



# Department of Defense INSTRUCTION

NUMBER 1145.01  
September 20, 2005

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USD(P&R)

SUBJECT: Qualitative Distribution of Military Manpower

- References:
- (a) DoD Directive 1145.1, "Qualitative Distribution of Military Manpower," January 22, 1986 (hereby canceled)
  - (b) Deputy Secretary of Defense Memorandum, "DoD Directives Review – Phase II," July 13, 2005
  - (c) Principal Deputy Under Secretary of Defense for Personnel and Readiness Memorandum, "Recruiting Priority for Home School Diploma Graduates and National Guard Youth ChalleNGe Program GED Graduates," January 21, 2005 (hereby canceled)
  - (d) Section 520 of title 10, United States Code
  - (e) Section 456 of title 50, Appendix, United States Code

## 1. REISSUANCE AND PURPOSE

This Instruction:

- 1.1. Reissues reference (a) as a DoD Instruction according to the guidance in reference (b).
- 1.2. Cancels reference (c) and revises policies governing qualitative distribution of manpower accessions to the Active and Reserve Military Forces.

## 2. APPLICABILITY

This Instruction applies to the Office of the Security of Defense and Military Departments, including their Reserve components.

## 3. DEFINITIONS

Terms used in this Instruction are defined in enclosure 1.

#### 4. POLICY

It is DoD policy that qualitative distribution of military manpower accessions is an important part of the All-Volunteer Force accession process and may be instituted during any mobilization for which induction has been authorized by the Congress. Qualitative distribution shall be accomplished on an equitable basis in any of the aptitude and education groupings outlined in subparagraphs E1.1.1. and E1.1.3. by control of chargeable accessions to the active and Reserve components of each Military Service. Section 520 of title 10, United States Code (reference (d)) limits the enlistment or induction of Category IV personnel. The restriction states that the total number of Armed Forces Qualification Test (AFQT) Category IV enlistments or inductions may not exceed 20 percent of the total number of each Military Service's accessions. Additionally, the following benchmarks are established for evaluating enlisted recruiting program success:

4.1. The aptitude quality benchmark for each accession cohort, the accessions within a given fiscal year, is 60 percent with AFQT percentile scores of 50 (AFQT Category IIIA) or better. No more than four percent of an accession cohort with AFQT percentile scores between 10 and 30 (AFQT Category IV) may be enlisted. No one with a score below 10 (AFQT Category V) may be inducted or enlisted.

4.2. The education credential accession benchmark is 90 percent high school diploma graduates ("Tier 1") based on the relationship between education credentials and first-term attrition (adverse separation) rates. The remaining accession cohort, 10 percent, shall be primarily alternate high school credential holders ("Tier 2"); non graduates ("Tier 3") may be enlisted as permitted by reference (d).

4.3. Home school diploma graduates and National Guard Youth ChalleNGe General Education Development holders shall be afforded priority in enlistment programs such that no practical limit shall apply with regard to their enlistment, as long as the applicant is otherwise fully qualified for enlistment and scores in AFQT Categories I-III A.

#### 5. RESPONSIBILITIES

5.1. The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) shall oversee the administration and monitoring of the policies and programs established in this Instruction; may prescribe aptitude and education objectives for chargeable accessions; and may adjust those objectives from time to time in consultation with the Secretaries of the Military Departments.

5.2. The Secretaries of the Military Departments shall ensure their recruiting programs comply with the policy in this Instruction and, in consultation with the USD(P&R), may specify standards for enlistment that are more restrictive than those established in this Instruction.

6. EFFECTIVE DATE

This Instruction is effective immediately.

A handwritten signature in black ink, appearing to read "David S. C. Chu". The signature is fluid and cursive, with a large loop at the beginning.

**David S. C. Chu**  
**Under Secretary of Defense**  
**(Personnel and Readiness)**

Enclosures – 1  
E1. Definitions

## E1. ENCLOSURE 1

### DEFINITIONS

E1.1.1. Aptitude Standards. The minimum aptitude test score for acceptance of chargeable accessions is a score at the 10th percentile on the AFQT, which shall continue to be the basis for determining entry qualifications for chargeable accessions into the military. For reporting purposes, scores on the AFQT are grouped into six broad categories. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those in Category IV, below average; and those in Category V, markedly below average. AFQT categories and their respective percentile scores (during peacetime as well as mobilization) are as follows:

E1.1.1.1. AFQT Category I: 93-99 AFQT percentile score.

E1.1.1.2. AFQT Category II: 65-92 AFQT percentile score.

E1.1.1.3. AFQT Category IIIA: 50-64 AFQT percentile score.

E1.1.1.4. AFQT Category IIIB: 31-49 AFQT percentile score.

E1.1.1.4. AFQT Category IV: 10-30 AFQT percentile score.

E1.1.1.6. AFQT Category V: 1-9 AFQT percentile score.

E1.1.2. Chargeable Accessions. Accessions or inductions into the Active Forces of any of the Military Departments, excluding aviation cadets, officer candidates, members of the Reserve Forces components entering active duty for service with an active component, and persons exempt from induction under section 456 of title 50, Appendix United States Code (reference (e)). Chargeable accessions also include volunteers entering the Reserve components.

E1.1.3. Education Standards. A person may not be denied enlistment in the Armed Forces solely on the grounds of not having a high school diploma. However, subject to paragraph 4.3., alternative credential holders (e.g., General Education Development certificates and certificates of attendance) and non-graduates may be assigned lower enlistment priority than high school diploma graduates, based on their estimated first-term attrition rates. For determining enlistment priority, education credentials have been grouped into three levels or tiers. Tier 1, high priority, includes high school diploma graduates; Tier 2, medium priority, includes alternative credential holders; non-graduates are in Tier 3 and given low priority for enlistment purposes.