11	79 9
Transferability of college credits	No problem Large extent	73 10	74 10	72 9	72 10	74 8	77 12	67 11	73 8	78 10	71 10	75 10	70 11	87 4	69 11	90 3	73 10	74 9
Cost of moving vehicles	No problem Large extent	65 15	63 15	70 12	68 14	63 15	73 11	81 9	68 12	77 10	59 17	63 16	76 11	82 10	71 8	82 12	63 15	74 10
Change in PCS orders	No problem Large extent	61 15	63 14	50 22	58 17	62 15	63 14	56 19	61 15	61 15	60 16	62 15	59 16	64 12	62 17	67 13	65 15	63 16
Making a reservation for PCS lodging	No problem Large extent	60 15	60 15	62 13	64 13	59 16	62 14	59 16	62 14	73 9	54 17	62 15	61 15	55 13	67 17	57 15	60 14	65 14
Waiting for permanent housing to become available	No problem Large extent	59 20	60 21	54 19	53 22	62 20	61 19	55 23	59 20	82 6	49 26	58 22	57 21	60 21	63 17	71 15	58 24	65 17
Costs related to security deposits	No problem Large extent	56 20	55 20	59 18	70 14	49 22	58 18	53 22	50 23	67 13	52 22	57 19	55 21	57 15	60 19	57 16	56 20	59 18
Time off at destination to complete move	No problem Large extent	55 19	56 18	49 23	57 17	53 20	56 18	52 21	54 23	61 14	53 20	51 20	53 20	58 16	54 20	54 18	54 19	58 19
Availability of on-base temporary lodging	No problem Large extent	55 19	54 19	56 16	58 17	53 20	55 18	53 20	57 16	67 11	49 22	55 20	55 19	49 19	63 16	55 20	55 18	53 20
Hours and location of offices providing PCS assistance	No problem Large extent	53 13	55 11	43 18	51 14	53 12	53 13	53 12	54 12	56 13	51 14	54 13	53 13	49 12	57 10	52 12	52 13	56 10
Accuracy of reimbursements	No problem Large extent	50 23	50 23	48 23	53 22	48 23	51 21	46 25	52 22	58 18	45 25	45 23	50 25	48 19	49 20	56 15	48 23	56 19
Temporary lodging expenses	No problem Large extent	50 21	50 21	52 19	48 20	51 21	50 20	51 23	64 19	45 12	49 25	51 21	45 22	58 19	48 18	49 20	56 21	56 18
Non-reimbursed transportation costs	No problem Large extent	47 24	46 24	49 22	50 25	45 23	46 26	48 17	48 28	58 24	41 26	47 24	39 26	59 24	41 18	45 22	55 25	55 19
Timeliness of reimbursements	No problem Large extent	43 24	43 24	44 25	46 22	42 25	43 23	43 27	51 23	40 26	44 25	42 26	43 26	50 22	47 16	42 25	50 21	50 21
Shipping/storing household goods	No problem Large extent	41 22	42 21	35 26	42 23	40 21	39 22	43 22	45 20	48 18	38 23	39 24	43 22	30 24	46 18	35 21	40 22	44 19
Packing of household goods	No problem Large extent	40 20	41 22	36 20	41 19	35 19	41 20	35 18	37 13	49 22	35 21	39 20	38 20	39 17	41 22	39 20	31 22	30 18
Amount of time to prepare for move	No problem Large extent	22 39	21 39	24 40	20 45	22 36	20 41	22 35	23 37	25 49	23 35	23 40	25 38	21 39	22 41	22 39	24 40	23 31
Change in cost of living	No problem Large extent	31 38	31 37	30 41	27 49	33 32	28 36	35 41	32 39	23 58	35 30	28 35	33 41	25 24	31 42	25 26	31 38	30 38
Costs of setting up new residence	No problem Large extent	29 30	30 26	26 23	32 23	30 27	27 28	27 16	28 16	34 30	30 29	30 29	31 31	25 32	32 25	29 27	27 29	27 27

Margins of error within +/- 5%

PCS Moves

Extent of Spouse Job and Education Problems With PCS Moves



PCS Moves

Extent of Spouse Job and Education Problems With PCS Moves

Percent of Applicable Service Members

	KEY: Not a problem Moderate extent Large extent	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse changing schools	No problem	79	76	80	78	83	78	77	86	90	73	85	78	89	76	85	82	88
	Large extent	10	12	10	8	7	11	11	7	4	13	7	12	5	9	7	8	5
Obtaining certifications necessary for spouses	No problem	71	66	72	67	78	65	70	75	80	63	75	70	77	64	75	78	79
	Large extent	14	16	13	14	11	13	14	13	10	17	13	13	11	15	11	11	11
Loss or decrease in spouse income	No problem	51	47	55	47	52	49	48	55	64	43	58	54	61	44	57	50	58
	Large extent	29	33	27	30	26	33	31	26	18	36	23	28	20	32	20	27	23
Spouse employment	No problem	49	44	51	46	53	47	47	49	58	41	53	51	53	44	54	52	54
	Large extent	31	35	29	34	26	35	32	30	21	38	28	30	25	36	26	27	24

Margins of error within +/- 7%

PCS Moves

Extent of Spouse Job and Education Problems With PCS Moves

Percent of Applicable Service Members

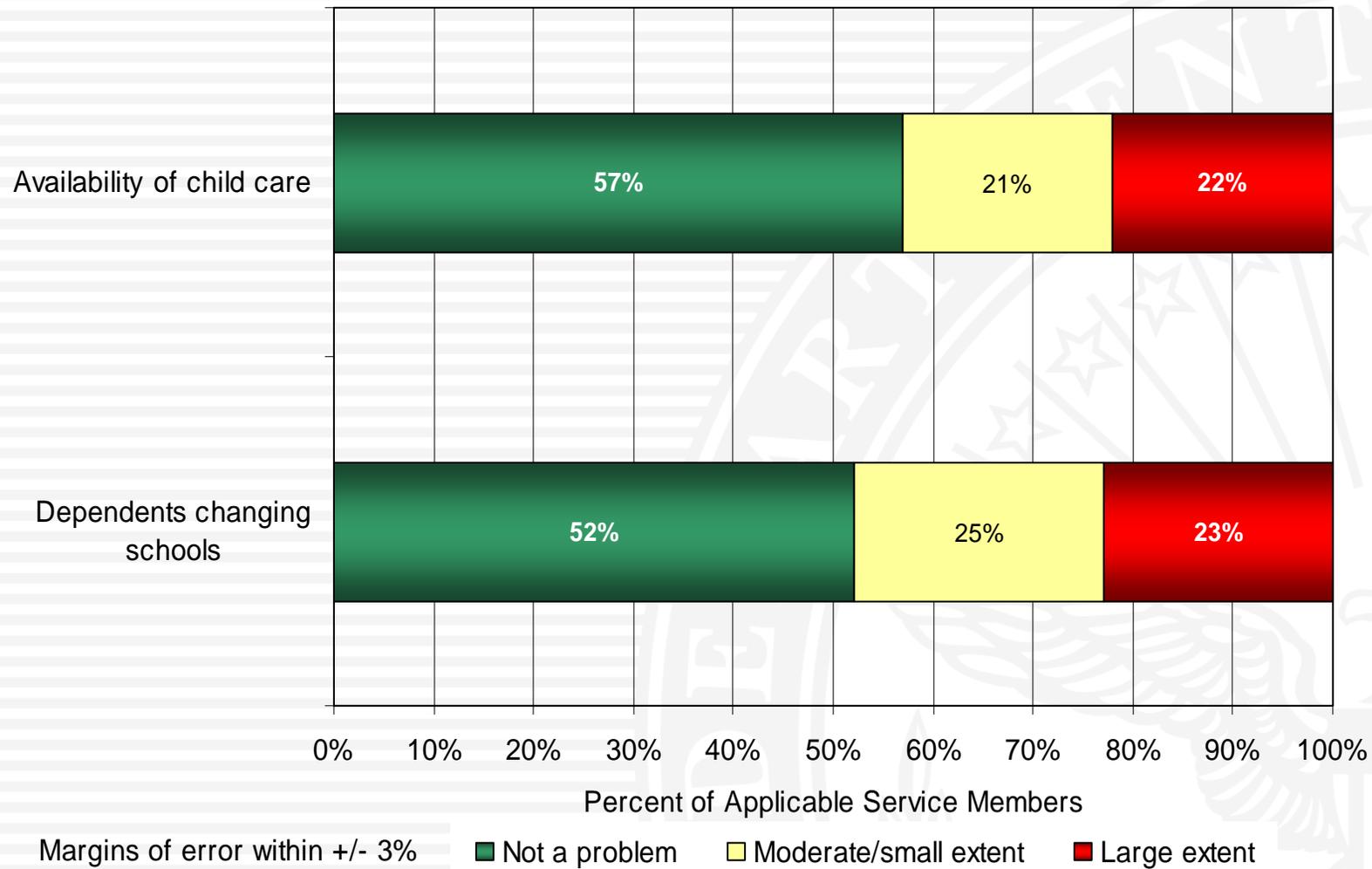
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Spouse changing schools	No problem	79	80	77	78	80	83	73	NA	NA	79	81	76	87	87	90	78	88
	Moderate extent																	
	Large extent	10	10	10	10	10	8	12	NA	NA	10	9	13	6	7	4	10	6
Obtaining certifications necessary for spouses	No problem	71	72	64	68	72	75	63	NA	NA	71	70	68	76	83	83	70	83
	Moderate extent																	
	Large extent	14	13	17	13	14	11	18	NA	NA	13	15	15	12	9	10	14	9
Loss or decrease in spouse income	No problem	51	52	43	47	52	53	46	NA	NA	50	52	46	59	62	59	49	61
	Moderate extent																	
	Large extent	29	28	33	31	28	27	33	NA	NA	29	29	32	22	24	25	29	24
Spouse employment	No problem	49	50	42	46	50	51	45	NA	NA	49	49	45	54	67	53	47	64
	Moderate extent																	
	Large extent	31	30	36	32	30	29	35	NA	NA	31	32	34	25	23	32	32	25

Margins of error within +/- 6%

NA: Not Applicable

PCS Moves

Extent of Child Care Problems With PCS Moves



PCS Moves

Extent of Child Care Problems With PCS Moves

Percent of Applicable Service Members

KEY: Not a problem Moderate extent Large extent		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Availability of child care	No problem	57	50	54	55	53	74	50	60	41	50	50	55	48	56	51
	Large extent	22	25	22	20	22	11	25	16	28	25	24	22	22	20	23	22	23
Dependents changing schools	No problem	52	54	59	57	58	47	56	59	66	52	61	58	64	55	64	56	64
	Large extent	23	25	22	23	18	34	22	17	13	28	15	24	13	25	14	19	14

Margins of error within +/- 7%

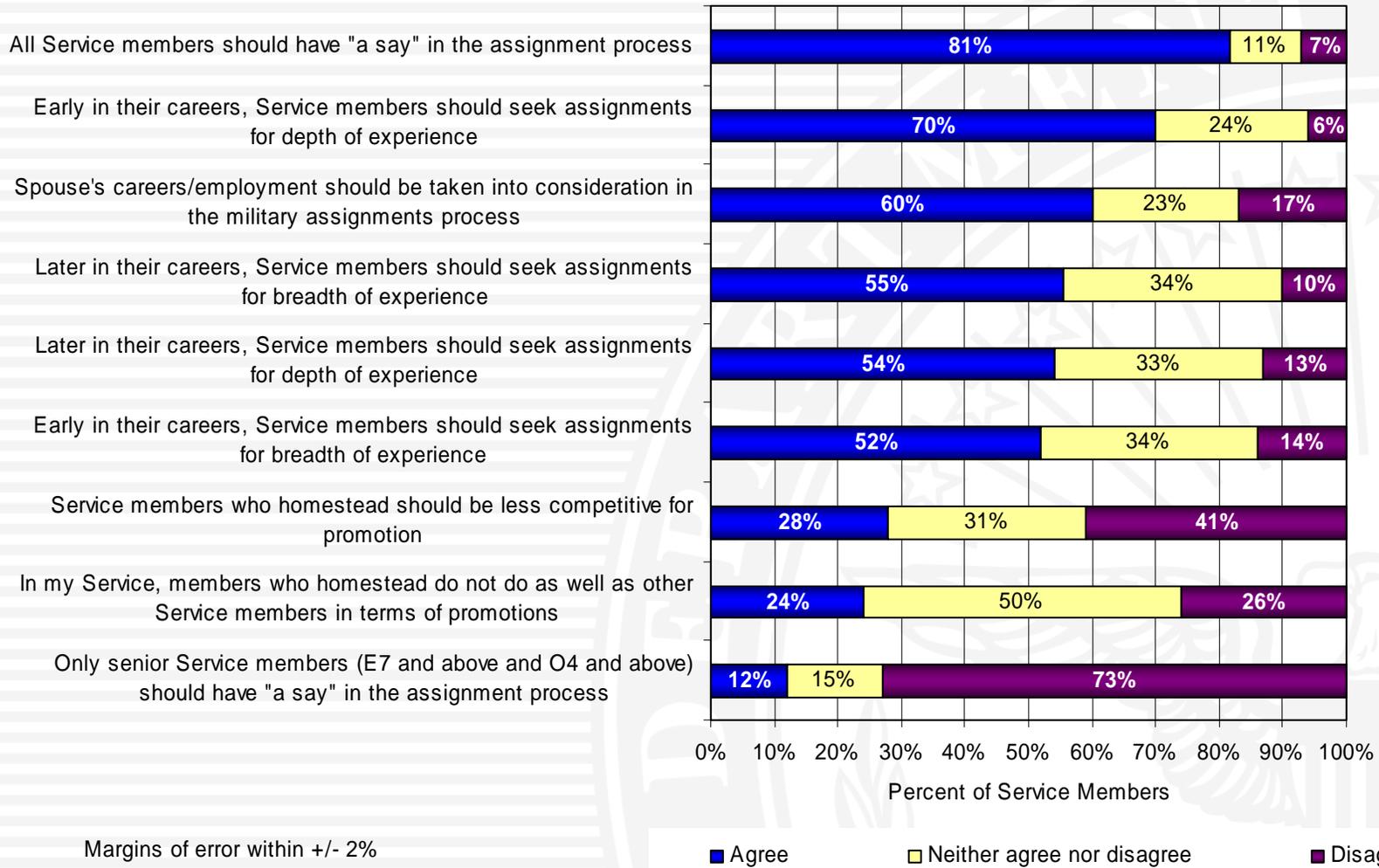
KEY: Not a problem Moderate extent Large extent		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Availability of child care	No problem	57	52	53	48	54	52	52	64	NA	51	NA	53	49	54	52
	Large extent	22	24	20	25	22	22	24	18	NA	24	NA	23	23	24	27	23	24
Dependents changing schools	No problem	52	58	49	53	58	61	51	56	NA	57	NA	57	65	41	45	59	41
	Large extent	23	21	27	21	22	18	27	25	NA	21	NA	21	12	41	34	19	40

Margins of error within +/- 6%

NA: Not Applicable

PCS Moves

Assignment Opinions



Margins of error within +/- 2%

PCS Moves

Assignment Opinions

Percent of Service Members

	KEY: More likely to agree Less likely to agree More likely to disagree	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Members have a "say" in assignment process	Agree	81	81	86	72	82	83	79	86	84	80	82	86	87	72	71	81	87
	Disagree	7	8	5	13	7	5	10	5	8	8	8	5	5	13	13	7	5
Early in career seek assignments for depth experience	Agree	70	73	72	70	64	66	72	70	76	73	73	73	67	70	75	61	77
	Disagree	6	5	6	4	7	4	6	9	8	5	8	5	10	4	6	7	8
Spouse career should be taken into consideration	Agree	60	67	64	58	50	71	54	59	44	69	56	65	55	60	45	50	48
	Disagree	17	13	15	16	24	8	22	19	32	11	22	14	23	14	32	23	28
Later in career seek assignments for breadth of experience	Agree	55	55	56	54	55	48	59	61	70	54	60	55	59	52	68	51	73
	Disagree	10	11	11	9	10	9	11	12	11	10	14	10	12	9	8	10	10
Later in career seek assignments for depth of experience	Agree	54	58	57	53	48	53	58	52	46	57	59	57	56	54	47	51	37
	Disagree	13	12	12	13	16	10	13	18	27	12	15	12	14	12	19	11	34
Early in career seek for breadth of experience	Agree	52	52	57	49	47	49	55	51	46	51	57	57	58	50	43	50	36
	Disagree	14	14	12	15	17	10	14	23	33	13	19	11	16	13	30	11	41
Homesteaders should be less competitive for promotion	Agree	28	30	28	27	26	22	32	31	33	30	32	28	28	26	30	23	35
	Disagree	41	36	43	40	47	37	45	42	44	35	41	43	46	40	42	48	43
Homesteaders don't do as well in terms of promotion	Agree	24	23	26	20	24	18	24	30	44	22	27	25	34	19	25	19	46
	Disagree	26	28	23	29	25	23	31	19	19	28	26	24	19	30	23	29	12
Only senior members have a say in assignment process	Agree	12	14	8	15	11	7	15	10	14	13	16	8	11	15	13	11	9
	Disagree	73	71	79	66	74	75	71	79	71	71	71	79	78	65	69	73	77

Margins of error within +/- 4%

PCS Moves

Assignment Opinions

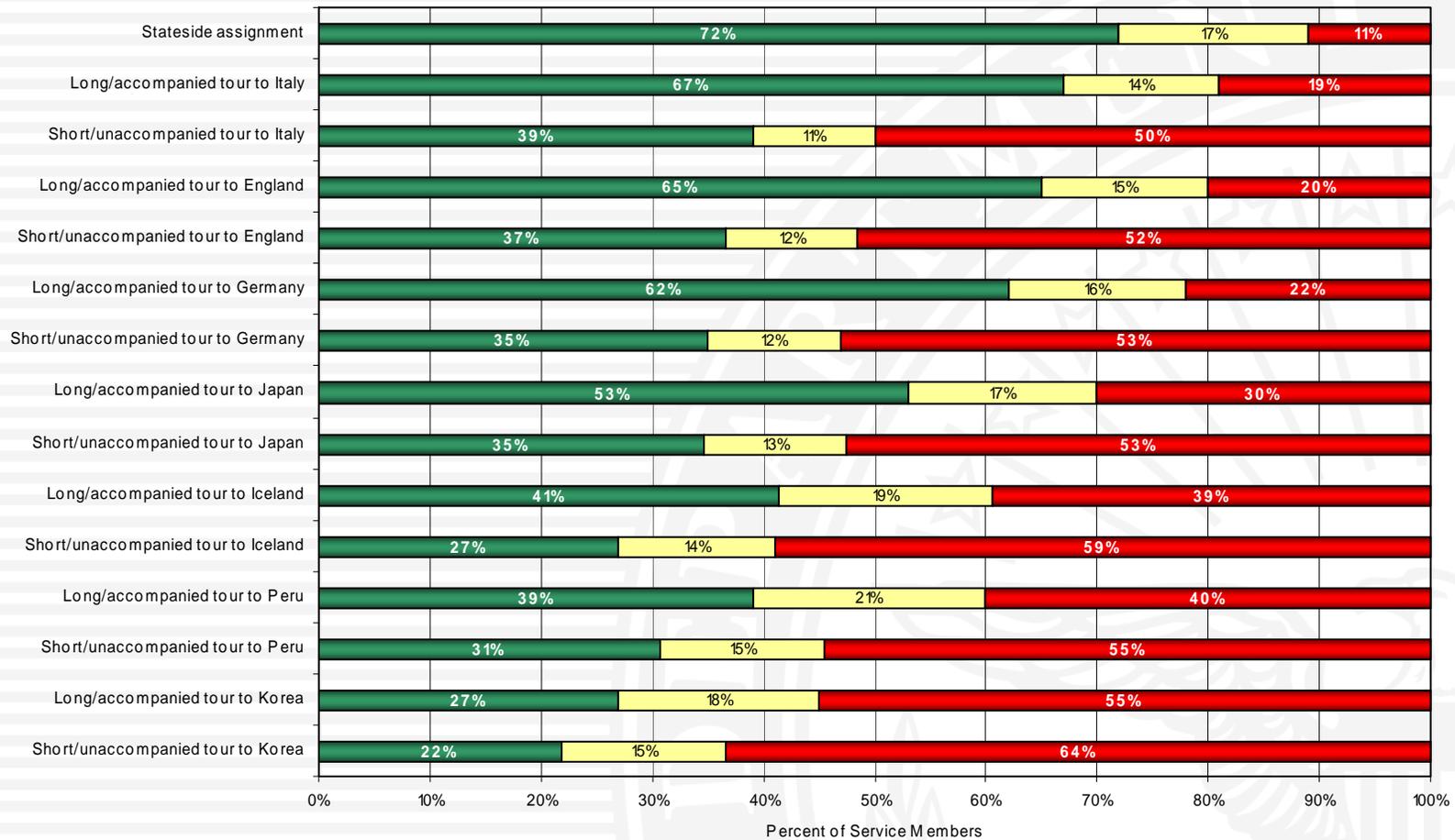
Percent of Service Members

	KEY: More likely to agree Less likely to agree More likely to disagree	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Members have a "say" in assignment process	Agree	81	82	81	81	82	82	81	80	82	81	83	80	83	84	90	81	85
	Disagree	7	7	8	7	8	8	7	9	6	9	6	8	7	5	4	8	5
Early in career seek assignments for depth experience	Agree	70	71	68	69	70	70	70	71	67	73	68	70	74	64	70	71	65
	Disagree	6	6	5	5	6	6	5	6	5	6	6	5	8	6	9	6	7
Spouse career should be taken into consideration	Agree	60	61	60	64	58	58	65	62	64	55	68	62	51	60	58	61	60
	Disagree	17	17	16	14	19	20	12	16	14	21	12	15	26	16	19	17	17
Later in career seek assignments for breadth of experience	Agree	55	56	52	52	57	56	54	53	51	60	52	54	65	52	63	55	54
	Disagree	10	11	10	9	11	10	10	12	9	11	10	10	12	9	12	11	10
Later in career seek assignments for depth of experience	Agree	54	54	55	54	54	54	55	57	52	57	51	55	49	54	51	54	54
	Disagree	13	13	13	11	14	13	13	12	12	14	14	12	22	10	20	13	12
Early in career seek for breadth of experience	Agree	52	52	48	50	53	51	53	53	49	54	50	53	48	49	53	52	49
	Disagree	14	14	15	13	15	16	11	11	13	16	14	12	27	11	22	15	12
Homesteaders should be less competitive for promotion	Agree	28	28	29	27	29	29	27	31	27	29	27	29	32	19	31	29	21
	Disagree	41	43	36	37	44	43	39	40	36	45	44	40	43	46	44	41	45
Homesteaders don't do as well in terms of promotion	Agree	24	24	22	20	26	24	23	23	20	27	23	22	35	19	32	24	21
	Disagree	26	26	26	25	27	25	27	31	22	29	27	27	20	27	20	26	26
Only senior members have a say in assignment process	Agree	12	12	11	10	12	11	13	13	9	15	8	12	13	7	8	12	8
	Disagree	73	73	73	72	74	75	70	71	74	71	78	72	73	79	80	72	80

Margins of error within +/- 5%

PCS Moves

Quality of Life Assignments

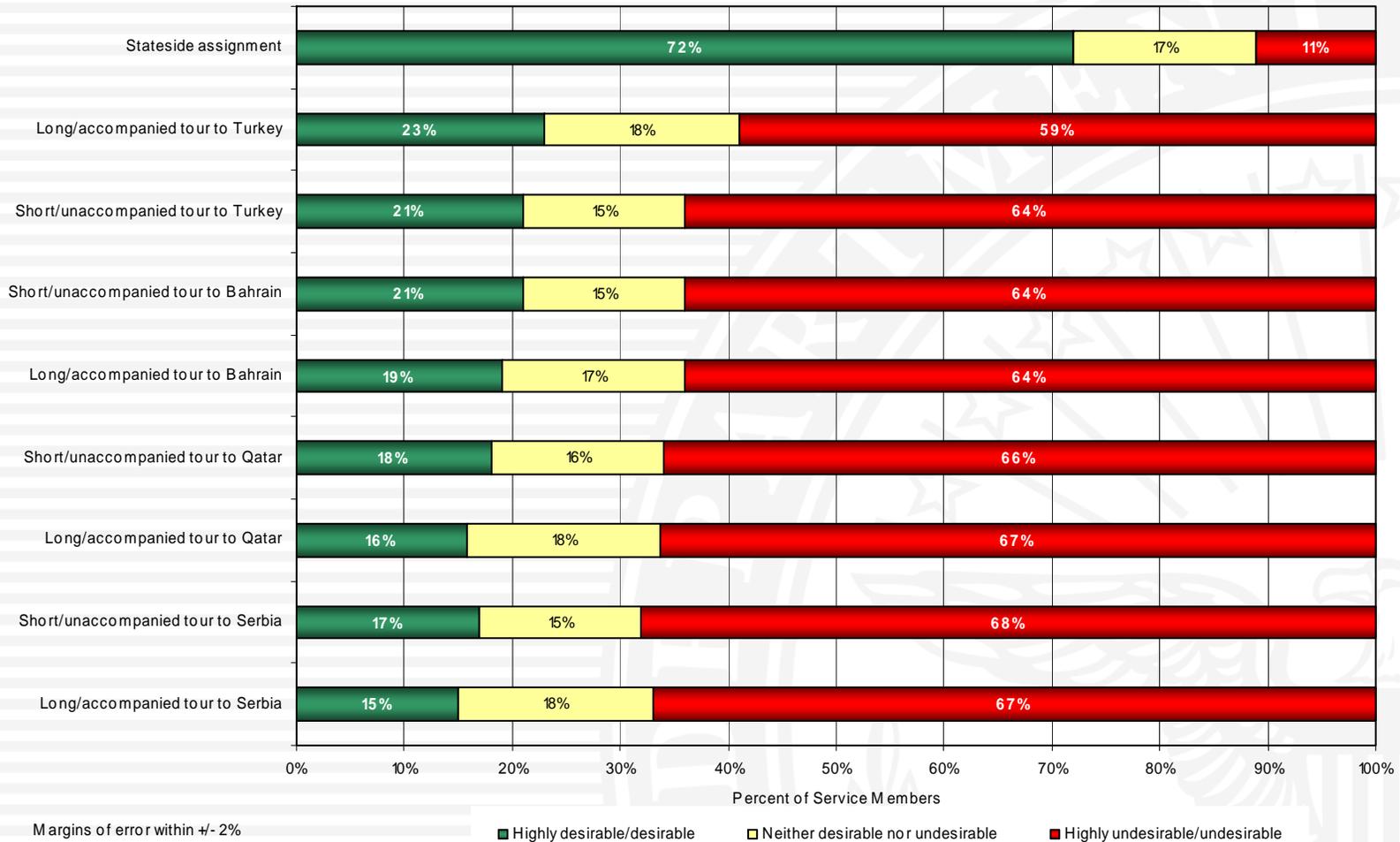


Margins of error within +/- 2%

■ Highly desirable/desirable
 ■ Neither desirable nor undesirable
 ■ Highly undesirable/undesirable

PCS Moves

Quality of Life Assignments (Continued)



PCS Moves

Quality of Life Assignments

Percent of Service Members

KEY: More desirable Less desirable More undesirable		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers																		
		Stateside assignment	Desirable	72	74	75	67	67	69	72	78	77	74	76	74	82	65	80	65	75	Undesirable	11	10	10	11	15	11	12	7	9	10	8	10	6	12	6
Long / accompanied tour to Italy	Desirable	67	70	59	72	70	71	63	77	63	70	71	58	65	72	71	69	74	Undesirable	19	17	24	15	16	15	22	13	23	17	18	25	21	15	17	17	16
Short / unaccompanied tour to Italy	Desirable	39	39	38	53	35	60	26	35	14	42	26	40	25	55	32	37	24	Undesirable	50	51	49	35	56	30	62	58	76	48	65	46	68	32	56	53	68
Long / accompanied tour to England	Desirable	65	69	61	66	63	65	62	77	69	67	74	59	73	65	72	61	72	Undesirable	20	18	22	17	21	18	23	14	19	19	15	23	16	17	14	22	18
Short / unaccompanied tour to England	Desirable	37	35	38	51	30	55	24	34	13	37	25	40	26	54	32	32	22	Undesirable	52	53	50	36	60	33	63	58	77	51	64	47	67	33	56	58	71
Long / accompanied tour to Germany	Desirable	62	63	55	64	67	63	59	72	65	63	65	54	66	63	69	66	74	Undesirable	22	22	27	18	18	19	25	16	21	22	21	28	20	19	16	19	16
Short / unaccompanied tour to Germany	Desirable	35	33	33	49	32	54	22	31	13	35	21	35	24	52	30	35	22	Undesirable	53	56	52	37	59	34	65	60	78	53	69	49	68	35	56	56	70
Long / accompanied tour to Japan	Desirable	53	59	46	48	55	56	52	54	41	60	52	47	41	48	48	56	51	Undesirable	30	26	35	32	29	26	33	29	40	25	33	35	40	32	32	29	31
Short / unaccompanied tour to Japan	Desirable	35	39	33	40	30	51	25	29	11	41	24	35	18	42	26	32	19	Undesirable	53	50	54	45	59	36	62	61	79	47	64	51	72	43	59	56	71
Long / accompanied tour to Iceland	Desirable	41	42	37	49	41	49	37	42	25	43	38	38	30	49	41	42	35	Undesirable	39	40	43	33	38	31	44	39	56	38	47	42	52	32	40	37	44
Short / unaccompanied tour to Iceland	Desirable	27	26	26	42	24	44	17	22	7	28	16	28	13	44	22	27	16	Undesirable	59	61	58	42	64	41	70	67	84	59	74	55	78	40	66	62	75
Long / accompanied tour to Peru	Desirable	39	39	36	46	38	45	35	41	27	40	34	37	32	47	39	38	37	Undesirable	40	41	42	34	41	32	45	41	57	39	49	41	50	32	44	40	45
Short / unaccompanied tour to Peru	Desirable	31	31	30	44	26	45	22	27	9	33	19	32	18	46	27	28	18	Undesirable	55	54	54	41	62	38	64	62	81	52	68	51	73	38	60	59	72
Long / accompanied tour to Korea	Desirable	27	28	27	31	23	30	26	24	20	28	24	28	20	31	27	24	21	Undesirable	55	55	53	48	61	50	59	58	65	55	57	51	65	48	55	61	61
Short / unaccompanied tour to Korea	Desirable	22	20	23	30	19	31	17	16	8	22	12	25	11	32	20	20	13	Undesirable	64	65	61	52	70	53	69	72	82	64	73	58	81	50	66	68	78

Margins of error within +/- 4%

PCS Moves

Quality of Life Assignments

Percent of Service Members

KEY: More desirable Less desirable More undesirable		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Stateside assignment	Desirable	72	72	70	70	72	72	71	71	67	74	74	70	78	74	76
	Undesirable	11	11	14	11	11	10	12	14	11	11	11	12	7	11	9	11	11
Long / accompanied tour to Italy	Desirable	67	67	70	71	64	67	68	62	67	67	70	66	71	71	69	67	70
	Undesirable	19	19	17	16	21	19	18	17	18	20	16	19	17	17	19	19	18
Short / unaccompanied tour to Italy	Desirable	39	38	44	51	31	37	43	35	81	14	19	42	40	25	32	39	39
	Undesirable	50	51	47	39	58	53	45	50	10	75	70	46	51	67	61	49	53
Long / accompanied tour to England	Desirable	65	64	67	67	63	66	62	60	61	66	70	63	73	64	70	65	65
	Undesirable	20	20	19	19	21	19	21	18	22	20	17	20	16	23	21	20	13
Short / unaccompanied tour to England	Desirable	37	36	40	47	29	36	38	31	78	11	17	39	24	36	30	37	35
	Undesirable	52	52	49	41	60	54	48	51	12	77	72	48	67	54	64	51	55
Long / accompanied tour to Germany	Desirable	62	62	64	65	60	64	59	58	59	64	67	61	69	61	67	62	62
	Undesirable	22	22	22	20	23	21	24	21	22	22	20	22	18	24	21	22	23
Short / unaccompanied tour to Germany	Desirable	35	34	38	46	27	34	36	31	74	10	16	37	22	35	27	35	34
	Undesirable	53	54	50	42	61	55	50	54	14	78	73	50	69	54	64	53	56
Long / accompanied tour to Japan	Desirable	53	52	59	57	50	50	59	55	51	54	55	54	49	54	46	53	52
	Undesirable	30	31	26	27	33	33	26	24	30	32	29	29	33	31	38	30	32
Short / unaccompanied tour to Japan	Desirable	35	34	39	44	28	32	39	34	67	14	18	38	21	32	22	36	30
	Undesirable	53	53	49	43	59	56	46	51	19	74	70	49	68	56	68	52	58
Long / accompanied tour to Iceland	Desirable	41	41	45	47	37	43	39	37	42	39	46	43	35	41	34	42	39
	Undesirable	39	40	37	34	43	38	41	39	35	44	36	37	46	42	49	39	43
Short / unaccompanied tour to Iceland	Desirable	27	27	30	38	20	28	27	22	58	9	12	30	16	25	16	28	23
	Undesirable	59	60	55	48	67	60	57	61	24	80	77	55	74	63	75	58	65
Long / accompanied tour to Peru	Desirable	39	37	46	43	36	36	43	38	44	34	41	40	36	40	33	39	39
	Undesirable	40	42	35	35	44	43	37	40	32	48	39	39	48	40	48	40	41
Short / unaccompanied tour to Peru	Desirable	31	30	37	39	25	28	36	28	61	13	15	34	19	29	21	31	27
	Undesirable	55	56	49	45	62	59	48	56	21	75	73	51	70	57	69	54	59
Long / accompanied tour to Korea	Desirable	27	26	29	28	26	24	32	31	26	27	28	27	22	31	22	26	30
	Undesirable	55	56	53	52	58	59	49	48	52	59	55	55	60	51	61	56	53
Short / unaccompanied tour to Korea	Desirable	22	21	23	27	18	19	27	23	40	10	12	23	13	23	14	22	22
	Undesirable	64	64	63	57	69	69	56	60	41	78	76	61	76	64	76	63	66

Margins of error within +/- 5%

PCS Moves

Quality of Life Assignments (Continued)

Percent of Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	More desirable																	
	Less desirable																	
	More undesirable																	
Stateside assignment	Desirable	72	74	75	67	67	69	72	78	77	74	76	74	82	65	80	65	75
	Undesirable	11	10	10	11	15	11	12	7	9	10	8	10	6	12	6	16	9
Long / accompanied tour to Turkey	Desirable	23	22	20	25	26	26	21	24	17	23	19	20	19	25	22	26	23
	Undesirable	59	61	61	54	57	52	64	59	66	60	66	60	65	53	64	57	56
Short / unaccompanied tour to Turkey	Desirable	21	19	19	30	20	30	15	18	7	20	13	21	12	32	19	22	12
	Undesirable	64	66	65	51	68	52	72	70	84	64	76	63	79	49	67	65	77
Long / accompanied tour to Bahrain	Desirable	19	17	26	22	14	23	18	15	13	18	13	28	18	23	16	15	12
	Undesirable	64	66	58	56	71	55	64	70	75	65	73	56	69	54	70	70	74
Short / unaccompanied tour to Bahrain	Desirable	21	19	26	28	14	28	18	17	8	21	13	28	15	29	18	15	11
	Undesirable	64	66	58	53	74	54	70	73	82	64	75	56	76	51	69	73	79
Long / accompanied tour to Qatar	Desirable	16	18	14	19	12	20	13	14	11	19	14	14	12	19	14	12	12
	Undesirable	67	65	66	60	73	58	72	72	77	64	72	65	75	58	72	72	76
Short / unaccompanied tour to Qatar	Desirable	18	20	16	25	14	25	14	15	8	22	13	17	11	26	16	15	10
	Undesirable	66	64	66	56	74	55	72	74	83	62	75	64	80	54	70	73	80
Long / accompanied tour to Serbia	Desirable	15	15	14	19	13	19	12	14	9	16	12	15	10	20	13	13	12
	Undesirable	67	66	67	59	72	58	73	71	80	65	73	66	77	58	71	71	76
Short / unaccompanied tour to Serbia	Desirable	17	18	15	26	12	25	12	15	7	20	11	16	10	26	18	13	10
	Undesirable	68	66	69	54	76	56	75	74	85	64	77	66	82	53	64	75	80

Margins of error within +/- 4%

PCS Moves

Quality of Life Assignments (Continued)

Percent of Service Members

	KEY: More desirable Less desirable More undesirable	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Stateside assignment	Desirable	72	72	70	70	72	72	71	71	67	74	74	70	78	74	76	71	74
	Undesirable	11	11	14	11	11	10	12	14	11	11	11	12	7	11	9	11	11
Long / accompanied tour to Turkey	Desirable	23	23	24	25	22	21	26	27	24	20	26	23	20	26	24	22	26
	Undesirable	59	60	56	56	66	61	55	52	53	65	58	59	63	53	58	60	54
Short / unaccompanied tour to Turkey	Desirable	21	20	24	27	16	19	24	22	39	9	10	23	12	20	15	21	19
	Undesirable	64	65	61	57	70	67	59	61	41	79	78	62	76	64	74	64	65
Long / accompanied tour to Bahrain	Desirable	19	19	21	21	18	17	23	22	23	16	20	20	14	21	15	19	20
	Undesirable	64	64	60	60	67	67	59	58	56	71	64	63	72	60	71	64	61
Short / unaccompanied tour to Bahrain	Desirable	21	20	23	25	17	18	25	24	35	12	11	23	13	18	14	21	18
	Undesirable	64	65	62	58	69	68	58	61	45	76	77	62	77	66	75	64	67
Long / accompanied tour to Qatar	Desirable	16	15	18	18	14	14	18	18	18	13	16	16	13	15	13	16	15
	Undesirable	67	68	62	61	71	69	63	63	58	74	68	66	74	64	73	67	66
Short / unaccompanied tour to Qatar	Desirable	18	18	20	23	15	16	21	20	31	10	10	20	12	15	12	19	14
	Undesirable	66	67	63	59	72	70	61	63	47	78	78	64	77	67	77	66	69
Long / accompanied tour to Serbia	Desirable	15	14	17	17	13	15	15	15	18	12	16	16	12	15	12	15	14
	Undesirable	67	68	64	62	71	68	65	65	58	75	68	66	75	65	74	67	67
Short / unaccompanied tour to Serbia	Desirable	17	16	19	22	13	16	18	19	31	8	9	19	11	14	9	17	13
	Undesirable	68	69	65	60	74	70	64	66	48	80	79	65	78	69	80	68	71

Margins of error within +/- 5%

PCS Moves

Summary of Findings

November 2003 Findings

- Members reported an average of 3 PCS moves during their career
 - More frequent moves reported by Army, Navy, E5-E9s, commissioned officers, Marine Corps officers, Air Force officers, members living off base, non-minorities, singles with children, married with children, female officers, and males
- Members reported family members had moved an average of 2 times
 - More frequent moves reported by Army, Air Force, E5-E9s, commissioned officers, Navy officers, Marine Corps officers, members living off base, non-minorities, married with children, female officers, and males
- 31% reported a *change in cost of living* and 29% reported *costs of setting up new residence* were a large problem for their most recent PCS
- 31% of married/separated members reported *spouse employment* and 29% reported *loss or decrease of spouse income* were a large problem for their most recent PCS
- 23% of members with children reported *dependents changing schools* and 22% reported *availability of child care* were a large problem for their most recent PCS

PCS Moves

Summary of Findings

November 2003 Findings (continued)

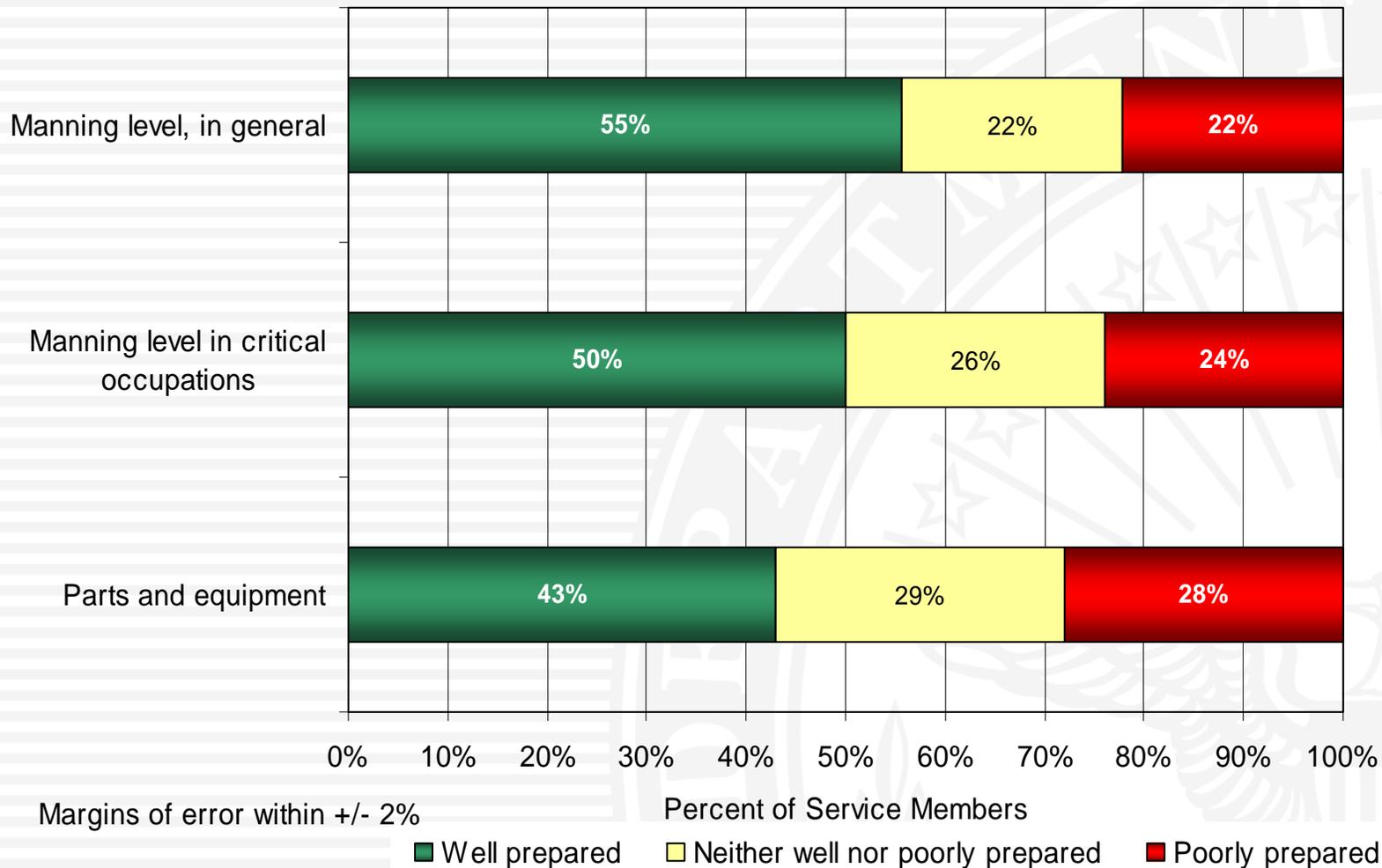
- 81% agreed all Service members should have “a say” in the assignment process
 - Led by Navy, O1-O3s, Air Force officers, and females
- 72% desired a stateside assignment
 - Led by Army, Navy, commissioned officers, Marine Corps officers, married with children, and male officers
- 62% to 67% desired a long/accompanied tour to Europe (Italy, England or Germany) and 35% to 39% desired a short/unaccompanied tour
- 15% to 19% desired a long/accompanied tour to Middle East (Bahrain, Qatar or Serbia) and 17% to 21% desired a short/unaccompanied tour

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- ✓ Readiness
- Off-duty education for Service members
- Major findings

Readiness

Aspects of Unit Preparedness To Perform Mission



Readiness

Aspects of Unit Preparedness To Perform Mission

Percent of Service Members

KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Maning level, in general	Well	55	48	61	62	56	62	51	53	50	48	48	62	55	63	54	58
	Poorly	22	26	20	15	24	18	26	25	23	26	25	20	21	15	20	23	28
Manning level in critical occupations	Well	50	45	54	56	49	56	46	47	46	46	41	54	52	57	50	50	45
	Poorly	24	27	22	18	26	19	27	28	28	26	29	21	25	17	23	25	32
Parts and equipment	Well	43	36	44	47	50	45	41	44	48	35	38	43	45	47	43	50	52
	Poorly	28	35	27	27	22	28	30	26	16	36	27	28	22	28	25	23	17

Margins of error within +/- 5%

Readiness

Aspects of Unit Preparedness To Perform Mission

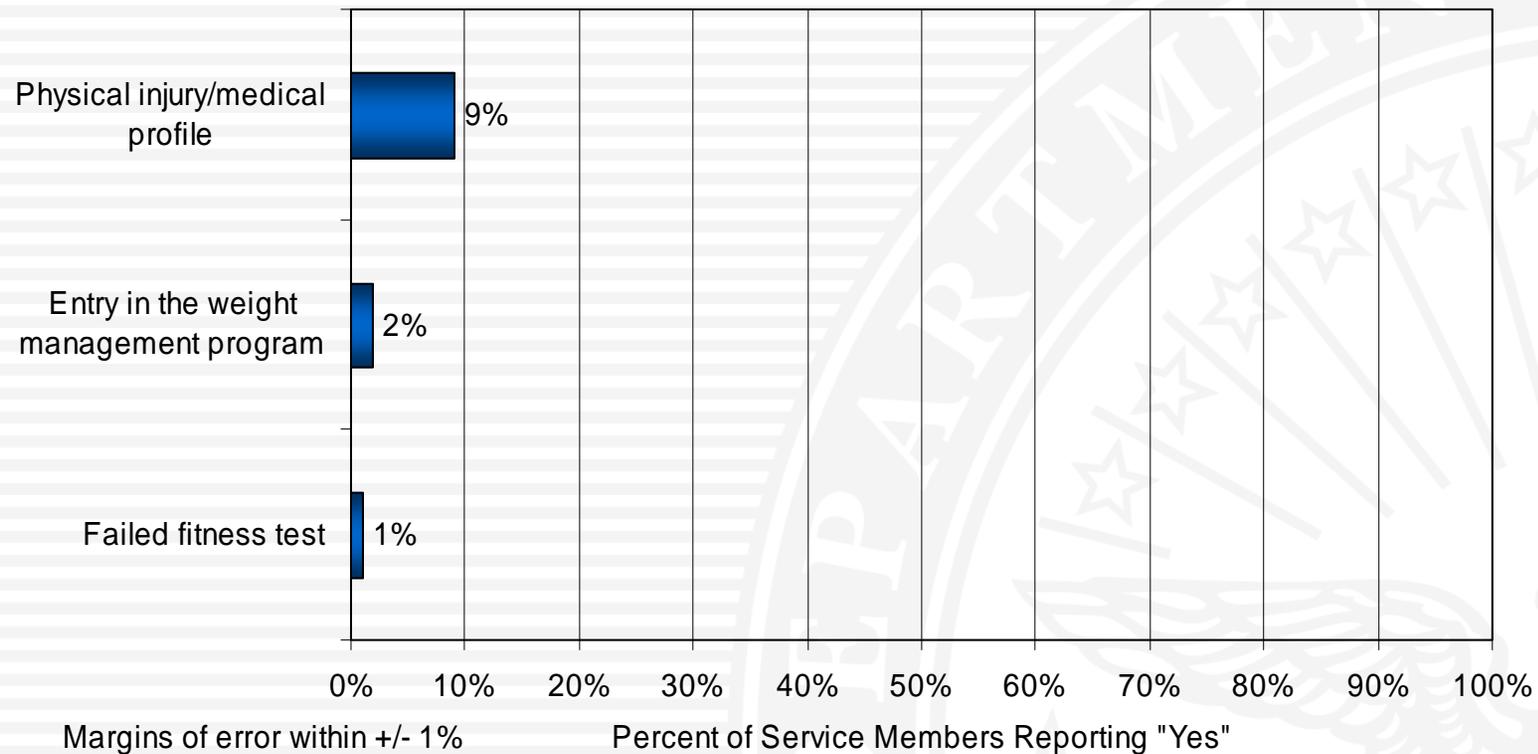
Percent of Service Members

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Maning level, in general	Well	55	56	53	59	53	55	56	55	61	51	54	56	51	54	49	56
	Poorly	22	22	24	20	24	24	20	23	18	25	24	22	24	22	27	22	23
Manning level in critical occupations	Well	50	50	47	53	47	48	52	51	55	46	49	51	47	48	43	50	47
	Poorly	24	24	27	21	26	26	21	23	20	27	25	23	28	23	31	24	25
Parts and equipment	Well	43	44	41	44	43	40	48	43	45	41	44	42	45	45	43	43	45
	Poorly	28	28	34	29	28	31	24	29	28	29	28	30	22	26	23	29	26

Margins of error within +/- 5%

Readiness

Reason Unable To Deploy



Readiness

Reason Unable To Deploy

Percent of Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Physical injury/medical profile	Yes	9	10	6	8	11	10	8	5	6	10	7	7	4	9	97	12
	No	91	90	94	92	89	90	92	95	94	90	93	93	96	91	3	88	93
Entry in the weight management program	Yes	2	2	1	1	2	3	1	0	0	2	1	1	0	1	0	2	0
	No	98	98	99	99	98	97	99	100	100	98	99	99	100	99	100	98	100
Failed fitness test	Yes	1	2	1	1	0	2	1	0	0	2	1	1	0	1	0	1	0
	No	99	98	99	99	100	98	99	100	100	98	99	99	100	99	100	99	100

Margins of error within +/- 3%

Readiness

Reason Unable To Deploy

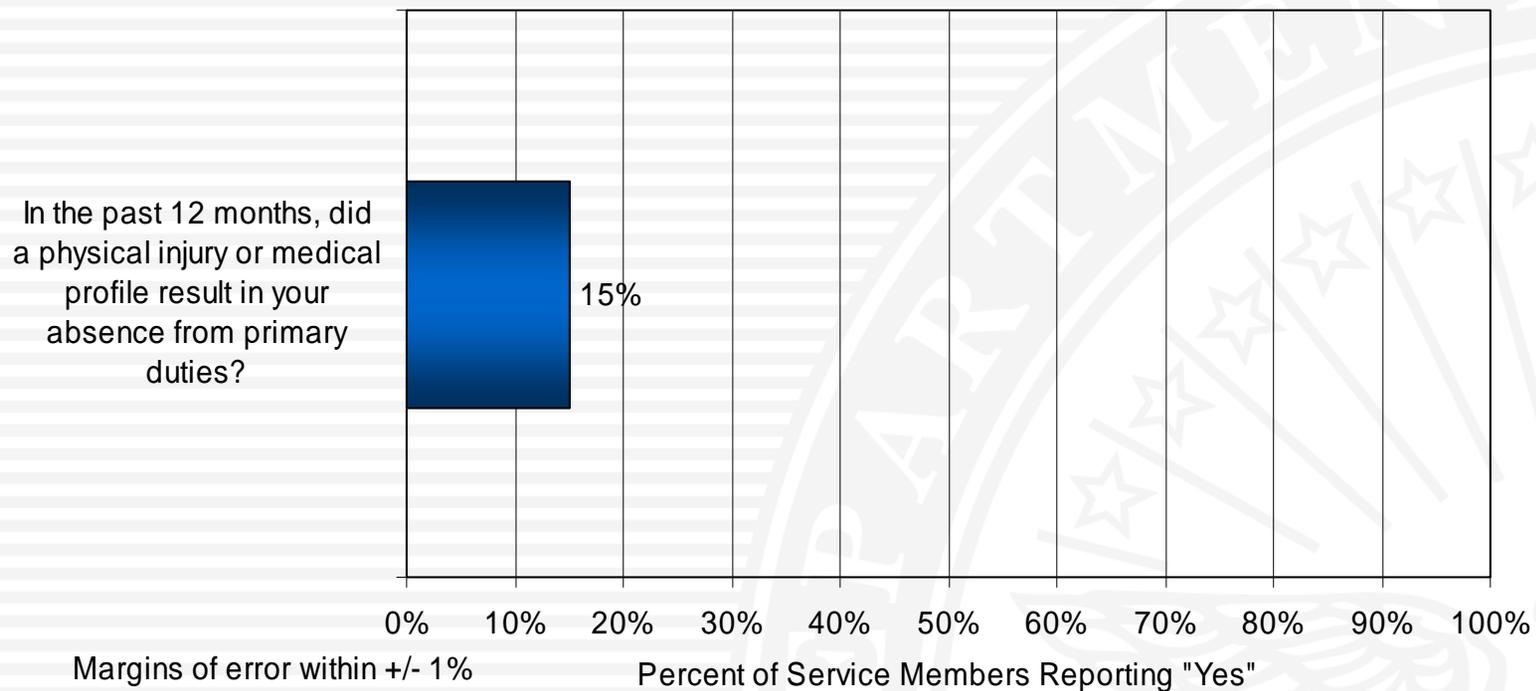
Percent of Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Physical injury/medical profile	Yes	9	9	7	8	10	9	9	14	7	9	9	8	5	19	13	7
	No	91	91	93	92	90	91	91	86	93	91	91	92	96	81	87	93	82
Entry in the weight management program	Yes	2	2	1	2	1	2	2	3	1	1	2	2	1	3	1	1	3
	No	98	98	99	98	99	98	98	97	99	99	98	98	99	97	99	99	97
Failed fitness test	Yes	1	1	1	1	1	1	1	2	1	1	1	1	1	2	0	1	2
	No	99	99	99	99	99	99	99	98	99	99	99	99	99	98	100	99	98

Margins of error within +/- 4%

Readiness

Absence From Duties for Injury or Medical Profile



Readiness

Absence From Duties for Injury or Medical Profile

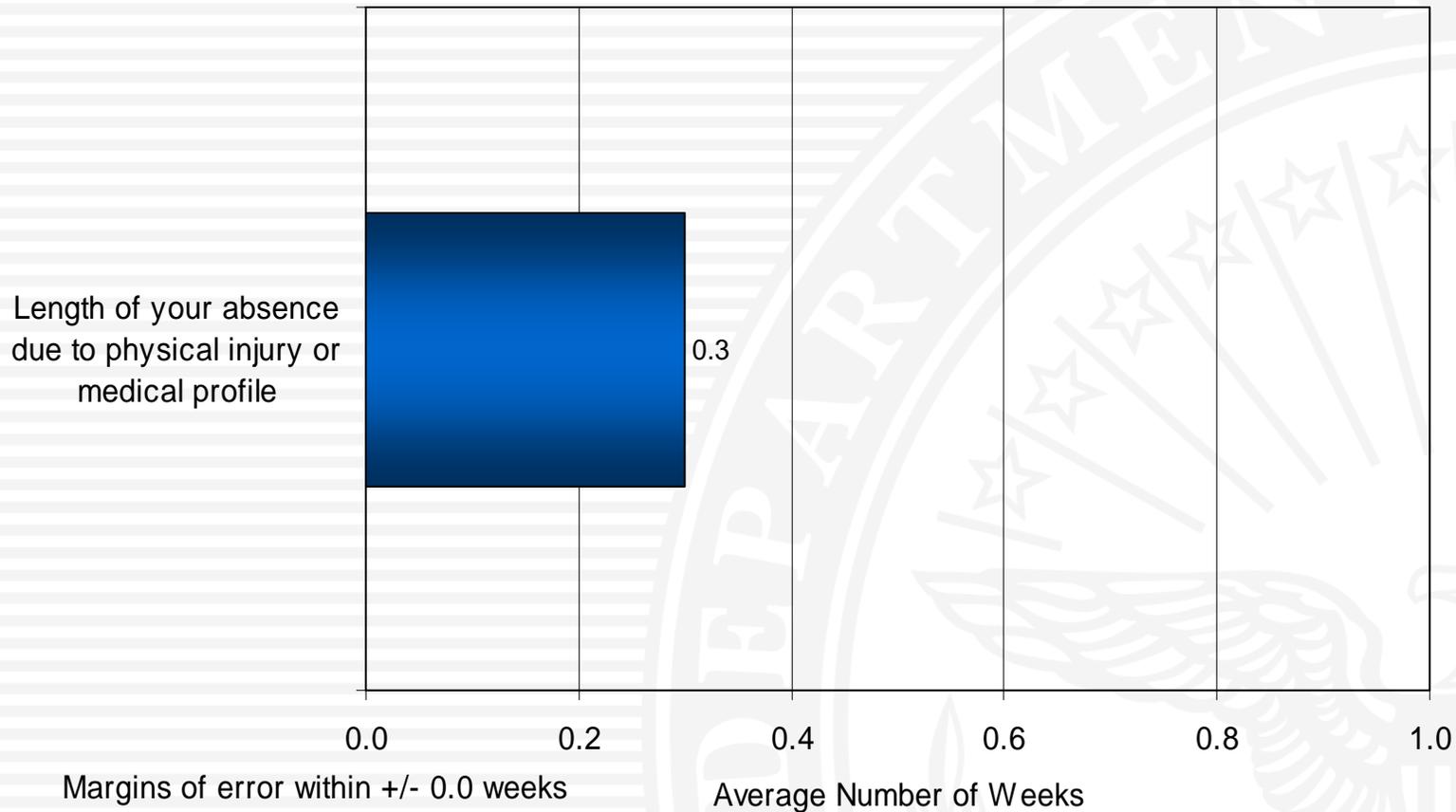
Percent of Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Injury or medical profile that resulted in absence from duties	Yes	15	17	12	17	14	18	14	8	10	19	10	12	9	18	8	15	9
	No	85	83	88	83	86	82	86	92	90	82	90	88	91	82	92	85	91	
Margins of error within +/- 3%																			

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Injury or medical profile that resulted in absence from duties	Yes	15	15	13	14	16	15	14	18	13	15	16	14	8	24	15	13	23
	No	85	85	87	86	84	85	86	82	87	85	84	86	92	76	85	87	77	
Margins of error within +/- 4%																			

Readiness

Weeks Absent Due to Injury or Medical Profile



Readiness

Weeks Absent Due to Injury or Medical Profile

Average Number of Weeks

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Absence due to physical injury or medical profile	0.3	0.4	0.3	0.4	0.3	0.4	0.3	0.2	0.2	0.4	0.2	0.3	0.2	0.4	0.2	0.3

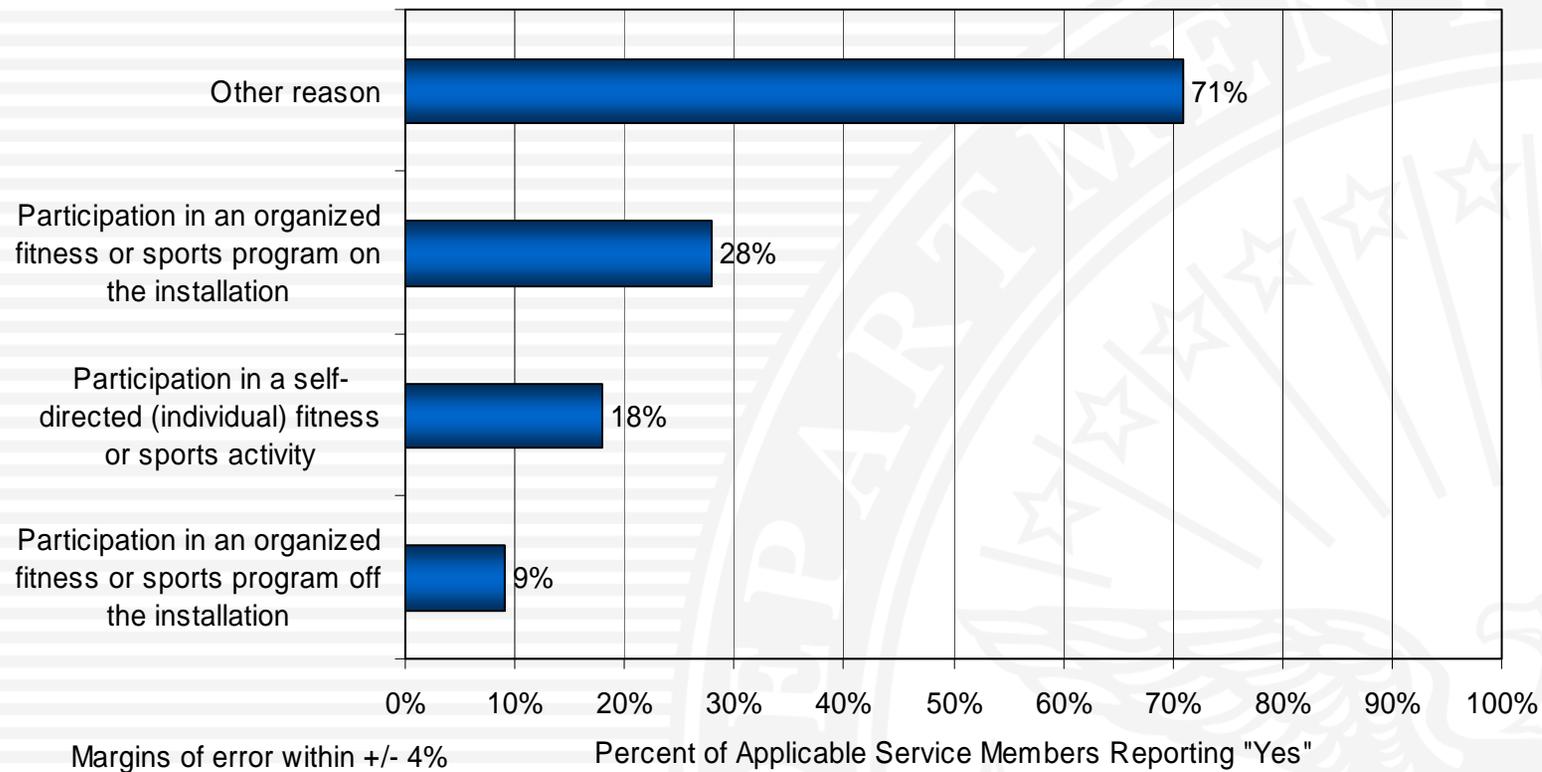
Margins of error within +/- 0.1

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Absence due to physical injury or medical profile	0.3	0.4	0.3	0.3	0.4	0.3	0.3	0.5	0.3	0.4	0.4	0.3	0.2	0.7	0.4	0.3

Margins of error within +/- 0.1

Readiness

Cause of Physical Injury or Medical Profile



Readiness

Cause of Physical Injury or Medical Profile

Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Other reason	Yes	71	70	72	60	79	71	71	75	70	70	68	73	70	59	68
	No	29	30	28	40	21	29	29	25	30	30	32	27	30	41	32	21	22
Participated in organized fitness or sports on installation	Yes	28	33	21	43	19	32	27	15	18	34	23	21	20	44	23	21	9
	No	72	67	79	57	81	68	73	85	82	66	77	79	80	56	77	79	91
Participated in individual fitness or sports activity	Yes	18	13	23	19	19	19	15	16	26	12	23	24	17	19	19	19	19
	No	82	87	77	81	81	81	85	84	74	88	77	76	83	81	81	81	81
Participated in organized fitness or sports off installation	Yes	9	8	11	8	8	10	8	6	6	8	3	11	8	8	4	8	6
	No	91	92	89	92	92	90	92	94	94	92	97	89	92	92	96	92	94

Margins of error within +/- 10%

Readiness

Cause of Physical Injury or Medical Profile

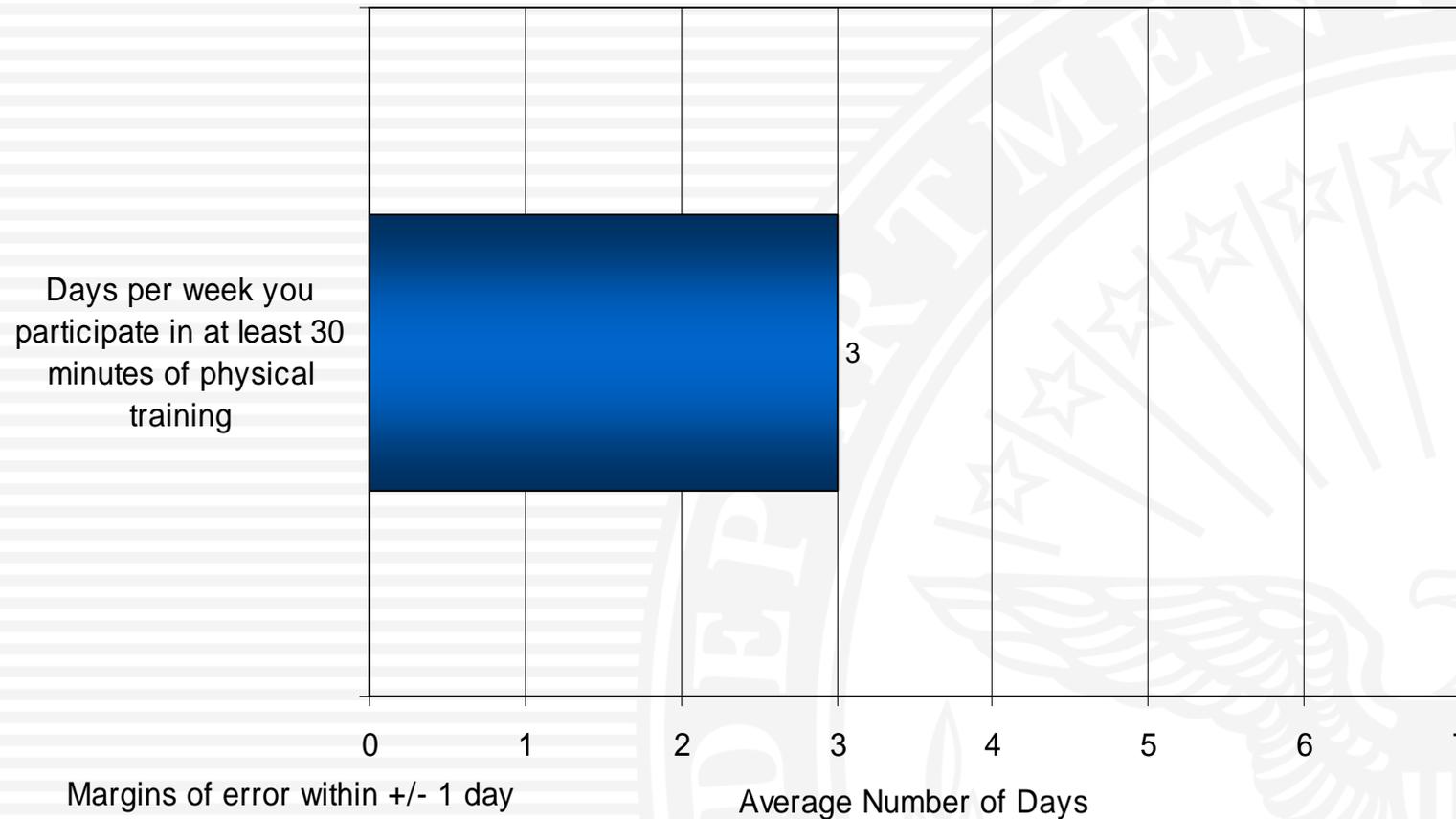
Percent of Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Other reason	Yes	71	72	68	70	72	72	69	78	71	72	68	69	66	78	87	69
	No	29	28	32	30	28	28	31	22	29	28	32	31	34	22	13	31	21
Participated in organized fitness or sports on installation	Yes	28	29	25	30	27	26	32	24	29	27	32	31	20	24	11	30	22
	No	72	71	75	70	73	74	68	76	71	73	68	69	80	76	89	70	78
Participated in individual fitness or sports activity	Yes	18	18	16	18	17	17	18	18	21	15	19	18	24	14	9	19	13
	No	82	82	84	82	83	83	82	82	79	86	81	82	76	86	91	81	87
Participated in organized fitness or sports off installation	Yes	9	9	7	11	7	8	9	9	10	8	7	10	6	6	3	10	6
	No	91	91	94	89	93	92	91	91	90	92	93	90	94	94	97	90	94

Margins of error within +/- 12%

Readiness

Participation in Physical Training of at Least 30 Minutes



Readiness

Participation in Physical Training of at Least 30 Minutes

Average Number of Days

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Days per week of 30 minute physical training	3	4	3	4	3	4	3	4	4	4	4	3	3	4	4	3

Margins of error within +/- 1 day

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Days per week of 30 minute physical training	3	3	4	4	3	3	4	3	4	3	3	4	4	3	4	4

Margins of error within +/- 1 day

Readiness

Participation in Training in Past 12 Months



Readiness

Participation in Training in Past 12 Months

Percent of Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Participated in a unit training exercise	Yes	76	83	67	76	76	79	76	76	62	84	76	68	61	76	77	78	71
	No	24	17	33	24	24	21	24	24	38	16	24	32	39	24	23	22	29
Received individual training in a live setting	Yes	56	25	25	23	23	22	25	24	37	24	32	24	30	23	22	22	26
	No	44	75	75	77	77	79	75	76	63	76	68	76	70	77	78	78	74
Participated in live fire training	Yes	54	68	47	65	35	59	51	52	35	71	56	48	42	65	68	35	33
	No	46	32	53	35	65	41	49	48	65	29	44	52	58	35	32	65	67
Participated in a joint/interoperability training	Yes	44	50	47	47	32	46	42	46	45	51	49	47	50	47	52	31	39
	No	56	50	53	53	68	54	58	54	55	49	51	53	50	53	48	69	61
Taken a military course via the Web	Yes	42	46	42	29	44	39	46	39	44	47	38	43	40	29	33	44	46
	No	58	55	58	71	56	61	54	61	56	53	62	57	60	71	67	56	54
Received individual training using video teleconferencing	Yes	24	65	52	58	46	55	55	64	53	65	66	52	53	57	67	43	56
	No	76	35	48	42	54	45	45	36	47	35	34	48	47	43	33	57	44

Margins of error within +/- 4%

Readiness

Participation in Training in Past 12 Months

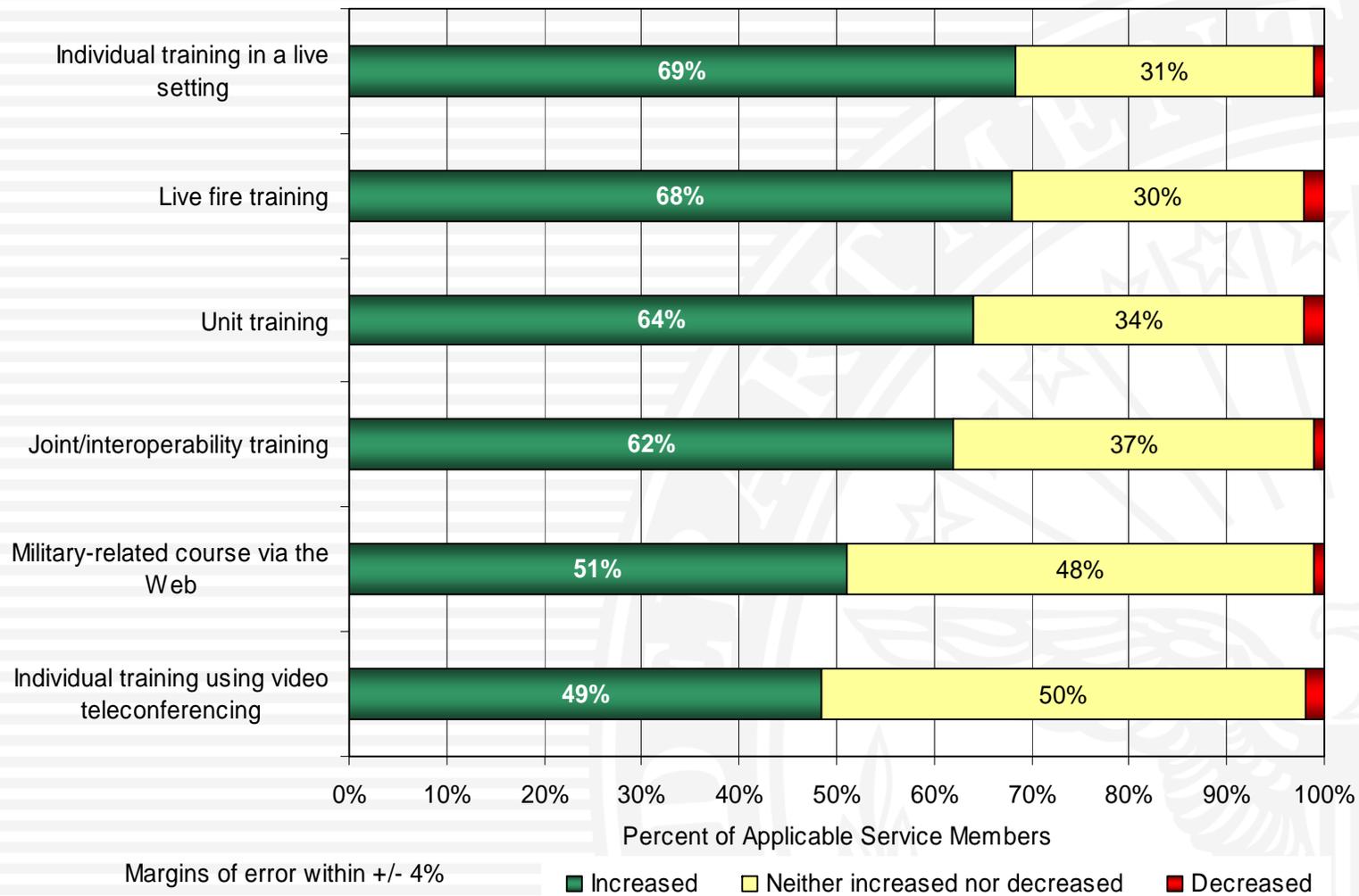
Percent of Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Participated in a unit training exercise	Yes	76	75	82	80	73	76	76	73	78	75	76	79	72	69	67	78	69
	No	24	25	18	20	27	24	24	27	22	25	24	21	28	31	33	22	31
Received individual training in a live setting	Yes	56	25	22	21	27	22	28	22	21	27	26	23	29	24	31	24	25
	No	44	75	78	79	73	78	72	78	79	73	74	77	71	76	69	76	75
Participated in live fire training	Yes	54	53	57	58	51	54	41	46	56	53	55	58	48	42	37	54	55
	No	46	47	43	42	49	46	59	54	44	47	45	42	52	58	63	46	45
Participated in a joint/interoperability training	Yes	44	44	48	46	43	45	44	40	45	43	48	46	48	35	35	46	35
	No	56	56	52	54	57	55	56	60	55	57	52	54	52	65	65	54	65
Taken a military course via the Web	Yes	42	42	43	41	43	40	46	46	39	45	43	42	40	46	44	42	46
	No	58	58	57	59	57	60	54	54	61	55	57	58	60	54	56	58	54
Received individual training using video teleconferencing	Yes	24	55	58	57	55	58	51	52	58	55	56	56	62	48	49	57	48
	No	76	45	42	43	45	42	49	48	42	45	44	44	38	52	51	43	52

Margins of error within +/- 8%

Readiness

Impact on Personal Readiness



Readiness

Impact on Personal Readiness

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Individual training in live setting	Increased	69	67	73	70	66	67	66	81	80	65	78	72	80	68	82	62	80
	Decreased	1	2	0	1	0	1	1	0	0	2	0	0	0	1	1	0	0
Live fire training	Increased	68	66	73	69	68	64	69	79	80	64	76	72	73	67	82	65	84
	Decreased	2	3	1	1	1	3	1	0	0	3	0	1	0	1	0	1	0
Unit training	Increased	64	63	69	71	59	63	62	77	75	61	74	68	79	70	79	56	72
	Decreased	2	3	0	2	1	2	1	2	1	3	1	0	1	3	2	1	2
Joint/interoperability training	Increased	62	62	59	67	60	57	62	75	75	59	77	56	75	66	75	57	70
	Decreased	1	1	1	1	1	2	1	1	1	2	0	1	0	1	1	1	2
Military-related course via the Web	Increased	51	55	60	45	40	49	52	53	53	55	53	60	59	44	53	38	49
	Decreased	1	1	1	0	1	1	1	1	1	1	1	1	1	0	0	1	0
Individual training using video teleconferencing	Increased	49	47	51	46	49	41	52	47	59	45	55	50	52	46	50	48	53
	Decreased	2	1	2	2	2	2	1	2	1	1	2	2	1	2	1	2	1

Margins of error within +/- 9%

Readiness

Impact on Personal Readiness

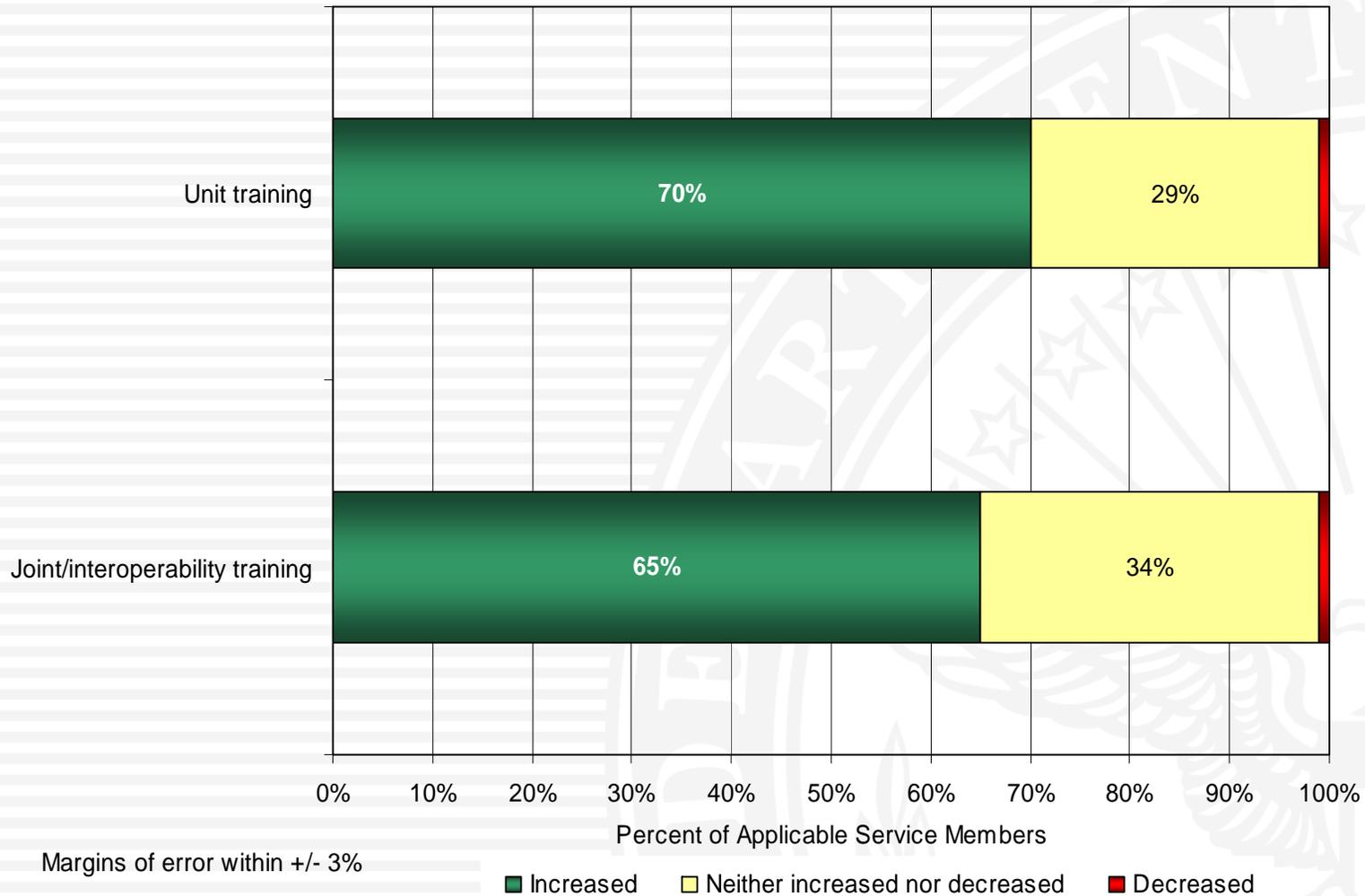
Percent of Applicable Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Individual training in live setting	Increased	69	68	70	70	68	69	68	61	70	67	73	67	79	65	80	69	68
	Decreased	1	1	1	1	1	1	1	0	1	1	1	1	0	1	0	1	1
Live fire training	Increased	68	67	71	68	68	67	69	60	68	69	70	67	78	62	80	69	64
	Decreased	2	2	2	2	1	2	2	2	3	1	3	2	0	2	0	2	2
Unit training	Increased	64	64	66	65	64	62	67	54	64	64	68	63	75	58	73	65	60
	Decreased	2	2	2	2	1	2	2	1	2	2	2	2	2	1	0	2	1
Joint/interoperability training	Increased	62	62	60	59	64	61	62	54	56	65	67	60	75	50	70	63	53
	Decreased	1	1	1	1	1	1	2	1	1	1	1	1	1	2	1	1	2
Military-related course via the Web	Increased	51	51	53	53	50	48	55	49	48	55	48	50	52	52	58	51	53
	Decreased	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	0
Individual training using video teleconferencing	Increased	49	49	45	49	49	44	54	51	41	52	51	47	54	51	49	48	51
	Decreased	2	2	2	1	2	2	1	3	2	1	2	2	2	2	0	2	1

Margins of error within +/- 11%

Readiness

Impact on Unit's Readiness



Readiness

Impact on Unit's Readiness

Percent of Applicable Service Members

KEY: More increased Less increased More decreased		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Unit training	Increased	70	69	76	78	64	68	69	80	81	67	79	74	85	77	88	61
	Decreased	1	2	0	1	1	2	1	1	1	2	1	0	0	1	1	1	1
Joint/interoperability training	Increased	65	64	69	69	61	60	67	75	74	63	73	66	81	68	78	58	69
	Decreased	1	2	0	2	1	2	0	1	1	2	1	0	0	2	1	0	2

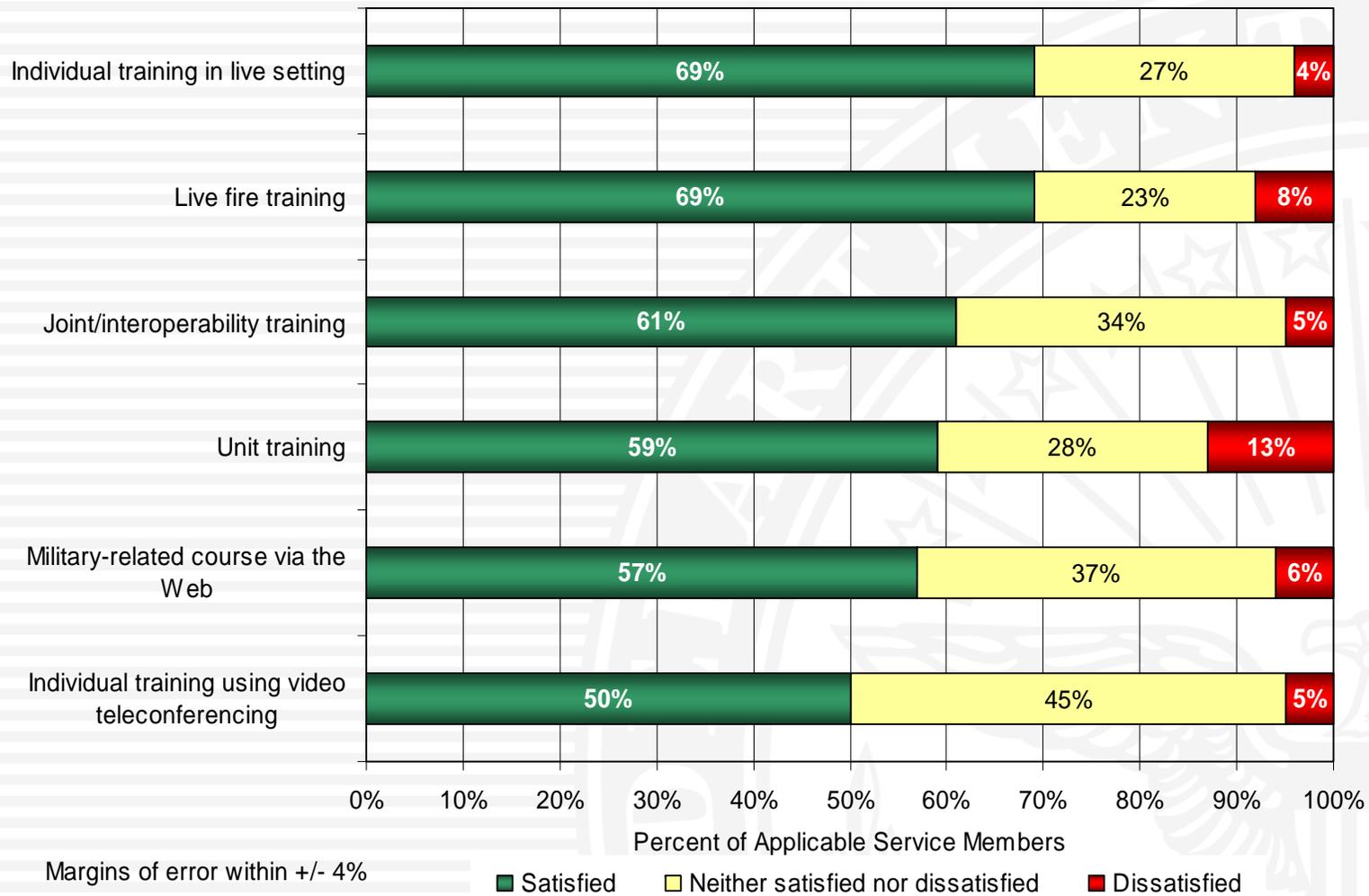
Margins of error within +/- 5%

KEY: More increased Less increased More decreased		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Unit training	Increased	70	70	71	70	70	69	71	61	71	70	72	69	81	65	76	71
	Decreased	1	1	2	1	1	1	1	1	1	1	1	1	1	1	0	1	0
Joint/interoperability training	Increased	65	66	63	63	67	66	65	56	61	69	69	64	75	58	70	66	60
	Decreased	1	1	1	1	1	1	2	1	2	1	1	1	1	2	0	1	1

Margins of error within +/- 5%

Readiness

Satisfaction With Aspects of Training



Readiness

Satisfaction With Aspects of Training

Percent of Applicable Service Members

	SAT	DIS	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Individual training in a live setting	SAT	DIS	69	66	74	72	69	64	70	80	81	64	74	73	81	71	82	64	83
			4	5	3	2	3	4	3	2	2	5	3	3	2	2	2	4	1
Live fire training	SAT	DIS	69	66	74	69	69	65	70	79	82	65	76	74	77	68	81	65	85
			8	11	4	9	5	10	6	6	4	11	8	4	3	10	7	5	3
Joint/interoperability training	SAT	DIS	61	61	60	65	58	55	63	75	73	59	74	58	74	65	71	53	71
			5	6	4	5	5	7	4	5	5	6	6	4	5	4	6	5	5
Unit training	SAT	DIS	59	56	65	65	54	54	60	70	72	54	70	65	71	62	78	51	65
			13	17	8	10	13	16	12	9	9	18	10	9	7	10	6	14	10
Military-related courses via the Web	SAT	DIS	57	62	64	51	46	54	59	55	59	62	57	65	60	49	60	43	55
			6	5	6	2	8	3	7	9	8	4	12	6	8	2	3	8	7
Individual training using video conferencing	SAT	DIS	50	51	53	45	48	44	53	52	58	50	55	52	57	45	49	46	53
			5	6	5	4	4	5	5	9	4	6	7	4	7	4	6	4	4

Margins of error within +/- 8%

Readiness

Satisfaction With Aspects of Training

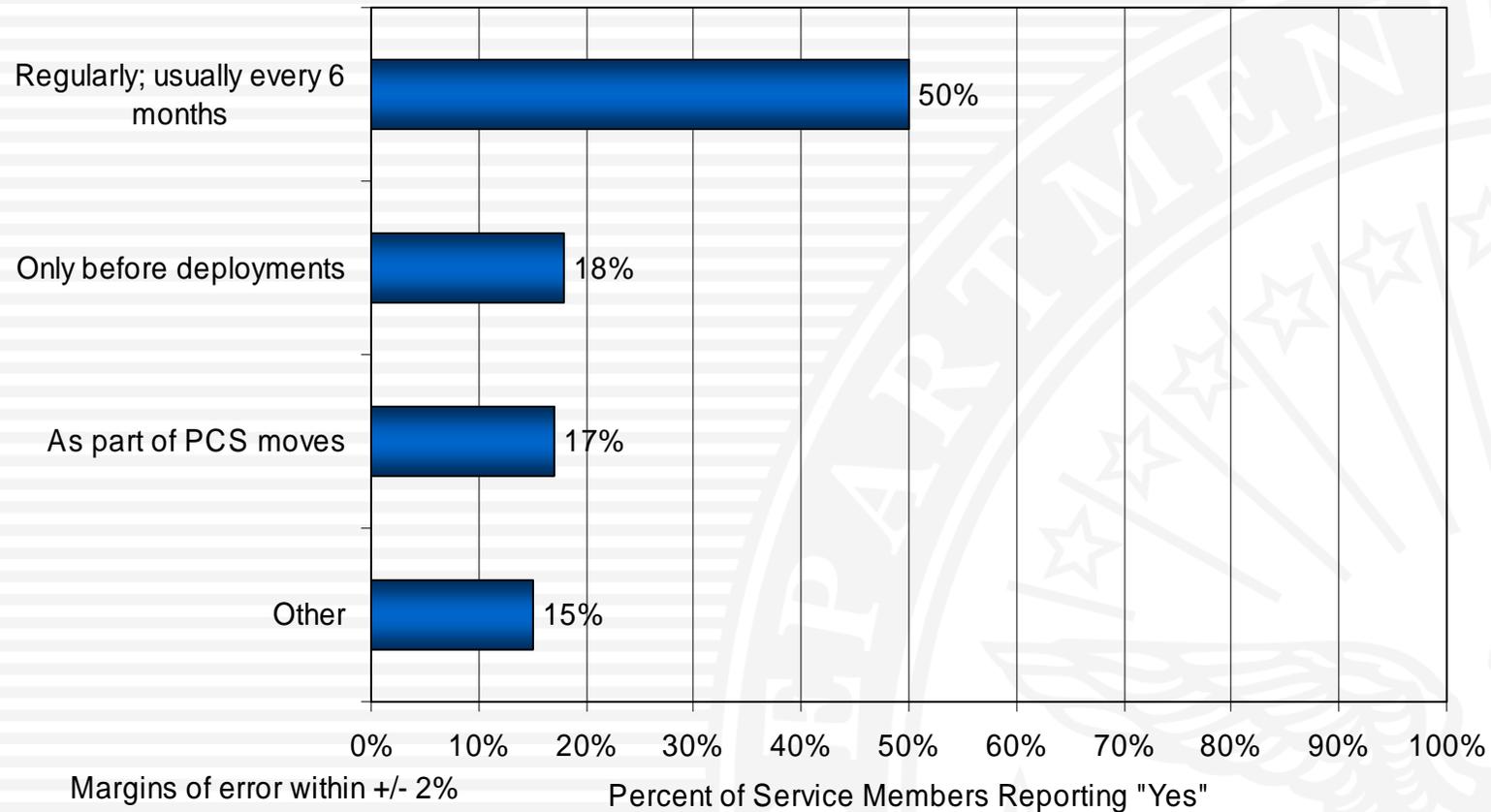
Percent of Applicable Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Individual training in a live setting	SAT	69	70	69	69	70	69	70	61	69	70	72	67	79	68	79	69	70
	DIS	4	3	4	3	4	4	3	5	3	4	4	4	2	3	1	4	2
Live fire training	SAT	69	68	72	68	69	68	71	66	67	70	71	68	79	67	78	69	68
	DIS	8	8	7	8	8	9	6	6	9	7	9	9	6	7	5	8	7
Joint/interoperability training	SAT	61	61	61	58	63	60	62	50	55	65	66	60	73	52	71	62	55
	DIS	5	5	6	8	5	5	5	6	6	5	4	5	6	6	3	5	5
Unit training	SAT	59	59	58	58	59	57	61	49	57	61	61	57	70	54	64	59	56
	DIS	13	13	15	14	12	15	11	15	14	12	13	14	9	12	13	13	12
Military-related courses via the Web	SAT	57	57	57	58	56	55	59	56	52	61	55	56	56	59	61	56	60
	DIS	6	6	5	5	6	7	3	4	6	6	6	6	8	4	7	6	4
Individual training using video conferencing	SAT	50	51	47	49	51	47	54	53	44	53	50	48	55	55	53	49	55
	DIS	5	4	8	4	6	6	3	8	5	4	8	5	6	4	3	5	4

Margins of error within +/- 10%

Readiness

Frequency of Verifying Accuracy of Emergency Data



Readiness

Frequency of Verifying Accuracy of Emergency Data

Percent of Service Members

KEY: More likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Regularly; usually every 6 months	50	44	43	68	57	50	55	41	28	45	37	46	24	69	61	62
Only before deployments	18	24	17	13	14	21	17	18	13	24	21	18	15	13	14	14	14
As part of PCS moves	17	18	23	7	14	10	16	29	48	15	33	18	51	6	15	8	35
Other	15	14	17	12	15	19	12	11	11	15	9	18	11	12	11	15	12

Margins of error within +/- 4%

KEY: More likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Regularly; usually every 6 months	50	50	50	52	49	50	50	50	47	53	51	53	37	50	31	51
Only before deployments	18	19	14	18	19	19	17	20	20	16	18	19	17	13	13	19	13
As part of PCS moves	17	16	20	14	19	18	16	15	16	19	16	13	36	17	41	16	21
Other	15	14	16	17	13	14	16	15	17	12	16	15	10	20	15	14	19

Margins of error within +/- 4%

Readiness

Summary of Findings

November 2003 Findings

- 55% reported their unit is well prepared to perform its mission with regard to manning level, in general
 - Led by Navy, Marine Corps, E1-E4s, members living on base, singles without children, and enlisted males
- 50% reported their unit is well prepared to perform its mission with regard to manning level in critical occupations
 - Led by Navy, Marine Corps, E1-E4s, members living on base, minorities, singles without children, and enlisted males
- 43% reported their unit is well prepared to perform its mission with regard to parts and equipment
 - Led by Air Force, O4-O6s, and minorities

Readiness

Summary of Findings

November 2003 Findings (continued)

- Members reported an average of 2 lost work days per year due to injuries
 - Longer absences led by E1-E4s, Army enlisted, and females
- 9% reported being unable to deploy due to *physical injury/medical profile*
 - Led by Air Force, E1-E4s, members living off base, singles with children, and females
- 15% reported a physical injury or medical profile resulting in an absence from primary duties
 - Led by Army, E1-E4s, and females
 - 28% reported the cause as participation in an organized fitness or sports program on the installation
 - Led by Marine Corps and enlisted males

Readiness

Summary of Findings

November 2003 Findings (continued)

- Members participated in at least 30 minutes of physical training an average of 3 days per week
 - More than average led by Army, Marine Corps, O1-O3s, members living overseas, members living on base, minorities, and singles with children
- 76% participated in a unit training exercise in past 12 months
 - 64% reported *participation in unit training* increased their personal readiness
 - 70% reported *participation in unit training* increased their unit readiness
 - 59% satisfied with *participation in unit training*
- 54% to 56% reported receiving *individual training in a live setting and live fire training*
 - 68% to 69% reported *individual training in a live setting and live fire training* increased their personal readiness
 - 69% satisfied with *individual training in a live setting and live fire training*

Readiness

Summary of Findings

November 2003 Findings (continued)

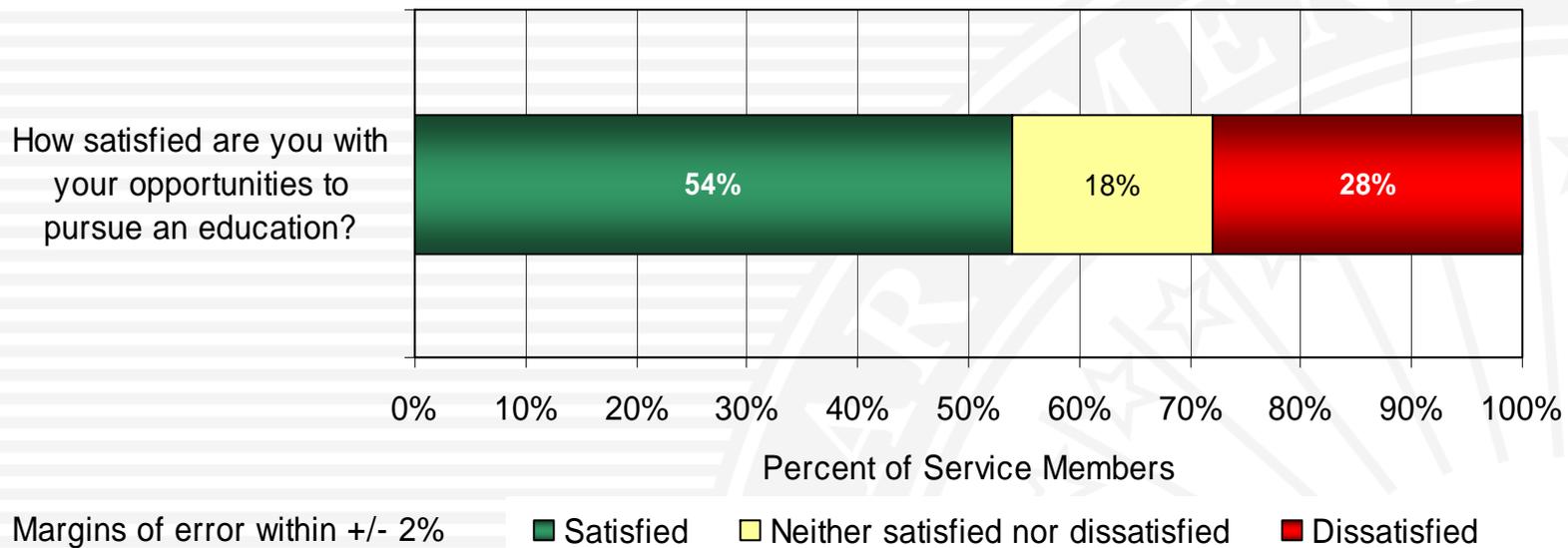
- 50% verified the accuracy of their Record of Emergency data regularly; usually every 6 months
 - Led by Marine Corps, Air Force, E5-E9s, married with children, and enlisted males

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Permanent change of station (PCS) moves
- Readiness
- ✓ Off-duty education for Service members
- Major findings

Off-Duty Education

Satisfaction With Opportunities To Pursue Education



Off-Duty Education

Satisfaction With Opportunities To Pursue Education

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Opportunities to pursue education	SAT	54	46	54	52	66	47	59	56	63	45	51	54	60	51	56	66
	DIS	28	36	25	30	18	35	24	22	14	38	25	26	18	31	19	19	15

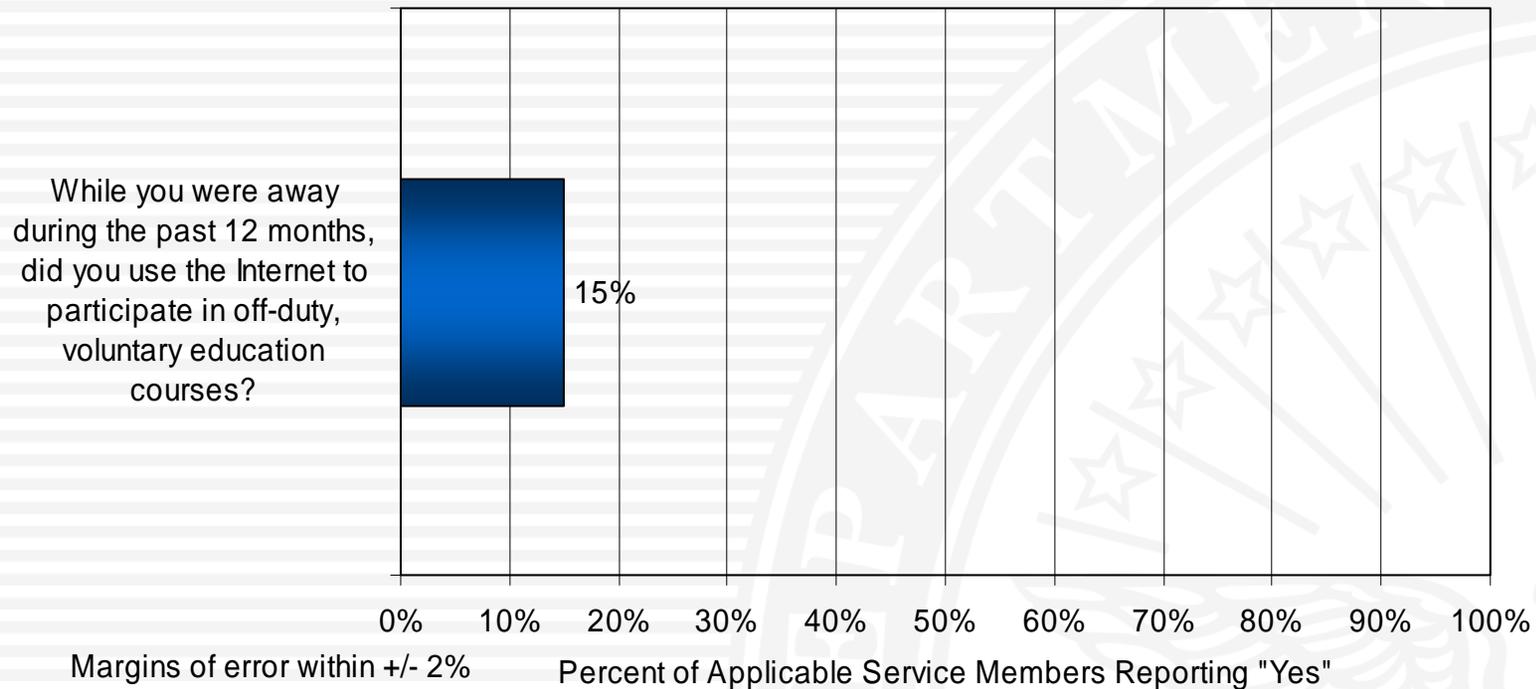
Margins of error within +/- 5%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Opportunities to pursue an education	SAT	54	55	53	53	55	52	58	57	51	57	52	52	58	64	59	53
	DIS	28	27	29	30	26	29	25	28	31	25	27	30	20	23	20	29	22

Margins of error within +/- 5%

Off-Duty Education

Use of Internet To Pursue Education While Away



Off-Duty Education

Use of Internet To Pursue Education While Away

Percent of Applicable Service Members

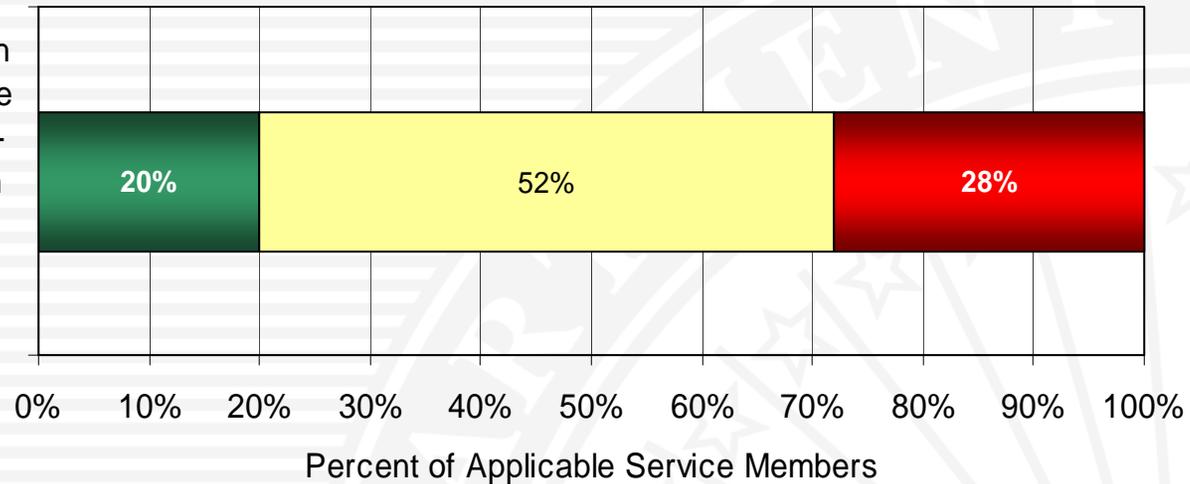
KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Used Internet to participate in off-duty education course work	Yes	15	19	15	10	11	13	18	12	9	21	10	15	12	11	8	11	12
	No	85	81	85	90	89	87	82	88	91	79	90	85	88	89	92	89	88	
Margins of error within +/- 3%																			

KEY: Higher response of "Yes" Lower response of "Yes" Higher response of "No"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Used Internet to participate in off-duty education course work	Yes	15	14	20	16	14	13	19	15	12	17	13	15	11	22	12	14	19
	No	85	86	80	84	86	87	81	85	88	83	87	85	89	78	88	86	81	
Margins of error within +/- 3%																			

Off-Duty Education

Satisfaction With Opportunity To Use the Internet

How satisfied are you with the opportunities you were given to participate in off-duty, voluntary education coursework, using the Internet, while you were away?



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied

Off-Duty Education

Satisfaction With Opportunity To Use the Internet

Percent of Applicable Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Satisfaction with off-duty Internet education course	SAT	20	18	23	17	22	15	25	18	18	19	15	23	20	18	16	22
	DIS	28	37	27	29	16	39	26	20	10	40	21	29	17	31	16	18	12

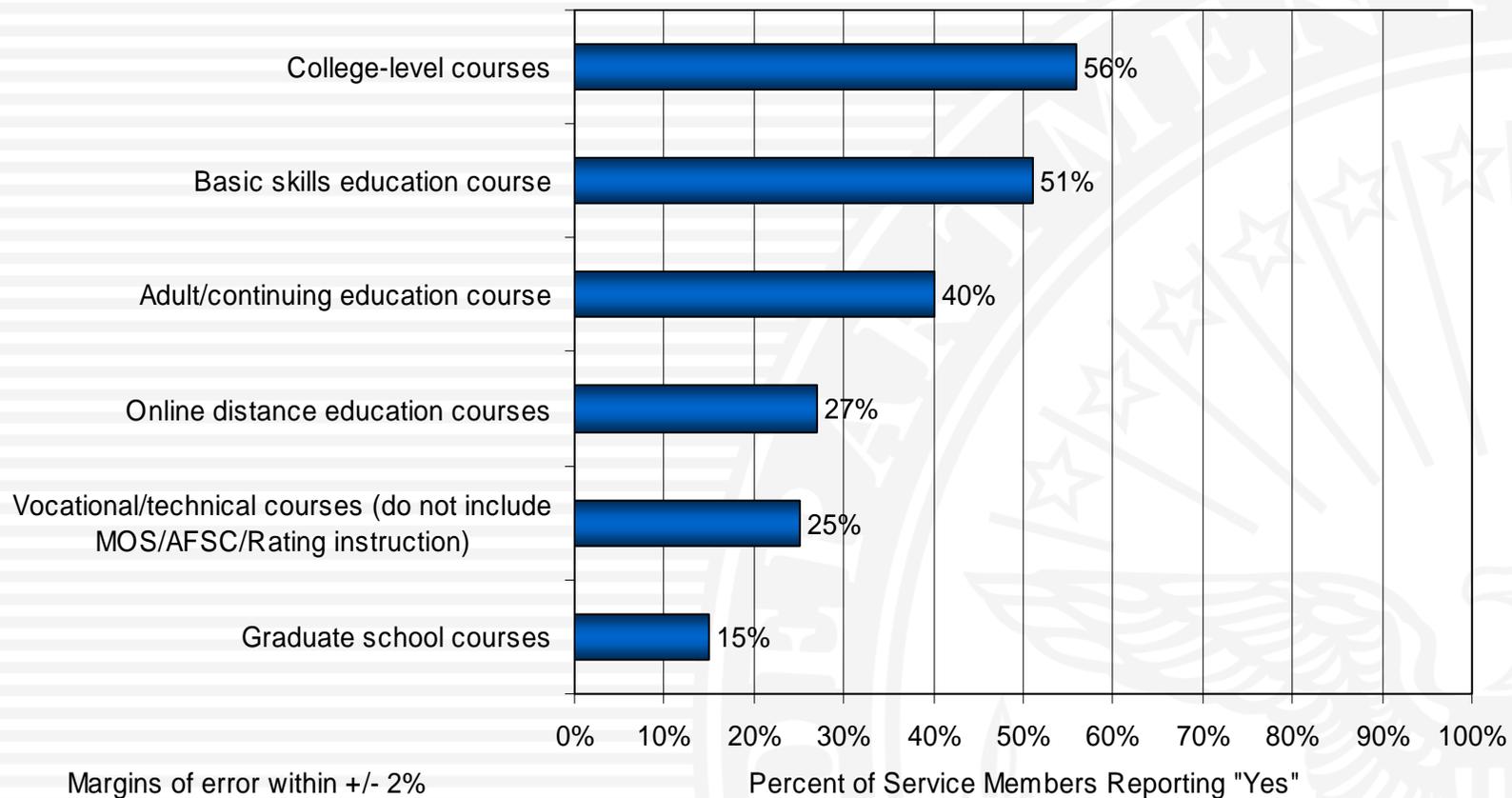
Margins of error within +/- 5%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Satisfaction with off-duty Internet education course	SAT	20	19	23	19	21	18	25	22	17	23	17	20	18	25	18	20
	DIS	28	28	29	33	26	29	28	29	33	25	29	32	17	24	16	29	22

Margins of error within +/- 7%

Off-Duty Education

Courses Taken in Career



Off-Duty Education Courses Taken in Career

Percent of Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps	Marine Corps Officers	Air Force Enlisted	Air Force Officers
College-level courses	Yes	56	61	53	45	59	39	73	44	53	63	51	52	56	46	42	61	49
	No	44	39	47	55	41	61	27	56	47	37	49	48	44	54	58	39	51
Basic skills education course	Yes	51	54	46	55	51	45	60	37	39	57	39	47	36	55	50	54	41
	No	49	46	54	45	49	55	40	63	61	43	61	53	64	45	50	46	59
Adult/continuing education course	Yes	40	45	35	32	43	24	53	36	49	45	43	34	43	31	37	43	47
	No	60	55	65	68	57	76	47	64	51	55	57	66	57	69	63	57	53
Online distance education courses	Yes	27	38	23	16	21	19	33	24	30	40	26	22	27	15	21	19	30
	No	73	62	77	84	79	81	67	76	70	60	74	78	73	85	79	81	70
Vocation/technical courses	Yes	25	30	23	23	22	18	33	18	18	32	21	23	19	23	21	24	18
	No	75	70	77	77	78	82	67	82	82	68	79	77	81	77	79	76	82
Graduate school courses	Yes	15	16	13	8	20	4	10	40	82	9	47	7	51	4	40	8	70
	No	85	84	87	92	80	96	90	60	18	91	53	93	49	96	60	92	30

Margins of error within +/- 5%

Off-Duty Education Courses Taken in Career

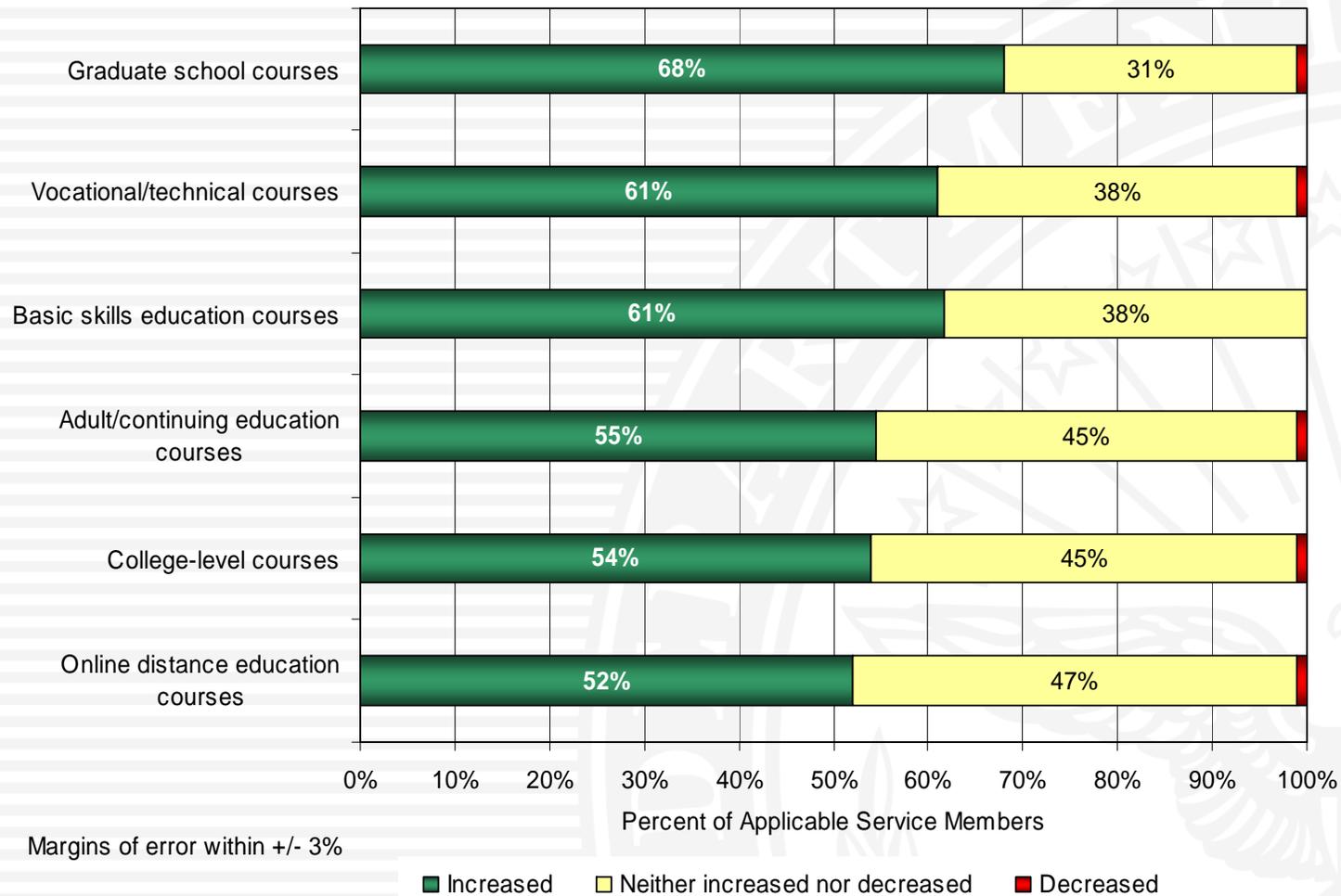
Percent of Service Members

		Total	US Based		Overseas		On Base		Off Base		Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female		
			Yes	No	Yes	No	Yes	No	Yes	No													Yes	No
College-level courses	Yes	56	55	61	50	61	53	61	67	45	66	51	55	51	68	51	55	65						
	No	44	45	39	50	39	47	39	33	55	34	49	45	49	32	49	45	35						
Basic skills education course	Yes	51	51	53	49	52	46	60	59	44	55	52	52	40	57	43	50	55						
	No	49	49	47	51	48	54	40	41	56	45	48	48	60	43	57	50	45						
Adult/continuing education course	Yes	40	40	43	34	45	38	44	48	29	50	38	39	43	45	51	39	46						
	No	60	60	57	66	55	62	56	52	71	50	62	61	57	55	49	61	54						
Online distance education courses	Yes	27	26	29	25	27	25	30	33	20	32	25	26	27	33	29	26	32						
	No	73	74	71	75	73	75	70	67	80	68	75	74	73	67	71	74	68						
Vocation/technical courses	Yes	25	25	28	24	26	23	29	28	19	30	24	26	20	26	18	25	24						
	No	75	75	72	76	74	77	71	72	81	70	76	74	80	74	82	75	76						
Graduate school courses	Yes	15	16	12	10	19	17	13	12	8	21	16	7	54	9	60	15	17						
	No	85	84	88	90	81	83	87	88	92	79	84	93	46	91	40	85	83						

Margins of error within +/- 5%

Off-Duty Education

Impact of Education Courses on Military Job Performance



Off-Duty Education

Impact of Education Courses on Military Job Performance

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	More increased																	
	Less increased																	
	More decreased																	
Graduate school courses	Increased	68	65	68	71	70	51	59	72	78	53	77	55	80	64	76	64	72
	Decreased	1	1	0	1	2	2	0	2	2	1	2	0	0	0	1	0	3
Vocational/technical courses	Increased	61	59	64	55	66	54	63	71	71	57	70	62	75	54	68	65	71
	Decreased	1	1	0	0	1	1	1	0	0	1	0	0	0	0	0	1	0
Basic skills education courses	Increased	61	60	63	57	63	55	63	69	72	59	70	62	71	55	72	62	68
	Decreased	0	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
Adult/continuing education courses	Increased	55	54	55	48	59	45	56	63	66	51	66	52	68	46	61	58	61
	Decreased	1	1	0	1	1	1	0	0	1	1	0	0	0	1	0	0	1
College level courses	Increased	54	54	54	50	56	41	56	70	75	52	67	51	71	47	72	52	75
	Decreased	1	1	0	1	1	2	0	1	1	1	1	0	0	1	1	0	0
Online distance education courses	Increased	52	51	51	59	52	45	54	52	61	50	58	49	60	58	62	51	53
	Decreased	1	1	2	0	1	2	1	2	1	1	1	2	0	0	0	0	2

Margins of error within +/- 15%

Off-Duty Education

Impact of Education Courses on Military Job Performance

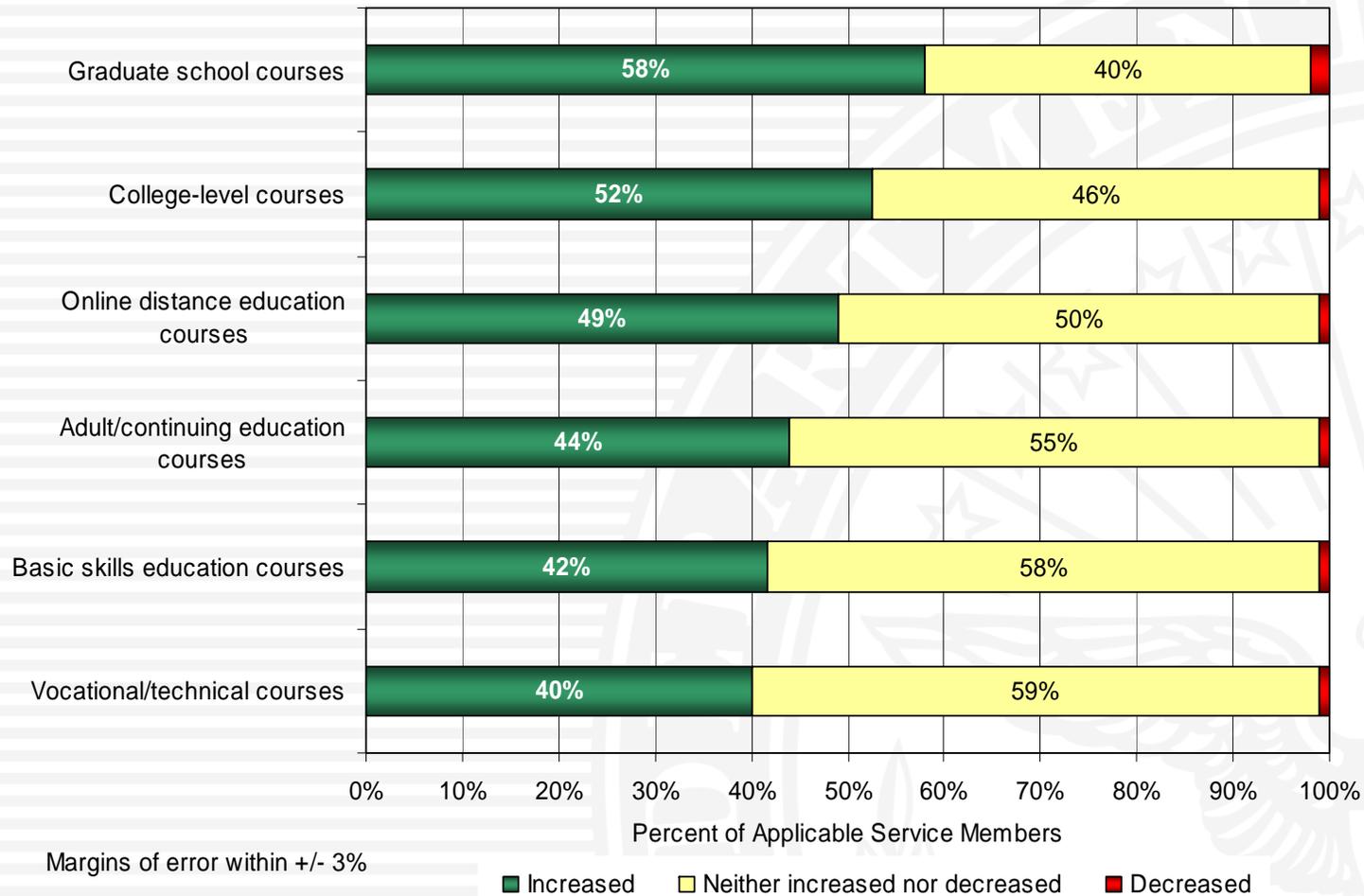
Percent of Applicable Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Graduate school courses	Increased	68	69	59	66	69	70	64	64	59	70	72	57	76	59	75	68	68
	Decreased	1	1	2	2	1	2	1	0	2	1	1	1	2	0	1	2	0
Vocational/technical courses	Increased	61	62	60	58	63	64	58	59	55	63	67	61	71	54	72	62	56
	Decreased	1	1	0	1	1	0	1	0	1	1	0	1	0	0	0	1	0
Basic skills education courses	Increased	61	61	62	62	61	58	65	57	56	65	61	61	70	56	68	62	58
	Decreased	0	0	1	0	0	0	1	1	1	0	0	1	0	0	0	0	0
Adult/continuing education courses	Increased	55	55	53	52	57	53	58	48	46	59	58	53	64	51	64	55	54
	Decreased	1	1	0	0	1	1	0	1	1	0	1	1	1	0	0	1	0
College level courses	Increased	54	54	53	52	56	52	57	52	44	59	58	52	71	48	69	55	50
	Decreased	1	1	0	1	1	1	1	0	2	0	1	1	1	1	1	1	1
Online distance education courses	Increased	52	52	51	51	52	51	53	46	43	55	57	52	56	44	59	53	46
	Decreased	1	1	0	0	2	2	1		3	0	1	1	1	0	2	1	1

Margins of error within +/- 9%

Off-Duty Education

Impact of Education Courses on Chances for Promotion



Off-Duty Education

Impact of Education Courses on Chances for Promotion

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Graduate school courses	Increased	58	53	52	47	68	42	49	56	71	51	55	38	64	51	44	47	77
	Decreased	2	3	2	4	1	5	1	2	3	4	3	1	3	0	6	2	1
College-level courses	Increased	52	66	43	42	45	43	53	61	64	67	63	40	62	40	55	41	69
	Decreased	1	1	2	1	1	2	1	1	1	2	1	2	1	1	1	2	1
Online distance education courses	Increased	49	60	40	41	38	52	50	40	37	63	36	40	40	41	40	35	45
	Decreased	1	1	2	1	1	1	1	0	0	1	0	2	0	1	1	1	0
Adult/continuing education courses	Increased	44	54	40	35	38	39	46	42	44	56	46	39	44	33	44	36	45
	Decreased	1	1	0	1	1	1	1	0	0	1	0	0	0	1	0	1	0
Basic skills education courses	Increased	42	50	37	42	34	39	44	35	37	51	42	37	36	42	46	34	32
	Decreased	1	2	1	1	0	2	1	0	0	2	0	1	0	1	0	0	0
Vocational/technical courses	Increased	40	46	40	31	36	36	42	39	34	47	36	39	50	30	38	36	34
	Decreased	1	1	1	1	1	1	1	1	0	1	0	1	0	1	0	0	1

Margins of error within +/- 16%

Off-Duty Education

Impact of Education Courses on Chances for Promotion

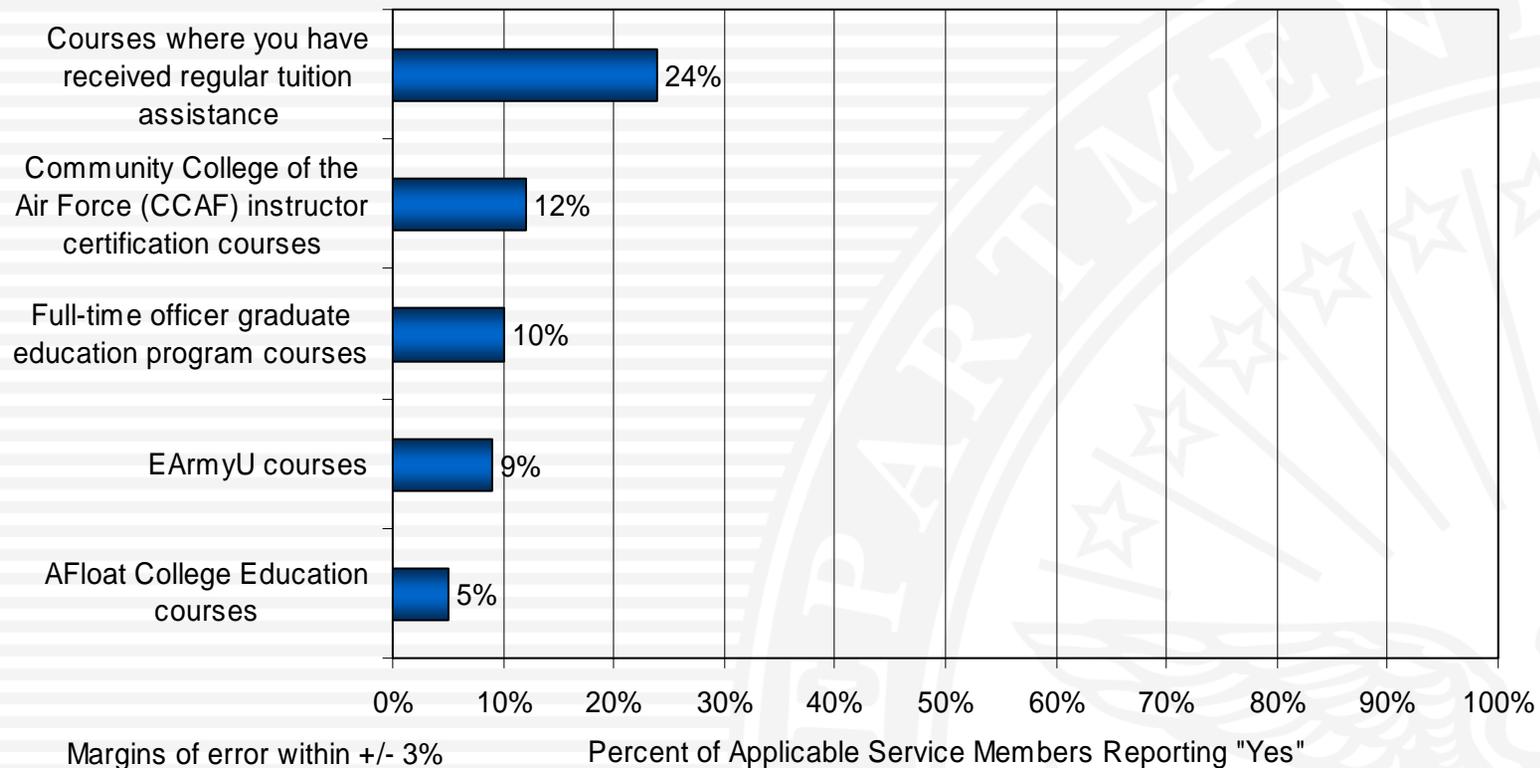
Percent of Applicable Service Members

KEY: More increased Less increased More decreased		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Graduate school courses	Increased	58	58	54	57	58	60	52	54	43	61	63	47	65	47	65
	Decreased	2	2	4	3	2	2	3	0	3	2	2	3	2	1	1	3	1
College-level courses	Increased	52	52	55	53	52	52	53	47	43	57	55	51	65	48	60	53	50
	Decreased	1	1	1	1	2	1	1	2	2	1	1	2	1	1	0	2	1
Online distance education courses	Increased	49	48	53	53	47	48	51	45	47	51	51	52	41	47	39	50	46
	Decreased	1	1	1	1	1	1	1		2	0	0	1	0	1	0	1	1
Adult/continuing education courses	Increased	44	44	44	45	44	43	46	39	37	48	47	44	46	42	39	45	41
	Decreased	1	1	1	1	1	1	1	2	1	1	1	1	0	1	0	1	1
Basic skills education courses	Increased	42	41	44	45	39	37	47	35	39	44	42	43	39	38	31	42	37
	Decreased	1	1	1	1	1	1	1	1	1	1	2	1	0	1	0	1	1
Vocational/technical courses	Increased	40	39	43	42	39	37	45	32	36	43	43	41	40	38	34	41	37
	Decreased	1	1	1	1	1	1	1	0	2	1	1	1	1	0	0	1	0

Margins of error within +/- 12%

Off-Duty Education

Courses Taken in the Past 12 Months



Off-Duty Education

Courses Taken in the Past 12 Months

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Courses where you have received tuition assistance	Yes	24	25	19	23	27	20	30	17	7	NA	NA	NA	NA	NA	NA	NA	NA
	No	76	75	81	78	73	80	70	83	93	NA	NA	NA	NA	NA	NA	NA	NA
CCAF instructor certification courses	Yes	12	NA	NA	NA	12	12	12	NA	NA	NA	NA	NA	NA	NA	NA	12	NA
	No	88	NA	NA	NA	88	88	88	NA	NA	NA	NA	NA	NA	NA	NA	88	NA
Full-time officer graduate education program course	Yes	10	10	8	12	12	NA	NA	9	12	NA	10	NA	8	NA	12	NA	12
	No	90	90	92	88	88	NA	NA	91	88	NA	90	NA	92	NA	88	NA	88
EArmyU courses	Yes	9	9	NA	NA	NA	6	12	NA	NA	9	NA	NA	NA	NA	NA	NA	NA
	No	91	91	NA	NA	NA	94	88	NA	NA	91	NA	NA	NA	NA	NA	NA	NA
Afloat college education courses	Yes	5	NA	5	NA	NA	7	5	1	0	NA	NA	6	1	NA	NA	NA	NA
	No	95	NA	95	NA	NA	93	95	99	100	NA	NA	94	99	NA	NA	NA	NA

Margins of error within +/- 15%

NA: Not Applicable

Off-Duty Education

Courses Taken in the Past 12 Months

Percent of Applicable Service Members

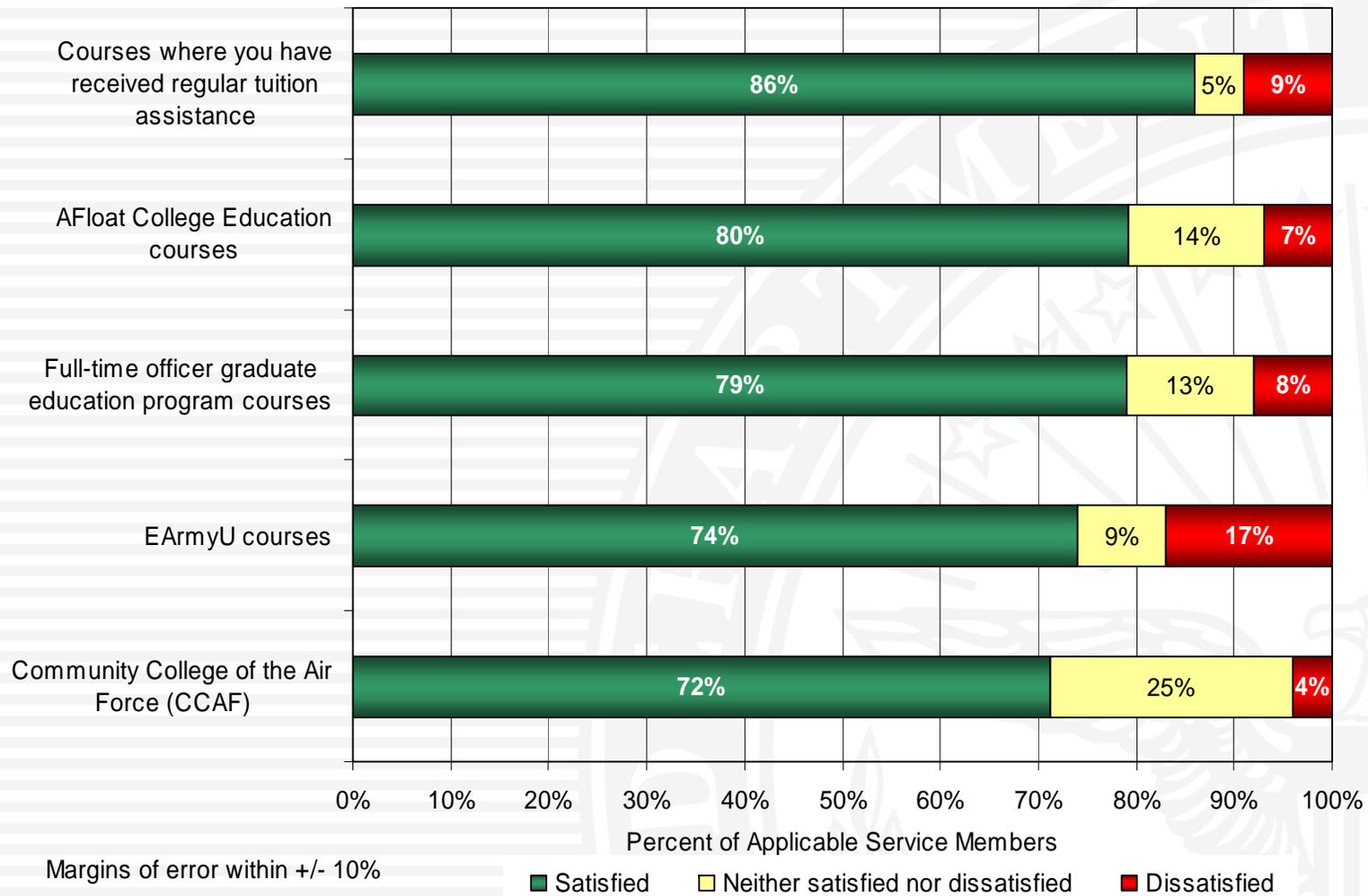
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Higher response of "Yes"																	
	Lower response of "Yes"																	
	Higher response of "No"																	
Courses where you have received tuition assistance	Yes	24	23	28	23	24	20	29	26	21	25	24	23	13	41	17	21	37
	No	76	77	72	77	76	80	71	74	79	75	76	77	87	59	83	79	63
CCAF instructor certification courses	Yes	12	13	10	12	12	12	12	14	12	12	14	12	NA	13	NA	12	13
	No	88	87	90	88	88	88	88	86	88	88	86	88	NA	87	NA	88	87
Full-time officer graduate education program course	Yes	10	11	9	13	10	10	11	9	8	13	8	NA	10	NA	10	10	10
	No	90	89	91	87	90	90	89	91	92	87	93	NA	90	NA	90	90	90
EArmyU courses	Yes	9	10	6	8	10	10	8	8	4	13	9	9	NA	11	NA	9	11
	No	91	90	94	92	90	90	92	92	96	87	91	91	NA	89	NA	91	NA
Afloat college education courses	Yes	5	5	8	7	5	4	7	3	7	4	6	6	1	7	1	5	6
	No	95	95	92	93	95	96	93	97	93	96	94	94	99	93	99	95	94

Margins of error within +/- 15%

NA: Not Applicable

Off-Duty Education

Satisfaction With Education Courses



Off-Duty Education

Satisfaction With Education Courses

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	More satisfied																	
	Less satisfied																	
	More dissatisfied																	
Afloat College Education courses	SAT	80	NA	80	NA	NA	NR	NR	NR	NR	NA	NA	80	NR	NA	NA	NA	NA
	DIS	7	NA	7	NA	NA	7	NR	NR	NR	NA	NA	6	NR	NA	NA	NA	NA
Full-time officer graduate education courses	SAT	79	84	91	87	68	NA	NA	81	77	NA	84	NA	91	NA	87	NA	68
	DIS	8	10	3	7	9	NA	NA	6	11	NA	10	NA	3	NA	7	NA	9
EArmyU Courses	SAT	74	74	NA	NA	NA	NR	NR	NA	NA	74	NR	NA	NA	NA	NA	NA	NA
	DIS	17	17	NA	NA	NA	NR	NR	NA	NA	17	NR	NA	NA	NA	NA	NA	NA
CCAF	SAT	72	NA	NA	NA	72	72	NR	NA	NA	NA	NA	NA	NA	NA	NA	72	NA
	DIS	4	NA	NA	NA	4	5	NR	NA	NA	NA	NA	NA	NA	NA	NA	4	NA
Tuition assistance	SAT	86	93	65	85	93	87	86	81	82	94	88	65	68	85	84	94	83
	DIS	9	3	27	5	5	6	11	14	10	2	7	28	25	5	10	4	11

Margins of error within +/- 15%

NA: Not Applicable

NR: Not Reportable

Off-Duty Education

Satisfaction With Education Courses

Percent of Applicable Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Afloat College Education courses	SAT	80	77	NR	NR	77	NR	NR	NR	NR	NR	NR	80	NA	NA	NA	80	NR
	DIS	7	8	NR	NR	8	NR	NR	NR	NR	NR	NR	6	NA	NA	NA	6	NR
Full-time officer graduate education courses	SAT	79	80	74	73	81	78	82	NR	69	80	84	NA	79	NA	77	79	77
	DIS	8	8	9	10	8	9	6	NR	9	8	8	NA	8	NA	8	8	8
EArmyU Courses	SAT	74	77	NR	70	77	73	74	NR	NR	78	NR	73	NA	77	NR	73	77
	DIS	17	15	NR	18	16	21	12	NR	NR	15	NR	17	NA	16	NR	17	16
CCAF	SAT	72	72	NR	69	73	65	84	NR	NR	NR	NR	73	NA	67	NA	73	67
	DIS	4	5	NR	0	7	5	2	NR	NR	NR	NR	2	NA	10	NA	2	10
Tuition assistance	SAT	86	85	90	90	83	85	87	88	86	86	85	85	82	90	83	85	89
	DIS	9	11	4	5	12	11	7	8	7	11	9	9	13	7	10	10	7

Margins of error within +/- 13%

NA: Not Applicable

NR: Not Reportable

Off-Duty Education

Summary of Findings

November 2003 Findings

- 54% satisfied and 28% dissatisfied with opportunities to pursue education
 - Satisfaction led by Air Force, E5-E9s, O4-O6s, Navy officers, minorities, married with children, male officers, and females
- 15% of members with any PERSTEMPO in the last 12 months reported using the Internet to participate in off-duty, voluntary education courses
 - Led by Army, E5-E9s, members living overseas, minorities, married with children, and females
- 20% of members with any PERSTEMPO in the last 12 months satisfied and 28% dissatisfied with opportunities to participate in off-duty, voluntary education using the Internet while away

Off-Duty Education

Summary of Findings

November 2003 Findings (continued)

- 51% have taken *basic skills education courses*
 - Led by Army, E5-E9s, minorities, singles with children, married with children, enlisted males, and females
 - 61% reported it increased military job performance
 - 42% reported it increased chances of promotion
- 56% have taken *college-level courses*
 - Led by Air Force, E5-E9s, Army enlisted, members living overseas, members living off base, minorities, singles with children, married with children, and females
 - 54% reported it increased military job performance
 - 52% reported it increased chances of promotion
- 15% have taken *graduate school courses*
 - Led by Air Force, commissioned officers, all Services officers, members living in the US, members living off base, non-minorities, married with children, male officers, and females
 - 68% reported it increased military job performance
 - 58% reported it increased chances of promotion

Off-Duty Education

Summary of Findings

November 2003 Findings (continued)

- 24% have taken courses in the past 12 months where they received regular tuition assistance
 - 86% satisfied with tuition assistance
 - Led by Army, Air Force, members living on base, and enlisted females

Major Findings for November 2003

- **Satisfaction**

- No change in overall satisfaction (63%) with military way of life from July 2003 or July 2002
- Members most satisfied with *type of work you do* (68%) and least satisfied with *total compensation* (47%)
 - 4 of 5 aspects of military life up from July 2002
 - *Total compensation* (up 8 percentage points)
 - *Opportunities for promotion* (up 7 percentage points)
 - *Quality of coworkers* (up 5 percentage points)
 - *Quality of supervisor* (up 7 percentage points)

- **Retention**

- Overall, no change in likelihood to stay (57%) from July 2003 or July 2002
 - Army down 8 percentage points from July 2002
- Overall, no change in spouse/significant other (48%) or family (43%) support to stay from July 2003 or July 2002
 - Spouse/significant other support to stay down from July 2002 for Army (down 10 percentage points) and E5-E9s (down 7 percentage points)

Major Findings for November 2003

- **Readiness**

- 69% reported their units were well prepared for wartime mission
 - 55% for manning levels in general
 - 50% for manning levels in critical occupations
 - 43% for parts and equipment
 - 70% reported participation in unit training increased their unit readiness
- 82% reported they were well prepared for wartime mission
 - 68% to 69% reported *individual training in a live setting* and *live fire training* increased their personal readiness
- 9% reported being unable to deploy due to *physical injury/medical profile*
- 15% reported an absence from primary duties due to physical injury or medical profile

Major Findings for November 2003

- **Personal and Work Stress**

- Levels of personal (42%) and work (51%) stress were unchanged from July 2003 or July 2002
 - Army (48%) and E1-E4s (46%) reported highest levels of personal stress
 - Army (56%), E1-E4s (55%), and non-minorities (53%) reported highest levels of work stress

- **Tempo**

- Members reported working *longer than their normal duty day* an average of 111 days, a 16-day increase from July 2003 and a 24-day increase from July 2002
 - Largest increases for Army (up 27 days from July 2003) and O1-O3s (up 19 days from July 2003)
- Members were away from their PDS an average of 68 nights in the past year, a 6-night increase from July 2003 and a 22-night increase from July 2002
 - Army (+15 nights from July 2003) and E1-E4s / O1-O3s (+9 nights from July 2003) reported the largest increases in time away
- 27% reported *time away decreased their desire to stay* in the military, an increase of 7 percentage points from July 2002
 - Largest increase for Army (+13 from July 2002) and O1-O3s (+9 from July 2002)
 - 55% of members who reported *more time away than expected* also reported a decreased *desire to stay*

Major Findings for November 2003

- **OPS/PERSTEMPO**

- Time away for military operations averaged 41 nights
 - Longer times reported by Army (57 nights) and Marine Corps (54 nights)
- Returning members who received support services found them helpful
 - 58% for adjusting to return to PDS
 - 55% for adjusting to return to spouse/significant other
 - 86% knew where to go for help
- 40% of deployed members reported concerns with *their family's ability to contact them* and 36% reported concerns with *their ability to communicate with family*
- Deployed members used the Internet (84%), postal/telegram services (69%), and DSN telephone (69%) to contact family and friends
 - 23% used the Internet daily
- 44% of deployed members satisfied and 24% dissatisfied with *deployment compensation and incentives*

Major Findings for November 2003

- **PCS Moves**

- *Change in cost of living and costs of setting up new residence* were a large problem for 29% to 31% of members for their most recent PCS
- *Spouse employment and loss or decrease of spouse income* were a large problem for 29% to 31% of married members for their most recent PCS
 - Up 13 percentage points from July 2003 for *spouse employment* and up 11 percentage points for *loss or decrease of spouse income*
- 81% reported they should have “a say” in the assignment process
 - Prefer a *stateside assignment* (72%) or *long/accompanied tour* (62% to 67%) in Europe

- **Off-Duty Education**

- 54% satisfied with opportunities to pursue education
- 51% to 56% took *basic skills education courses* or *college-level courses*
 - 42% to 61% reported taking such courses increased military job performance and chances of promotion
- 15% took *graduate school courses*
 - 58% to 68% reported taking such courses increased military job performance and chances for promotion
- 86% of those who received regular tuition assistance were satisfied