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# Analysis of Military Occupational Specialty in Army National Guard Units

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# ANALYSIS OF MILITARY OCCUPATIONAL SPECIALTY IN ARMY NATIONAL GUARD UNITS

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# EXECUTIVE SUMMARY

The concept of Army National Guard (ARNG) unit supportability is multifaceted, involving several areas: defining criteria that distinguish a successful unit; determining the military available population within a market area that could be persuaded to enlist in a unit; evaluating specific unit types, in terms of military occupational specialties (MOS) mix, and the availability of persons within the market area to fill those positions; and investigating the female market for recruiting. Each of these aspects is addressed in a separate task of this project. This paper concerns the third issue just mentioned, namely, the supportability of specific unit types and the market constraints that may exist, which could encumber a unit's supportability.

Each Army National Guard unit is classified according to type (i.e., Engineers, Chemical Corps, Special Forces, Military Police, etc.). Presumably, each unit type is characterized by a "unique" mixture of MOS. For example, one would expect a Medical Corps unit to be comprised mainly of persons with MOS related to the practice of medicine, such as doctors, nurses and medical laboratory technicians. One would not expect to find these persons, at least not in any significant numbers, in other unit types; nor would one expect to find large numbers of military police or chemical engineers in a Medical Corps unit. The question of unit supportability then embodies the issue of the supportability of specific unit types and therefore, the issue of obtaining a specific mixture of MOS for the given unit type. This, in turn, raises a question more specific than whether or not there is an adequate military available population from which to recruit. The issue involves a deeper dimension; specifically, whether or not there is an adequate labor supply with the skills appropriate for the MOS mix needed for the unit type in question.

If one assumes that one has to recruit persons with certain skills to fill positions requiring certain MOS, the question of recruiting would take on a geographical aspect in terms of recruiting in certain areas for certain types of units. For example, the question would be: for a Medical Corps unit, does recruiting need to be done in a relatively large metropolitan area that has several hospitals and therefore a large number of doctors and nurses? Similarly, to support an Engineer unit, would it be best to locate in an area with a major university that has an engineering program, and therefore students and professors from whom to recruit?

The purpose of this task is to investigate the constraints that local labor markets could potentially impose on the supportability of specific unit types that are reflected in different mixtures of MOS. Thus, we want to know if the supportability of specific unit types is potentially limited by the availability of persons within the market area with the skills necessary to fill these positions. If the results of our investigation deem it appropriate, future efforts could involve extending the capability of the Oak Ridge National Laboratory Army National Guard Regional Recruiting Potential Model (ARNG-RRPM) to address the regional supportability of a limited number of selected unit types with specific MOS mixes. In its initial phase of development, the ARNG-RRPM addressed the regional supportability of a "generic unit." It did not address the supportability of a specific type of unit. This extension would identify critical unit types and MOS mixes (with the assistance of National Guard Bureau staff) and develop MOS-specific models that would be used in specific regional settings to assess supportability within the framework of the existing model.

This report addresses the potential limitations on supportability imposed by local labor markets. Before addressing the issue of labor market constraints with respect to an adequate supply of "skilled" civilians with specific skills in order to fill certain MOS, one must first ascertain the answers to three major questions: what are the MOS profiles of each unit type? how unique are these profiles? and do civilian skills correspond to the MOS? Our analysis was conducted in five steps using the 1986 version of the Reserve Components Common Personnel Data System (RCCPDS) as the primary basis for the analysis. We first categorized units by class (Combat, Support or Service) and type (i.e., Infantry, Engineers, Chemical Corps). This exercise confirmed the fact that almost one-half of the National Guard units are Combat units. The remaining units are split fairly evenly between Support units and Service units. The distribution of male members across unit class closely resembles the distribution of the number of units. On the other hand, the majority of women, 53%, are assigned to Service units; 37% are in Support units; and the remaining 10% in Combat units. The small number of women in Combat units is due, in large part, to the fact that many combat-related positions are closed to women.

The second step in our study was to discern the MOS profile of Guard membership. We found that the top ten MOS, in terms of the number of male members, comprise over 46% of enlisted male membership in the National Guard. The top ten MOS for women account for 53% of female membership. There are five MOS common to top groups for the men and women. As might be expected, these five are either service or support positions.

Next, we compared skill levels, special qualification identifiers (SQI), and additional skill identifiers (ASI) by position to determine the potential limitation skills may place on supportability. This comparison shows that the majority of members (97% for SQI and 98% for ASI) have no special qualifications beyond the MOS requirements. An analysis of the Armed Forces Qualification Test (AFQT) scores revealed that 46% of members scored over 50% on the test.

In the fourth step of our task, we investigated unit type versus MOS mix. It was revealed that there are five unit types that have somewhat special MOS mixes in that their top MOS were not generally common to other unit types, and these MOS made up a large portion of the membership in a given unit type. The five unit types are Chemical Corps, Engineers, Finance Corps, Military Police, and Signal Corps.

Finally, we classified Guard members by their civilian occupation classification, as defined in the 1977 Dictionary of Occupational Titles (DOT), to determine how closely related the MOS and civilian occupations are of existing Guard members. For each of these five "unique" unit types and their top MOS, we analyzed the correspondence between actual civilian occupations and the suggested related civilian occupations (given in Military Occupational Classification and Structure [1989]) for those MOS. Our analysis revealed that, in the majority of cases, there is not a close correspondence between members' actual civilian occupations and DOT three-digit suggested related occupations. Thus, although there are several unit types that have what we might call "special" MOS mixes, members classified with those MOS do not generally have civilian jobs that relate to their MOS when the civilian jobs are classified in detailed, disaggregated DOT categories (e.g., specifying whether a person is a lawyer or a doctor, as opposed to the broad category of Services, which includes both professions). However, there is a correspondence between the suggested related occupation and the actual civilian occupations when the occupations are classified in broad categories, such as professional or blue collar.

The results of our analysis led to three major conclusions. Generally, it appears that people can be trained to fill a position and that they need not possess special abilities or skills in their civilian occupations in order to fill a position. Thus, in the majority of cases, the issue of unit supportability depends on an adequate labor supply from which to recruit in terms of the number of people and does not depend on the availability of a specialized labor force. The third conclusion is that the availability of a labor supply with the skills and/or abilities associated with broad occupational categories may be useful.

These conclusions are valuable from the modeling perspective for two reasons. First, in most cases, the supportability issue does not require detailed employment information matched with MOS characteristics. Secondly, in some instances, the distribution of labor by broad employment categories may be useful. This eliminates the need for detailed occupational data, but suggests that there is an advantage to incorporating general information about the mix of the local labor market. Incorporating these findings into the RRPM framework would require an extension of the current system and a slightly different analysis than is currently employed. Data for these broad classes of occupations would be easier to find and incorporate in the RRPM system than the more detailed three-digit, or even one-digit, DOT categories.

# 1. INTRODUCTION

In its initial phase of development, the Oak Ridge National Laboratory Army National Guard Regional Recruiting Potential Model (ARNG-RRPM) addressed the regional supportability of a "generic unit." It did not address the supportability of a specific type of unit, as would be reflected in different mixtures of military occupational specialties (MOS) and potentially limited by the availability of persons within the market area with the skills necessary to fill these positions. The purpose of this task is to investigate the constraints that local labor markets could potentially impose on unit supportability and, if appropriate, to extend the capability of the ARNG-RRPM to address the regional supportability of a limited number of selected unit types with specific MOS mixes. This extension would identify critical unit types and MOS mixes (with the assistance of National Guard Bureau staff) and develop MOS-specific models that would be used in specific regional settings to assess supportability within the framework of the existing model.

This paper addresses the first aspects of this task, the potential limitations on supportability imposed by local labor markets. The first step is to categorize units by type and class. According to the 1986 version of the Reserve Components Common Personnel Data System (RCCPDS), the primary basis for this analysis, there are 4,801 Army National Guard units. These units are classified into one of 20 types (e.g., Infantry, Engineers, Chemical Corps). Unit types fall into one of three general classes: Combat, Support or Service. There are 411,067 enlisted National Guard members: 386,531 of these are men (94%), and 24,536 members are women (6%).

The second step in our study was to discern the MOS profile of Guard membership. Each member's MOS was obtained from RCCPDS and MOS definitions were given in the Military

Occupational Classification and Structure (1989). According to RCCPDS, there are 503 different three-digit Primary MOS, fifty-one of which are closed to women. Looking at the number of men and women by MOS reveals that ten MOS comprise over 46% of the total number of male Guard members, while ten MOS account for almost 53% of female membership. Five MOS are common to both of these groups of top ten MOS.

Next, we compare skill levels by position to determine the potential limitation skills may place on supportability. In addition to the basic physical requirements and qualifications (i.e., basic criteria and training requirements) necessary for the award of a MOS, there are special qualification identifiers (SQI) and additional skill identifiers (ASI). Analyses of SQI and ASI reveal that the majority of members (97%) have a SQI defined as "No Special Qualifications", while over 98% of members have an ASI of "Unknown". In the case of SQI, it appears that most MOS do not have special requirements beyond those that are basic to the MOS. The lack of specific data on ASI suggests that the information is not collected, suggesting that little emphasis is placed on the ASI.

In the fourth step of our task, investigation of unit type versus MOS mix reveals that the majority of unit types have a large number of different MOS associated with them. The number of different MOS per unit type range from 46 in the Finance Corps to 291 in Medical Corps. As might be expected, the number of different MOS is positively correlated with the average unit size. That is, the larger the unit, the greater the number of different MOS in that unit type, or the more diverse the MOS mix. This reflects the fact that larger units may be battalions or headquarters units and may have an administrative component in addition to the main unit component. Thus, the activities of the unit are more broad that those of a smaller, single-function

unit.[1] Alternatively, the smaller the average unit size, the fewer the number of different MOS in that unit type. However, when looking at the top ten MOS for each unit type, in terms of the total number of members, five unit types stand out for having one or more MOS that are not generally common to other unit types. These five types are Chemical Corps, Engineers, Finance Corps, Military Police, and Signal Corps.

Thus, given that a specific MOS mix can be associated with a particular unit type, the question arises as to availability of persons in the local labor market to fill the unit positions. A first step in addressing this issue of supportability is to determine how closely related the MOS and civilian occupations are of existing Guard members. Classifying Guard members by their civilian occupation classification, as defined in the Dictionary of Occupational Titles (DOT), shows that almost 36% of Guard members are classified in the "Miscellaneous" category that includes: transportation of people and cargo by various modes; packaging of materials; mineral extraction; production and distribution of utilities; production services in motion pictures and TV broadcasting; production of graphic art work; and other miscellaneous activities. Another 18.9% of members have a classification of "Not Applicable". The next largest category is "Service", which covers a broad spectrum of civilian occupations: hotels and restaurants; laundry service; security guards; police; and firefighters. Together, relatively unskilled categories comprise 65% of the Guard members' civilian occupations.

Our findings have led to three major conclusions. Categorizing members by their civilian occupations reveals that the majority of members hold civilian jobs, the characteristics of which do

[1]This indicates that for some analyses there is a need to develop a more carefully defined concept of a unit and its structure than is used in administrative practice by the Guard.

not transfer directly to MOS requirements. One can conclude that the majority of members appear to be trained by the Army National Guard for the award of their primary MOS and that they are not generally recruited for the special skills and/or abilities that are involved with their civilian occupations. (This analysis pertains to a general case of enlisted personnel, not very specialized ones, such as nurses, lawyers, etc.)

Investigation of unit type versus MOS revealed that there are five unit types with relatively "unique" MOS mixes. However, when we investigated the characteristics of members in these MOS we found that more often than not, the members do not hold civilian jobs in the categories suggested in the Military Occupational Classification and Structure (1989) as related civilian occupations (as defined by DOT). Thus, we conclude that the issue of supportability is more a matter of the availability of an adequate high quality, general labor supply from which to recruit, rather than an issue of the availability of persons with specialized skills. In the majority of cases, persons in civilian occupations with no special technical requirements can be trained by the Guard to fill most positions.

Analysis of the "unique" MOS mixes revealed that there is a correspondence with suggested related occupations in broad, aggregated categories. This suggests that a relationship between broad occupational categories and unit type may be adequate for analysis purposes. In that case, it would be advisable to recruit in areas that have a substantial labor market in the specific broad occupational categories that match the unit profile. This is a valuable finding from the modeling perspective for two reasons. First, in most cases, the supportability issue does not require detailed employment information matched with MOS characteristics. Secondly, in some instances, the distribution of labor by broad employment categories may be useful. This eliminates the need for

detailed occupational data, but suggests that there is an advantage to incorporating general information about the mix of the local labor market.

## 2. DISTRIBUTION OF GUARD MEMBERSHIP BY UNIT CLASS AND TYPE

Units can be categorized by class and type. Table 1 lists the three major classes of units and the corresponding types within each class. Almost one-half of the unit types are in the Service class. Within the Support class, there is a type labeled "undefined." These are units that were categorized as Support, but were not broken down any further. Within the Service category, there is a type "other"; these are units for which no type or class was specified and for which it was decided to place them as unknown in the Service class.

Table 1. Unit class, type and definition

| Class | Type | Definition |
|---|---|---|
| Combat | AD | Air Defense Artillery |
| Combat | AR | Armor |
| Combat | AV | Combat Aviation |
| Combat | FA | Field Artillery |
| Combat | IN | Infantry |
| Combat | SF | Special Forces |
| Support | UN | Undefined |
| Support | EN | Engineers |
| Support | MI | Military Intelligence |
| Support | MP | Military Police |
| Support | SC | Signal Corps |
| Service | AG | Adjutant General Corps |
| Service | CM | Chemical Corps |
| Service | FI | Finance Corps |
| Service | HQ | Starc, Schools and Other HQ's |
| Service | MD | Medical Corps |
| Service | OD | Ordnance Corps |
| Service | QM | Quartermaster Corps |
| Service | TC | Transportation Corps |
| Service | XX | Other- Not Classified Elsewhere |

Table 2 shows the distribution of units and members across the unit classes and types. It can be seen that Combat units are greatest in number, that is, 2,318 of the total 4,801 units (or 48%) are Combat. There is an approximately equal number of units in the Service and Support classes, comprising the remaining 52% of total units.

Looking at membership by sex, it is not surprising to see that Combat units are almost exclusively male, i.e., approximately 99% of members in the Combat units are male. In fact, in four unit types (Infantry, Field Artillery, Armor, and Special Forces), less than one percent of the members are women. This is due to the large number of combat positions closed to women. Of the units in the Combat class, the largest number of women is in the Combat Aviation unit type. The other two unit classes are also largely male. Within the Support class, male members constitute from 83% of the total members in Military Intelligence units to 98% of members in the Engineers unit type. Similarly, male membership in the Service class range from 77% in the Finance Corps units to 93% in the "other" unit type. The greatest number of women is in Service units; women comprise over 13% of the total members assigned to Service units. The greatest proportion of female membership in this unit class is in the Finance Corps unit type, where almost 23% of the members are women. Slightly over 20% of the total number of members in the Adjutant General Corps are women. In the Support class of units, the percentage of women by unit type ranges from over 16% in Military Intelligence to two percent in Engineers.

Average unit size is defined as the number of members divided by the number of units for a given unit class or type.[2] Looking first at unit class, it can be seen that the largest units are

[2]It should be noted that this provides a general picture, since a unit may vary in structure from a detachment to a battalion. Nonetheless, use of average unit size provides a convenient initial procedure to make a general comparison across unit types. Further research should control for unit structure.

generally Support units, with an average size of 96 members. Combat units average slightly over 83 members per unit, and the average Service unit size is 79.3 members. When one looks at unit type, one finds that the average unit size ranges from slightly less than 59 members in the average Military Intelligence unit to almost 108 members in the average Signal Corps unit.

Table 2. Units, members and average unit size by unit type and class

| Type | Units | Males | Females | Total Members | Percent Male | Percent Female | Average Unit Size |
|---|---|---|---|---|---|---|---|
| **Combat** | **2318** | **190682** | **2501** | **193183** | **98.71** | **1.29** | **83.3** |
| IN | 923 | 78811 | 581 | 79392 | 99.27 | 0.73 | 86.0 |
| FA | 585 | 49745 | 451 | 50196 | 99.10 | 0.90 | 85.8 |
| AR | 440 | 37011 | 185 | 37196 | 99.50 | 0.50 | 84.5 |
| AV | 261 | 17445 | 1142 | 18587 | 93.86 | 6.14 | 71.2 |
| AD | 73 | 5473 | 129 | 5602 | 97.70 | 2.30 | 76.7 |
| SF | 36 | 2197 | 13 | 2210 | 99.41 | 0.59 | 61.4 |
| **Support** | **1255** | **111409** | **9062** | **120471** | **92.48** | **7.52** | **96.0** |
| EN | 557 | 50739 | 1052 | 51791 | 97.97 | 2.03 | 93.0 |
| UN | 358 | 31221 | 4364 | 35585 | 87.74 | 12.26 | 99.4 |
| SC | 165 | 15690 | 2046 | 17736 | 88.46 | 11.54 | 107.5 |
| MP | 156 | 12825 | 1414 | 14239 | 90.07 | 9.93 | 91.3 |
| MI | 19 | 934 | 186 | 1120 | 83.39 | 16.61 | 58.9 |
| **Service** | **1228** | **84440** | **12973** | **97413** | **86.68** | **13.32** | **79.3** |
| XX | 315 | 22950 | 1673 | 24623 | 93.21 | 6.79 | 78.2 |
| MD | 261 | 16596 | 4097 | 20693 | 80.20 | 19.80 | 79.3 |
| AG | 194 | 10804 | 2716 | 13520 | 79.91 | 20.09 | 69.7 |
| TC | 136 | 10182 | 1098 | 11280 | 90.27 | 9.73 | 82.9 |
| OD | 120 | 8204 | 830 | 9034 | 90.81 | 9.19 | 75.3 |
| HQ | 90 | 7795 | 1466 | 9261 | 84.17 | 15.83 | 102.9 |
| QM | 90 | 6587 | 843 | 7430 | 88.65 | 11.35 | 82.6 |
| FI | 12 | 680 | 200 | 880 | 77.27 | 22.73 | 73.3 |
| CM | 10 | 642 | 50 | 692 | 92.77 | 7.23 | 69.2 |
| Total | 4801 | 386531 | 24536 | 411067 | 94.03 | 5.97 | 85.6 |

Table 3 presents membership information in a percentage format. The proportion of the total number of units is given for each unit class and type. Similarly, for each unit class and type, the numbers of males, females and total members are given. Almost 50% of all units are classified as Combat units, with close to one-fifth of the total number of units categorized as Infantry units. The Support and Service classes each have approximately one-fourth of the total number of units. There are four unit types that have less than one percent of the total number of units: Special Forces (0.7%); Military Intelligence (0.4%), Finance Corps (0.2%), and Chemical Corps (also 0.2%). Similarly, it is for these four unit types that the proportion of total members is also less than one percent. Not only are there fewer units of these four types relative to the other unit types, but there are also fewer members in these four unit types than in other unit types. Therefore, it is not surprising that if one ranks average unit size in ascending order, it can be seen that Military Intelligence, Special Forces, Chemical Corps and Finance Corps rank first, second, third and sixth, respectively.

The pattern of the proportion of male membership closely follows the pattern of the distribution of the proportion of the number of units by type. That is, almost 50% of male members are assigned to Combat units. One-fifth of all males are in the Infantry unit type. Interestingly, another one-fifth of all males are in the Service class. The greatest proportion of total male Guard members within the Support class is assigned to the Engineers unit type (13.1%). The distribution of female membership by unit class and type is almost the inverse of the male pattern. Over one-half of female membership is in the Service units, one-third in Support, and the remaining 10% in Combat units. With the exception of the "undefined" Support unit type, the greatest number of women is in Medical Corps units followed by the Adjutant General Corps.

Table 3. Percent of units and members by unit type

| Type | Units | Male | Female | Members |
|---|---|---|---|---|
| **Combat** | 48.3 | 49.3 | 10.2 | 47.0 |
| IN | 19.2 | 20.4 | 2.4 | 19.3 |
| FA | 12.2 | 12.9 | 1.8 | 12.2 |
| AR | 9.2 | 9.6 | 0.8 | 9.0 |
| AV | 5.4 | 4.5 | 4.7 | 4.5 |
| AD | 1.5 | 1.4 | 0.5 | 1.4 |
| SF | 0.7 | 0.6 | 0.1 | 0.5 |
| **Support** | 26.1 | 28.8 | 36.9 | 29.3 |
| EN | 11.6 | 13.1 | 4.3 | 12.6 |
| UN | 7.5 | 8.1 | 17.8 | 8.7 |
| SC | 3.4 | 4.1 | 8.3 | 4.3 |
| MP | 3.2 | 3.3 | 5.8 | 3.5 |
| MI | 0.4 | 0.2 | 0.8 | 0.3 |
| **Service** | 25.6 | 21.9 | 52.9 | 23.7 |
| XX | 6.6 | 5.9 | 6.8 | 6.0 |
| MD | 5.4 | 4.3 | 16.7 | 5.0 |
| AG | 4.0 | 2.8 | 11.1 | 3.3 |
| TC | 2.8 | 2.6 | 4.5 | 2.7 |
| OD | 2.5 | 2.1 | 3.4 | 2.2 |
| HQ | 1.9 | 2.0 | 6.0 | 2.3 |
| QM | 1.9 | 1.7 | 3.4 | 1.8 |
| FI | 0.2 | 0.2 | 0.8 | 0.2 |
| CM | 0.2 | 0.2 | 0.2 | 0.2 |

Having profiled Guard units in terms of class and type, we now turn to the task of profiling enlisted Guard members. The next section in this paper reveals the composition of members' MOS.

## 3. DISTRIBUTION OF GUARD MEMBERSHIP BY MOS

The next step in our attempt to discern supportability limitations imposed by local labor markets is to profile the enlisted Guard membership according to their primary MOS. According to the Military Occupational Classification and Structure (1989), the MOS for enlisted members is defined as "the grouping of duty positions requiring similar qualifications, and the performance of closely related duties". The same source states that the primary MOS identifies the military occupational skills for which the member has been trained and/or in which the member is "predominantly qualified." As mentioned earlier, there are 503 different primary MOS for which there is at least one member according to RCCPDS. These MOS, along with their definitions and the number of male and female members in each, are listed in numerical order in Table A1 of Appendix A. It should be noted that there are 28 men and four women for whom the MOS is either missing or unknown. These figures represent less than 0.01% of the total number of men and less than 0.02% of women. Also noteworthy is the fact that there are 87 MOS on RCCPDS that are not listed or defined in the Military Occupational Classification and Structure (1989). This could be due to a mistake in coding on RCCPDS or, perhaps, these MOS were deleted or redefined prior to the current version of Military Occupational Classification and Structure (1989). These 87 MOS account for 0.03% of the total number of male and female members.

Of special interest are the MOS that comprise a large portion of total membership for each sex. Looking first at male membership, Table A2 in Appendix A lists MOS by the decreasing number of males. The top ten MOS, that is 11B (Infantryman) through 91A (Medical Specialist) in Table A2, comprise 46.4% of total male membership. Table A3 in Appendix A lists MOS by

descending number of females. The top ten MOS, which comprise almost 54% of female membership, are 71L (Administrative Specialist) through 76V. Each of these top ten MOS for women is either a Service or a Support position.

Table 4 shows the top MOS for men, along with the number of male members and percentages of total male members for each MOS. The same information is shown for the top ten MOS for women. The five MOS that are common to both groups are indicated with asterisks. These five MOS are either Service- or Support-related, and they comprise almost 18% of male membership and over 22% of female membership.

The fact that female membership is almost exclusively Service or Support is due in great part to the fact that 51 MOS are closed to women. Virtually all of these are Combat positions and are listed in Table A4 in Appendix A. If one compares the MOS in the top ten group for men that are not common to the top ten group for women (i.e., 11B, 13B, 63B, 12B, and 19E), it can be seen that these MOS are listed in Table A4 as closed to women.[3]

We have tabulated the MOS structure of the enlisted Guard membership. In the following section, we turn to the task of determining the special skills and/or qualifications associated with Guard members' positions.

[3]It should be pointed out that our analysis revealed 27 female members (or 0.1% of total female members) who are classified in a primary MOS that is supposedly closed to women. At this point, we speculate two possible explanations for these anomalies: (1) a mistake in coding on RCCPDS, or (2) the woman is in a unit that has a low Combat Probability Code, i.e., a small chance of engaging in combat.

Table 4. Top MOS for men and women

| MOS | Definition | Number | Percent |
|---|---|---|---|
| | **Men** | | |
| 11B | Infantryman | 41913 | 10.8 |
| 13B | Cannon Crewmember | 21472 | 5.6 |
| 63B | Light Wheel Vehicle Mechanic | 18432 | 4.8 |
| 12B | Combat Engineer | 17394 | 4.5 |
| *94B | Food Service Specialist | 17535 | 4.5 |
| *88M | Motor Transport Operator | 17237 | 4.5 |
| *76Y | Unit Supply Specialist | 13928 | 3.6 |
| *95B | Military Police | 11374 | 2.9 |
| 19E | M48 M60 Armor Crewman | 11188 | 2.9 |
| *91A | Medical Specialist | 8691 | 2.3 |
| | **Women** | | |
| 71L | Administration Specialist | 4058 | 16.5 |
| *91A | Medical Specialist | 1880 | 7.7 |
| *76Y | Unit Supply Specialist | 1201 | 4.9 |
| 75B | Personnel Administration Specialist | 1060 | 4.3 |
| 76P | Materiel Control & Account Specialist | 899 | 3.7 |
| *88M | Motor Transport Operator | 874 | 3.6 |
| *94B | Food Service Specialist | 859 | 3.5 |
| 76C | Equipment Records & Parts Specialist | 855 | 3.5 |
| *95B | Military Police | 782 | 3.2 |
| 76V | Materiel Storage & Handling Specialist | 734 | 3.0 |

*MOS common to men and women.

## 4. DISTRIBUTION OF GUARD MEMBERS BY SKILL AND SPECIAL QUALIFICATIONS

Skill level is a specific attribute of a Guard member. According to the Military Occupational Classification and Structure (1989), "skill level identifies skills, proficiency, or ability typically required for successful performance at the grade with which the skill level is associated. There is a direct relationship between grade and skill level, without regard to nonsupervisory and supervisory skills: higher grades are associated with greater levels of responsibility." There are six skill levels, zero through five. A skill level of zero "may be used with any MOS to identify nonprior service and prior service personnel undergoing initial training for award of primary MOS" (see Military Occupational Classification and Structure (1989). Skill levels one through five correspond to the following grades: E3 and E4; E5; E6; E7; and E8 and E9, respectively. Grades E6, E7, E8 and E9 indicate positions involving significant leadership responsibility. Grade is related to rank.

The number of men and women at each skill level can be found in Table 5. As can be seen, the greatest numbers of men and women are classified with a skill level of 1. Skill level 2 accounts for the next largest group of men and women. Skill level 3 ranks next in line for men, whereas skill level zero is next for women. For skill levels 2 through 5, the pattern is the same for men and women; that is, as the skill level increases, the number of persons classified with a skill level decreases. This is not unexpected since, as we mentioned above, higher skill levels are associated with positions of greater responsibility and leadership. Also noteworthy is the fact that the proportion of male members classified in skill levels 3, 4 and 5 is greater than the proportion of females in those same skill levels.

Table 5. Distribution of males and females by skill

| Skill | Grade | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| 0 | a | 50413 | 13.04 | 4115 | 16.77 | 54528 | 13.26 |
| 1 | E3 & E4 | 161915 | 41.89 | 11347 | 46.25 | 173262 | 42.15 |
| 2 | E5 | 89957 | 23.27 | 6168 | 25.14 | 96125 | 23.38 |
| 3 | E6 | 52815 | 13.59 | 2079 | 8.47 | 54894 | 13.35 |
| 4 | E7 | 22689 | 5.87 | 760 | 3.10 | 23449 | 5.70 |
| 5 | E8 & E9 | 8713 | 2.25 | 63 | 0.63 | 8776 | 2.13 |
| b | b | 29 | 0.01 | 4 | 0.02 | 33 | 0.01 |
| Total | | 386531 | c | 24536 | c | 411067 | c |

a: No corresponding grade.
b: Missing.
c: May not add to 100% due to rounding error.

Two other attributes identifying qualifications associated with an MOS are the special qualification identifiers (SQI) and additional skill identifiers (ASI). According to Military Occupational Classification and Structure (1989), SQI "...are authorized for use with an MOS and skill level character, unless otherwise specified, to identify special qualifications of personnel who are capable of filling such positions." Similarly, ASI "...identifies specialized skills that are closely related to and in addition to those required by the MOS." Although there are 29 SQI on RCCPDS, over 97% of men and almost 99% of women are classified as having no special qualifications (SQI O). The SQI definitions and the distribution of members are found in Table B1 in Appendix B. The results for ASI are similar; for 98% of all members (98% of men and 99% of women), the ASI is "unknown." The definitions and distribution of ASI are found in Appendix Table B2. The data for SQI and ASI are not useful for the general supportability analysis.

The final Guard member attribute to be discussed here is the Armed Forces Qualification Test (AFQT) score. Appendix Table B3 contains the scores (number of correct answers as a percentage of the total number of answers), from one percent to 99% (scores of 100% were converted to 99% on RCCPDS), and the number of men and women for each score. Slightly over 14% of the members have scores that are either unknown (ZZ) or not applicable (WW). Aggregating the scores into groups is a more useful format for seeing the distribution of scores across the Guard population. Table 6 displays the number and percent of men and women with scores in six groups: (1) not applicable (WW); (2) unknown (ZZ); (3) scores of 0% to 25%; (4) 26% to 50%; (5) 51% to 75%; and (6) 76% to 99%. The largest number of men have scores between 26% and 50%, whereas the greatest number of women scored between 51% and 75%. Almost five percent of all members have scores in the 0% to 25% group. One-fourth of all members scored between 51% and 75%, while one-fifth of all members scored better than 75%. (The information in Table B3 can be used to organize the scores into any grouping desired.)

Having tabulated the MOS, skill level and special qualifications profiles (SQI and ASI) of the enlisted Guard members, the next section focuses on the MOS-mix profile by unit types.

Table 6. AFQT scores for men and women

| AFQT | Males | Percent Males | Females | Percent Females | Total | Percent Total |
|---|---|---|---|---|---|---|
| WW | 1371 | 0.35 | 112 | 0.46 | 1483 | 0.36 |
| ZZ | 52541 | 13.59 | 3755 | 15.30 | 56296 | 13.70 |
| 0-25 | 19769 | 5.12 | 389 | 1.58 | 20158 | 4.90 |
| 26-50 | 135853 | 35.15 | 6899 | 28.12 | 142752 | 34.73 |
| 51-75 | 100351 | 25.96 | 7734 | 31.52 | 108085 | 26.29 |
| 76-99 | 76646 | 19.83 | 5647 | 23.02 | 82293 | 20.02 |

## 5. MOS PROFILES ASSOCIATED WITH UNIT TYPE

Having profiled membership in terms of both unit type and MOS, we investigated the possibility of specific MOS mixes being associated with specific unit types. When we sorted RCCPDS data by unit type and MOS, we found that the majority of unit types had a large number of different MOS associated with them. As one might expect, the larger the average unit size, the more diverse the MOS mix, or the greater the number of different MOS. Conversely, the smaller the average unit size, the less diverse the MOS mix.

There are 226 MOS in which less than 0.01% of the men (or less than 39 male members) and women (or less than three female members) are classified. These 226 MOS include the 87 MOS that are undefined. Therefore, to narrow our focus, we determined the top ten MOS, in terms of total number of members, for each unit type. This is a good representation of the MOS structure since the top ten MOS comprise from 46% of total members in the Adjutant General Corps units to 92% of all members in Finance Corps units.

Within each unit class, we then compared the top ten MOS across unit type to see if the top MOS were common to the unit types within each of the three unit classes, or if they varied by unit type across unit class. Five unit types stood out in this analysis, namely, Chemical Corps, Engineers, Finance Corps, Military Police, and Signal Corps. (Note that these types are all in either the Service or the Support class.) Within each of these five unit types, there was one or a small number of MOS that comprised a large proportion of membership within that unit type (i.e., 56% of Chemical Corps; 48% of Engineers; 76% of Finance Corps; 68% of Military Police; and 41% of Signal Corps), and these MOS were not generally among the top ten MOS in other

unit types. In fact, only two MOS, 54B (Chemical Operations Specialist) and 12B (Combat Engineer), were among the top ten MOS in more than one unit type. Specifically, 12B is in the Chemical Corps and Engineers unit types, while 54B is in Chemical Corps and Military Police.

These top MOS and the percentage of total members classified in these MOS in the given unit type are shown in Table 7. Most of the MOS listed in Table 7 can be found in almost every unit type. However, they stand out in the unit types in Table 7 because they are found in larger proportions in these five types. For example, members classified in 54B comprise over 45% of the total members in Chemical Corps units. On the other hand, Guard members classified in 54B can be found in every unit type. The greatest number of members classified as 54B is 735 members in Infantry unit types. These 735 members account for 18% of all members classified in 54B, but the same 735 members account for less than one percent of all members in Infantry units. A similar pattern is the case for the other MOS listed in Table 7. That is, although the numbers of members classified in the MOS in Table 7 may be greater in unit types other than those five listed here, the proportion of members in those MOS relative to the total members in a given unit type is greater for the types in Table 7 than in the remaining unit types. Therefore, the results indicate that these five unit types may be of particular interest with respect to supportability in that they have MOS mixes relatively different from the other unit types.

Having ascertained that there are some MOS mixes that can be associated with particular unit types, the question arises whether or not persons in the local labor market are available to fill unit positions. This issue is addressed in the next section.

Table 7. Unit types with unique MOS

| MOS | Definition | Percent |
|---|---|---|
| | **Chemical Corps** | |
| 54B | Chemical Operations Specialist | 45.09 |
| 12B | Combat Engineer | 9.25 |
| 63J | Quartermaster & Chemical Equipment Repairer | 1.73 |
| | **Engineers** | |
| 12B | Combat Engineer | 28.01 |
| 62E | Heavy Construction Equipment Operator | 5.75 |
| 62B | Construction Equipment Repairer | 4.72 |
| 12C | Bridge Crewmember | 3.36 |
| 51B | Carpentry & Masonry Specialist | 3.29 |
| 62J | General Construction Equipment Repairer | 2.83 |
| | Finance Corps | |
| 73C | Finance Specialist | 71.48 |
| 73D | Accounting Specialist | 4.55 |
| | Military Police | |
| 95B | Military Police | 64.47 |
| 31V | Unit Level Communications Maintainer | 1.50 |
| 75B | Personnel Administration Specialist | 1.05 |
| 54B | Chemical Operations Specialist | 1.03 |
| | **Signal Corps** | |
| 31M | Multichannel Communication System Operator | 18.18 |
| 31L | Wire Systems Installer | 11.25 |
| 72E | Tactical Telecommunications Center Operator | 8.51 |
| 31Q | Tactical Satellite/Microwave System Operator | 2.90 |

## 6. CIVILIAN OCCUPATIONS AND MOS

A first step in addressing the issue of supportability of specific unit types with particular MOS mixes is to determine the relationship between Guard members' MOS and their civilian occupations. RCCPDS contains a three-digit numeric variable that identifies a Guard member's civilian occupation as defined by the Dictionary of Occupational Titles (DOT). These three-digit occupation codes are disaggregates of nine major one-digit occupation categories. The three-digit codes describe occupations that are different from each other, but related within the major one-digit category. For example, within the major category entitled Professional, Technical and Managerial (DOT code=0/1), there are subcategories such as Architectural (DOT code=001), Aeronautical Engineering (DOT code=002), Mathematics (DOT code=020), Psychology (DOT code=045), Physicians and Surgeons (DOT code=070), Music (DOT code=152), and Service Industry Managers and Officials (DOT code=187).

Table 8 contains a classification of Guard members by the nine major one-digit civilian occupation classifications. These data are aggregates of the three-digit occupation codes found on RCCPDS and defined in the DOT. Almost 36% of enlisted Guard members have "Miscellaneous" civilian occupations. This category encompasses occupations involving: transportation of people and cargo by various modes; packaging of materials; mineral extraction; production and distribution of utilities; production services in motion pictures and TV broadcasting; production of graphic art work; and other miscellaneous activities. Another 18.9% of Guard members are classified with civilian jobs "Not Applicable", which could mean that the person is not employed in the civilian work force, i.e., someone whose work is in the home, an unemployed person, or a student. The

next largest group of Guard members is employed in the Service sector (DOT code=3), which covers a broad spectrum of civilian occupations: hotels and restaurants, laundry service, security guards, police, and firefighters. Thus, 65% of all enlisted Guard members have civilian occupations classified as Miscellaneous, Not Applicable, or Service sector.

Table 8. Number and percent of Guard members by civilian occupation

| Civilian Occupation[a] | Male | Percent | Female | Percent | Total | Percent |
|---|---|---|---|---|---|---|
| Professional, Technical, & Managerial (0/1) | 30204 | 7.81 | 2826 | 11.52 | 33030 | 8.04 |
| Clerical & Sales (2) | 29270 | 7.57 | 4390 | 17.89 | 33660 | 8.19 |
| Service (3) | 37891 | 9.80 | 2251 | 9.17 | 40142 | 9.77 |
| Agricultural, Fishery, Forestry & Related (4) | 5571 | 1.44 | 68 | 0.28 | 5639 | 1.37 |
| Processing (5) | 8632 | 2.23 | 159 | 0.65 | 8791 | 2.14 |
| Machine Trades (6) | 30502 | 7.89 | 298 | 1.21 | 30800 | 7.49 |
| Bench Work (7) | 9486 | 2.45 | 190 | 0.77 | 9676 | 2.35 |
| Structural Work (8) | 23940 | 6.19 | 132 | 0.54 | 24072 | 5.86 |
| Miscellaneous (9) | 138781 | 35.90 | 8878 | 36.18 | 147659 | 35.92 |
| Not Applicable | 72252 | 18.69 | 5344 | 21.78 | 77596 | 18.88 |
| Unknown | 2 | b | 0 | 0.00 | 2 | b |
| Total | 386531 | c | 24536 | c | 411067 | c |

a: One-digit DOT codes are in parentheses.
b: Less than 0.01%.
c: May not add to 100% due to rounding error.

When looking at the data for the remaining categories, one finds that there is approximately the same number of men employed in the Professional, Technical and Managerial category as in the Machine Trades category. According to DOT, the jobs in the Professional, Technical and Managerial category are fairly skilled and "...most of these occupations require substantial educational preparation, usually at the university, college, junior college, or technical institute level." Machine Trade occupations may "require an understanding of machine functions, blueprint reading, making mathematical computations, and exercising judgment to attain conformance to

specifications." There are fewer male Guard members employed in the Agriculture, Fishery, Forestry and Related category than in any other one-digit category. For women, the major categories, excluding Miscellaneous, are Clerical and Sales; Professional, Technical and Managerial; and Service, respectively. As with men, the smallest number of women are employed in the Agriculture, Fishery, Forestry and Related category.

In order to compare the occupational distribution of Guard members with that of the general population, we looked at employment data from Employment and Earnings (a publication of the U.S. Department of Labor, Bureau of Labor Statistics [BLS]). For the sake of consistency, we considered data for 1986, the year of the RCCPDS version we have been using. The occupational categories were the same in RCCPDS and Employment and Earnings (1987) with the exception of four categories: Processing, Machine Trades, Bench Work, and Structural Work (one-digit DOT codes five through eight, respectively). Therefore, we aggregated RCCPDS and Employment and Earnings (1987) data in these four categories, calling the aggregation category Trades and Related. A comparison of the absolute numbers of persons employed in each occupational category for Guard members versus the general population is not particularly informative. Of greater interest is a comparison of the distribution of persons by occupational category as a percentage of total employment between the Guard and the general population.

Therefore, Table 9 contains the percentages of males, females and total persons employed in each occupational category for the Guard and the general population. (Note that Trades and Related is an aggregation of categories five through eight in Table 8 for the Guard. Additionally, the observations classified as Not Applicable or Unknown in Table 8 were deleted from the

calculations in Table 9.) Table 9 also shows the ranking of the occupational categories in order of descending percentages of persons employed in the categories.

Table 9. Percentages of Guard members and general population (GP) by occupational category[a,b]

| | Male | | Female | | Total | |
|---|---|---|---|---|---|---|
| | Guard | GP | Guard | GP | Guard | GP |
| Professional, Technical & Managerial | 9.61 (4) | 27.82 (2) | 14.73 (3) | 27.59 (2) | 9.91 (5) | 27.72 (2) |
| Clerical & Sales | 9.31 (5) | 17.68 (3) | 22.87 (2) | 42.13 (1) | 10.09 (4) | 28.65 (1) |
| Service | 12.06 (3) | 9.71 (5) | 11.73 (4) | 18.07 (3) | 12.04 (3) | 13.46 (4) |
| Agriculture, Fishery, Forestry & Related | 1.77 (6) | 4.00 (6) | 0.35 (6) | 0.92 (6) | 1.69 (6) | 2.62 (6) |
| Trades & Related | 23.09 (2) | 28.57 (1) | 4.06 (5) | 8.82 (4) | 21.99 (2) | 19.71 (3) |
| Miscellaneous | 44.16 (1) | 12.22 (4) | 46.26 (1) | 2.47 (5) | 44.28 (1) | 7.84 (5) |

[a]Guard members are included in the figures for the general population. It should be noted that the number of enlisted Guard members is less than one percent of the total number of employed persons in the general population.

[b]Ranks, in order of descending percentages, are in parentheses.

Looking first at the data for males, one observes several differences between the pattern of civilian employment of Guard members and the pattern of the general population. First, the majority of enlisted male Guard members are employed in Miscellaneous occupations, while only a little over 12% of males in the general population fall in this category. In the general population, the greatest proportion of men, almost 29%, are in Trades and Related occupations; this category ranks second for male Guard members with close to the same percentage. In the general population, Trades and Related is followed closely by the Professional, Technical and Managerial category with over 27% of total male employment. The Clerical and Sales category ranks third for males in the general population with 17.7% of total employed males, but ranks fifth for male Guard

members with less than 10%. The Agriculture, Fishery, Forestry and Related category comprises the smallest percentage of male employees in both the Guard and the general population, although, proportionally, over twice as many males in the general population fall into this category as do males in the Guard.

Several explanations could be offered for the disparities in the patterns of civilian employment for males in the Guard versus males in the general population. The fact that Miscellaneous is the top-ranking category for the Guard, when only a little over 12% of all males are employed in this category, could be related to a lower pay-scale for jobs in this category than in most other categories. Thus, the added income associated with Guard membership could be a strong incentive for men employed in this category to join the Guard. The same argument could be offered to explain Guard membership for those employed in the Service category. Explaining the disparity of the patterns for Professional, Technical and Managerial and Clerical and Sales for the Guard versus the general population could be the inverse of the above argument. These jobs tend to be associated with higher pay relative to other categories, and the added income incentive of Guard membership may not be as important. Additionally, there is the possibility that jobs in these two categories may be inclined to involve more extended work hours and may preclude a person's availability for Guard duty.

We turn now to a comparison of the employment patterns for females. The patterns for women in the Guard and in the general population more closely resemble each other, at least in terms of rank, than they did for the males. The obvious exception, as it is for males, is the Miscellaneous category. Over 46% of enlisted females have civilian jobs in this category, while only 2.5% of all women are employed in this category. As with men, the income incentive of Guard

membership may explain this phenomenon. Over 42% of women in the general population are employed in Clerical and Sales, and this category ranks second for women in the Guard with almost 23%. According to BLS figures, 80% of all clerical jobs are held by women, and almost 70% of women in sales positions are in retail and personal services. Therefore, the income incentive of Guard membership is likely to be important for women employed in these categories. Additionally, the possibly prohibitive working hours that apply to men in this category do not generally apply to women because of the differences in the nature of the jobs in this category held by men versus women.

It is interesting to note that for the general population, the Professional, Technical and managerial category ranks second for both men and women with an almost identical percentage for each. However, with respect to Guard members, a greater proportion of women than men have civilian occupations in this category. Also worth noting is the fact that although the proportion of women in the general population employed in Service occupations is almost twice that of men (18.07% versus 9.71%), the proportions of women and men in the Guard who hold civilian Service jobs are almost identical (approximately 12%).

Having investigated the civilian employment patterns of Guard members, our next step was to compare the specific primary MOS categories in the five unit types mentioned in Table 7 with the major one-digit civilian occupation categories of members classified in those MOS. Tables C1-C5 in Appendix C contain the breakdown for each of the five unit types of the percentages of males and females in each major occupation category for the specified MOS. It should be noted that in this step of the analysis we looked at total members classified in a given MOS, rather than MOS for each unit type. Therefore, for this phase of the analysis, the results for MOS 12B

(Combat Engineer) are the same for both the Chemical Corps and Engineers because 12B is a major MOS in each of those two unit types. The same is true for MOS 54B (Chemical Operations Specialist), which is a major MOS in both the Chemical Corps and the Military Police.

With only a few exceptions, the major occupation category is Miscellaneous for men and women in each MOS under discussion. That is, more men and women are employed in Miscellaneous occupations than in occupations of any other category. Women are the exception for MOS 62J, General Construction Equipment Repairer, a major MOS for the Engineer Corps (Table C2). For women in MOS 62J, the major employment categories are the Service and Machine Trades categories; 28.6% of all women classified in MOS 62J are employed in each of those two categories. However, 28.6% includes only 2 women, since only seven women are classified in MOS 62J. The final exception is in the Finance Corps (Table C3). Miscellaneous is the major occupation category for men in MOS 73C (Finance Specialist). However, more women classified as MOS 73C are employed in the Clerical and Sales occupations (32.5%) than in any other occupation category. For men and women in MOS 73D (Accounting Specialist), the Professional, Technical and Managerial category accounts for the largest percentage of civilian occupations, with 33.8% of men and 36.7% of women.

The Military Occupational Classification and Structure (1989) suggests related civilian occupations at the three-digit level, as defined in DOT, for each three-digit MOS. Therefore, we investigated how closely related the suggested related civilian occupations are to the actual civilian occupations for the major MOS we have been discussing. Table 10 contains the number and percentage of male Guard members, for each of the major MOS, who are employed in a suggested related civilian occupation at the one-digit and three-digit levels of aggregation. (Since the pattern

for females is similar, only males are shown for the sake of simplicity. More complete information can be found in Tables C6 and C7 in Appendix C.)

Table 10. Members in suggested related one-digit civilian occupations

| | | One-digit | | Three-digit | |
|---|---|---|---|---|---|
| MOS | Definition | Males | Percent Males | Males | Percent Males |
| | **Chemical** | | | | |
| 12B | Combat Engineer | 9335 | 53.7 | 464 | 2.7 |
| 54B | Chemical Operations Specialist | 1850 | 45.5 | 72 | 1.8 |
| 63J | Quartermaster & Chemical Equipment Repairer | 69 | 6.4 | 13 | 1.2 |
| | **Engineers** | | | | |
| 12B | Combat Engineer | 9335 | 53.7 | 464 | 2.7 |
| 12C | Bridge Crewmember | 1097 | 51.6 | 53 | 2.5 |
| 51B | Carpentry & Masonry Specialist | 1028 | 51.2 | 100 | 5.0 |
| 62B | Construction Equipment Repairer | 885 | 19.8 | 461 | 10.3 |
| 62E | Heavy Construction Equipment Repairer | 1766 | 50.1 | 19 | 0.5 |
| 62J | General Construction Equipment Repairer | 161 | 9.4 | 53 | 3.1 |
| | **Finance** | | | | |
| 73C | Finance Specialist | 208 | 19.2 | 9 | 0.8 |
| 73D | Accounting Specialist | 32 | 23.5 | 2 | 1.5 |
| | **Military Police** | | | | |
| 31V | Unit Level Communications Maintainer | 583 | 17.0 | 39 | 1.1 |
| 54B | Chemical Operations Specialist | 1850 | 45.5 | 72 | 1.8 |
| 75B | Personnel Administration Specialist | 431 | 12.3 | 18 | 0.5 |
| 95B | Military Police | 2096 | 18.4 | 507 | 4.5 |
| | **Signal Corps** | | | | |
| 31L | Wire Systems Installer | 243 | 9.8 | 14 | 0.6 |
| 31M | Multichannel Communication System Operator | 643 | 17.7 | 17 | 0.5 |
| 31Q | Tactical Satellite/Microwave System Operator | 78 | 14.7 | 0 | 0.0 |
| 72E | Tactical Telecommunications Center Operator | 236 | 11.5 | 10 | 0.5 |

These numbers indicate that there is not a strong relationship at the three-digit level between the civilian occupations that are supposed to be related to a given MOS and the occupations in which persons classified in that MOS are actually employed. Specifically, the percentage of male members employed in a suggested related civilian occupation (at the one-digit level) for their MOS ranges from zero percent for MOS 31Q (Tactical Satellite/Microwave System Operator) to the high of 10.3% for MOS 62B (Construction Equipment Repairer).

However, the relationship between suggested related occupations and actual civilian occupations looks somewhat stronger when one considers one-digit civilian occupation categories. (As stated previously, the three-digit DOT categories are different from each other, but they are related to each other within the one-digit DOT category.) The Guard members' actual civilian occupations more closely correspond to the suggested related occupations at the one-digit level than they do at the three-digit level. For the MOS above, there are only four MOS (12B, Combat Engineer; 12C, Bridge Crewmember; 51B, Carpentry and Masonry Specialist; and 62E, Heavy Equipment Repairer) for which over 50% of male members' actual occupations are in the same one-digit category as their suggested related occupations. This is the case for only MOS 62E (Heavy Construction Equipment Operator) for women (see Table C6). If one considers the relationship between suggested related occupation and actual occupation to be an indicator of the match of civilian skills and/or special abilities with the abilities needed for a given MOS, then the disparity in the match between civilian occupation and MOS requirements, even at the one-digit level, is obvious. These results suggest that a broader aggregation of civilian occupations may be the most appropriate comparison.

Therefore, we investigated three aggregated categories of occupations: Professional, Technical and Service (DOT categories 1, 2 and 3); Trades and Related (DOT categories 5, 6, 7 and 8); and Other (DOT categories 4, 9 and 10). The results of this exercise are found in Table 11, which contains the percentage of members in the specified MOS who are employed in each of the three broad civilian occupation classifications. For the most part, the Other category still comprises a large proportion of the civilian jobs of members in the specified MOS in Table 11. The implication would seem to be that the match is not the critical issue. Rather, the critical issue may be one of the availability of an adequate labor supply in terms of the number of available people, as opposed to the availability of a specialized or skilled labor force.

However, for some MOS, the availability of a broad labor class is likely to be important. For example, MOS 73C and 73D (finance and accounting positions) are correlated with the Professional, Technical and Service category. Almost one-fourth of members in MOS 51B (Carpentry & Masonry Specialist) and 62E (Heavy Construction Equipment Repairer) have civilian jobs in the Trades and Related, or blue collar, category. One-third of members in MOS 62B (Construction Equipment Repairer) come from the blue collar category.

Data for these broad classes of occupations would be easier to find and incorporate in the RRPM system than the more detailed three-digit, or even one-digit, DOT categories. Incorporating these findings into the RRPM framework would require an extension of the current system and a slightly different analysis than is currently employed.

Table 11. Members by MOS and civilian occupation

| | | Professional, Technical and Service[a] | | Trades and Related[b] | | Other[c] | | Number of Members in MOS | | Percent of Guard | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| MOS | Definition | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 73D | Accounting Specialist | 61.8 | 65.0 | 4.4 | 0.0 | 33.8 | 35.0 | 136 | 60 | 0.04 | 0.25 |
| 73C | Finance Specialist | 51.6 | 55.8 | 9.3 | 1.0 | 39.1 | 43.2 | 1084 | 412 | 0.28 | 1.68 |
| 75B | Personnel Administration Specialist | 36.5 | 39.4 | 7.3 | 1.8 | 56.2 | 58.8 | 3497 | 1060 | 0.91 | 4.32 |
| 95B | Military Police | 34.4 | 34.3 | 12.9 | 3.5 | 52.7 | 62.3 | 11374 | 782 | 2.94 | 3.19 |
| 54B | Chemical Operations Specialist | 31.2 | 36.6 | 16.5 | 0.8 | 52.3 | 62.6 | 4063 | 13 | 1.05 | 0.05 |
| 72E | Tactical Telecommunications Center Operator | 31.1 | 38.9 | 14.8 | 6.8 | 54.1 | 54.3 | 2058 | 687 | 0.53 | 2.80 |
| 31M | Multichannel Communications System Operator | 25.2 | 32.9 | 20.2 | 4.1 | 54.6 | 63.0 | 3635 | 344 | 0.94 | 1.40 |
| 31Q | Tactical Satellite/Microwave System Operator | 24.6 | 36.4 | 24.1 | 3.0 | 51.3 | 60.0 | 532 | 33 | 0.14 | 0.13 |
| 31L | Wire Systems Installer | 24.2 | 43.8 | 25.8 | 5.5 | 50.0 | 50.7 | 2486 | 128 | 0.64 | 0.52 |
| 31V | Unit Level Communications Maintainer | 22.8 | 31.6 | 18.1 | 4.0 | 59.1 | 64.5 | 3436 | 76 | 0.89 | 0.31 |
| 12B | Construction Engineer[d] | 21.4 | 100.0 | 18.9 | 0.00 | 59.7 | 0.00 | 17394 | 1 | 4.50 | e |
| 12C | Bridge Crewmember | 21.0 | 0.00 | 19.1 | 0.00 | 59.9 | 0.00 | 2127 | 0 | 0.55 | 0.00 |
| 63J | Quartermaster & Chemical Equipment Repairer | 20.2 | 24.5 | 16.0 | 6.1 | 63.8 | 69.4 | 1084 | 49 | 0.28 | 0.20 |
| 62J | General Construction Equipment Repairer | 18.7 | 42.9 | 20.6 | 28.6 | 60.7 | 28.6 | 1712 | 7 | 0.44 | 0.03 |
| 51B | Carpentry & Masonry Specialist | 18.6 | 26.3 | 24.8 | 5.3 | 56.6 | 68.4 | 2008 | 19 | 0.52 | 0.08 |
| 62E | Heavy Construction Equipment Repairer | 17.5 | 16.7 | 23.6 | 16.7 | 58.9 | 66.7 | 3525 | 6 | 0.91 | 0.02 |
| 62B | Construction Equipment Repairer | 16.3 | 40.0 | 33.0 | 6.7 | 50.7 | 53.3 | 4476 | 45 | 1.16 | 0.18 |

[a]Professional, Technical and Service is the aggregation of DOT one-digit categories 1, 2 and 3.

[b]Trades and Related is the aggregation of DOT one-digit categories 5, 6, 7 and 8.

[c]Other is the aggregation of categories 4, 9 and 10.

[d]There is only one woman in this MOS. Since this MOS is closed to women, this may be a coding error.

e:Less than 0.01%.

## 7. CONCLUSIONS

The work on this task confirmed several facts. First, almost one-half of the National Guard units are Combat units. The remaining units are split fairly evenly between Support units and Service units. The distribution of male members across unit class closely resembles the distribution of the number of units. On the other hand, the majority of women, 53%, are assigned to Service units; 37% are in Support units; and the remaining 10% in Combat units. The small number of women in Combat units is due, in large part, to the fact that many combat-related positions are closed to women.

Next, we found that the top ten MOS, in terms of the number of male members, comprise over 46% of enlisted male membership in the National Guard. The top ten MOS for women account for 53% of female membership. There are five MOS common to top groups for the men and women. As might be expected, these five are either service or support positions.

Our investigation of Guard members' special skills or qualifications as defined by the SQI and ASI shows that the majority of members (97% for SQI and 98% for ASI) have no special qualifications beyond the MOS requirements. An analysis of the AFQT scores revealed that 46% of members scored over 50% on the test.

Our study of unit type versus MOS mix revealed five unit types that have somewhat special MOS mixes in that their top MOS were not generally common to other unit types, and these MOS made up a large portion of the membership in a given unit type. The five unit types are Chemical Corps, Engineers, Finance Corps, Military Police, and Signal Corps.

For each of these five unit types and their top MOS, we analyzed the correspondence between actual civilian occupations and the suggested related civilian occupations (given in Military Occupational Classification and Structure (1989) for those MOS. Our analysis revealed that, in the majority of cases, there is not a close correspondence between members' actual civilian occupations and DOT three-digit suggested related occupations. Thus, although there are several unit types that have what we might call "special" MOS mixes, members classified with those MOS do not generally have civilian jobs that relate to their MOS when the jobs are classified in detailed, disaggregated categories. However, there is a correspondence between the suggested related occupation and the actual civilian occupations when the occupations are classified in broad categories, such as professional or blue collar.

The above findings led us to three major conclusions. Generally, it appears that people can be trained to fill a position and that they need not possess special abilities or skills in their civilian occupations in order to fill a position. Thus, in the majority of cases, the issue of unit supportability depends on an adequate labor supply from which to recruit in terms of the number of people and does not depend on the availability of a specialized labor force. The third conclusion is that the availability of a labor supply with the skills and/or abilities associated with broad occupational categories may be useful.

These conclusions are valuable from the modeling perspective for two reasons. First, in most cases, the supportability issue does not require detailed employment information matched with MOS characteristics. Secondly, in some instances, the distribution of labor by broad employment categories may be useful. This eliminates the need for detailed occupational data, but suggests that there is an advantage to incorporating general information about the mix of the local labor market.

Incorporating these findings into the RRPM framework would require an extension of the current system and a slightly different analysis than is currently employed. Data for these broad classes of occupations would be easier to find and incorporate in the RRPM system than the more detailed three-digit, or even one-digit, DOT categories.

## REFERENCES

Dictionary of Occupational Titles, U.S. Department of Labor, Employment and Training Administration, Washington, DC, 1977.

Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January 1987.

Military Occupational Classification and Structure, Headquarters, Department of the Army, Washington, DC, February 1989.

Reserve Components Common Personnel Data System (RCCPDS), Documentation, No. 7730.54, Department of Defense, May 1986.

# APPENDIX A

MOS Definitions and Number of Members by Sex,
MOS Closed to Women

Table A1. Number of men and women by MOS

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| | MISSING | 3 | 0 |
| ZZZ | UNKNOWN | 25 | 4 |
| 00B | DIVER | 14 | 2 |
| 00D | SPECIAL DUTY ASSIGNMENT | 32 | 5 |
| 00E | RECRUITER (RES COMP) | 2977 | 179 |
| 00R | RECRUITER/RETENTION NCO | 6 | 0 |
| 00U | EQUAL OPPORTUNITY | 25 | 5 |
| 00Z | COMMAND SGT MAJOR | 885 | 1 |
| 01H | BIOLOGICAL SCIENCES ASST | 4 | 3 |
| 01J | DEFINITION NOT FOUND | 0 | 1 |
| 02B | CORNET OR TRUMPET PLAYER | 362 | 18 |
| 02C | BARITONE OR EUPHONIUM PLAYER | 108 | 8 |
| 02D | FRENCH HORN PLAYER | 126 | 45 |
| 02E | TROMBONE PLAYER | 247 | 7 |
| 02F | TUBA PLAYER | 156 | 6 |
| 02G | FLUTE OR PICCOLO PLAYER | 45 | 67 |
| 02H | OBOE PLAYER | 28 | 10 |
| 02J | CLARINET PLAYER | 221 | 101 |
| 02K | BASSOON PLAYER | 37 | 10 |
| 02L | SAXOPHONE PLAYER | 221 | 32 |
| 02M | PERCUSSION PLAYER | 228 | 13 |
| 02N | PIANO PLAYER | 46 | 15 |
| 02P | BRASS GROUP LEADER, RESCINDED | 16 | 0 |
| 02Q | WOODWIND GROUP LEADER, RESCINDED | 12 | 3 |
| 02R | PERCUSSION GROUP LEADER, RESCINDED | 9 | 2 |
| 02S | SPECIAL BAND MEMBER | 3 | 1 |
| 02T | GUITAR PLAYER | 56 | 3 |
| 02U | ELECTRIC BASS PLAYER | 3 | 0 |
| 02Z | BANDS SR SGT | 49 | 0 |
| 03C | PHYSICAL ACTIVITIES SPECIALIST, RESCINDED | 26 | 3 |
| 05C | DEFINITION NOT FOUND | 1 | 0 |
| 05D | EL WF/SIG INTELL EMITTER IDEN/LOCATOR | 8 | 1 |
| 05H | EL WF/SIGNAL INTELL MORSE INTERCEPTOR | 26 | 5 |
| 05K | EL WF/SIG INTELL NON-MORSE INTERCEPT | 6 | 4 |
| 09R | SIMULTANEOUS MEMBERSHIP PROG PART (RES COMP) | 4489 | 492 |
| 09S | COMMISSIONED OFF CANDIDATE | 1537 | 143 |
| 09T | COLL STUD ARNG OFF PROG (CSOP) (RES) | 49 | 6 |
| 09W | WARRANT OFFICER CANDIDATE | 204 | 8 |
| 11A | DEFINITION NOT FOUND | 1 | 0 |
| 11B | INFANTRYMAN | 41913 | 6 |
| 11C | INDIRECT FIRE INFANTRYMAN | 8346 | 0 |
| 11E | DEFINITION NOT FOUND | 2 | 0 |
| 11H | HEAVY ANTIARMOR WEAPONS INFNTRYMAN | 7576 | 1 |
| 11M | FIGHTING VEHICLE INFANTRYMAN | 1508 | 0 |
| 11S | DEFINITION NOT FOUND | 1 | 0 |
| 11Z | INFANTRY SR SGT | 68 | 0 |
| 12B | COMBAT ENGINEER | 17394 | 1 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 12C | BRIDGE CREWMEMBER | 2127 | 0 |
| 12D | DEFINITION NOT FOUND | 1 | 0 |
| 12E | ADMINISTRATION SPECIALIST, RESC | 6 | 0 |
| 12F | ENG TRACKED VEHICLE CREWMAN | 770 | 0 |
| 12Z | COMBAT ENG SR SGT | 443 | 0 |
| 13B | CANNON CREWMEMBER | 21472 | 1 |
| 13C | TACTICAL FIRE OPERATIONS SPECIALIST | 127 | 0 |
| 13E | CANNON FIRE DIRECTION SPEC | 3210 | 0 |
| 13F | FIRE SUPPORT SPECIALIST | 3216 | 2 |
| 13K | DEFINITION NOT FOUND | 1 | 0 |
| 13L | DEFINITION NOT FOUND | 1 | 0 |
| 13M | MULTI LAUNCH ROCKET SYS CREWMEMBER | 174 | 0 |
| 13N | LANCE CREWMEMBER | 14 | 0 |
| 13P | MULTI LAUNCH/LANCE OPER/FIRE DIRECTION SPEC | 34 | 0 |
| 13R | FIELD ARTILLERY FIREFINDER RADAR OPER | 318 | 1 |
| 13W | FIELD ARTILLERY TARGET ACQUISITION SR. SGT.,RESCINDED | 14 | 0 |
| 13Y | CANNON/MISSILE SR. SGT., RESCINDED | 59 | 0 |
| 13Z | FIELD ART SR SGT | 701 | 0 |
| 15D | LANCE CREWMEMBER/MLRS SGT., RESC | 10 | 1 |
| 15E | PERSHING MISSILE CREWMEMBER | 54 | 5 |
| 15J | MLRS/LANCE OPERATIONS/FIRE SPEC,RESC | 9 | 0 |
| 16B | HERCULES MISSILE CREWMEMBER, RESC | 2 | 1 |
| 16D | HAWK MISSILE CREWMEMBER | 78 | 4 |
| 16E | HAWK FIRE CONTROL CREWMEMBER | 58 | 7 |
| 16F | LIGHT AIR DEF ARTIL CREWMEMBR (RES COMP) | 1261 | 0 |
| 16G | ROLAND SYS CREWMEMBER (RES COMP) | 99 | 0 |
| 16H | AIR DEF ARTILLERY OP & INTELL ASST | 196 | 5 |
| 16J | DEFENSE ACQ RADAR REPAIRER | 39 | 1 |
| 16P | CHAPARRAL CREWMEMBER | 853 | 0 |
| 16R | VULCAN CREWMEMBER | 66 | 0 |
| 16S | MANPADS/PMS CREWMEMBER | 1014 | 0 |
| 16T | PATRIOT MISSILE CREWMEMBER | 10 | 1 |
| 16V | DEFINITION NOT FOUND | 1 | 0 |
| 16Z | AIR DEF ARTILLERY SR SGT | 78 | 0 |
| 17B | FIELD ART RADAR CREWMEM (RESERV COMP) | 146 | 0 |
| 17C | FIELD ART TARGET ACQUISITION SPEC, RESCINDED | 90 | 0 |
| 17H | DEFINITION NOT FOUND | 1 | 0 |
| 17K | GROUND SURVEIL RADAR CREWMAN, RESC | 6 | 0 |
| 17M | REMOTE SENSOR SPECIALIST, RESC | 1 | 0 |
| 18B | SPECIAL OPERATIONS WEAPONS SERGEANT | 224 | 0 |
| 18C | SPECIAL OPERATIONS ENGINEER SERGEANT | 182 | 0 |
| 18D | SPECIAL OPERATIONS MEDICAL SERGEANT | 152 | 0 |
| 18E | SPECIAL OPERATIONS COMMUN SERGEANT | 194 | 1 |
| 18F | SPECIAL OPERATIONS INTELLIGENCE SERGEANT | 66 | 0 |
| 18Z | SPECIAL OPERATIONS SENIOR SERGEANT | 122 | 0 |
| 19D | CALVARY SCOUT | 7350 | 2 |
| 19E | M48 M60 ARMOR CREWMAN | 11188 | 4 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 19F | DEFINITION NOT FOUND | 3 | 1 |
| 19K | M1 ARMOR CREWMAN | 1424 | 0 |
| 19M | DEFINITION NOT FOUND | 0 | 1 |
| 19Z | ARMOR SR SGT | 517 | 0 |
| 21G | PERSHING ELEC MATERIEL SPECIALIST | 20 | 0 |
| 21L | PERSHING ELEC REPAIRER | 3 | 0 |
| 23N | NIKE-HERCULES TRACK RADAR REPAIR, RESC | 1 | 0 |
| 24C | HAWK FIRING SECTION MECHANIC | 27 | 2 |
| 24E | HAWK FIRE CONTROL MECHANIC, RESCINDED | 13 | 1 |
| 24G | HAWK INFO COORD CENTRAL MECHANIC | 26 | 1 |
| 24H | HAWK FIRE CONTROL REPAIRER | 15 | 0 |
| 24J | HAWK PULSE RADAR REPAIRER, RESCINDED | 11 | 0 |
| 24K | HAWK CONT WAVE RADAR REPAIRER | 18 | 0 |
| 24L | HAWK LAUNCHER & MECH SYS REPAIRER, RESCINDED | 27 | 1 |
| 24M | VULCAN SYSTEM MECHANIC | 11 | 0 |
| 24N | CHAPARRAL SYS MECH | 63 | 0 |
| 24P | DEFENSE ACQUISITION RADAR MECH, RESC | 2 | 0 |
| 24Q | NIKE-HERCULES FIRE CONTROL MECH, RESC | 1 | 0 |
| 24R | HAWK MASTER MECHANIC | 4 | 0 |
| 24S | ROLAND SYS MECH (RES COMP/NAT GUARD ONLY) | 19 | 0 |
| 24T | PATRIOT OPERATOR AND SYS MECHANIC | 1 | 0 |
| 24U | NIKE-HERCULES CUSTODIAL MECHANIC | 6 | 0 |
| 24V | HAWK MAINTENANCE CHIEF, RESCINDED | 3 | 0 |
| 25C | DEFINITION NOT FOUND | 1 | 0 |
| 25L | AN/TSQ 73 OP/REP | 12 | 0 |
| 26B | WEAPONS SUPPORT RADAR REPAIR, RESC | 3 | 0 |
| 26C | TARGET ACQUISITION SURVEIL RADAR REPAIR, RESC | 8 | 1 |
| 26D | GROUND CONTROL APPROACH RADAR REPAIR, RESC | 1 | 0 |
| 26E | AERIAL RADAR SENSOR REPAIRER, RESC | 1 | 1 |
| 26H | AIR DEF RADAR REPAIR (RESERVE/ARNG) | 10 | 0 |
| 26L | TACTICAL MICROWAVE SYS REPAIRER, RESCINDED | 21 | 0 |
| 26M | DEFINITION NOT FOUND | 1 | 0 |
| 26Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR, RESC | 15 | 0 |
| 26T | RADIO/TV SYS SPECIALIST, RESCINDED | 7 | 0 |
| 26V | STRATEGIC MICROWAVE SYS REPAIR, RESC | 3 | 0 |
| 26Y | SATCOM EQUIP REPAIR, RESC | 2 | 0 |
| 27B | LAND COMB SUPP SYS(LCSS) TEST SPECIALIST | 47 | 1 |
| 27C | ROLAND SYS REPAIRER (RES COMP) | 14 | 0 |
| 27E | TOW/DRAGON REPAIRER | 615 | 17 |
| 27F | VULCAN REPAIRER | 7 | 0 |
| 27G | CHAPARRAL/REDEYE REPAIRER | 50 | 1 |
| 27H | HAWK FIRING SECTION REPAIRER | 1 | 0 |
| 27L | LANCE SYS REPAIRER | 1 | 0 |
| 27M | MULTI LAUNCH ROCKET SYS REPAIR | 4 | 0 |
| 27N | FORWARD AREA ALERTING RADAR REPAIRER | 5 | 0 |
| 27Z | LAND COMB/AIR DEFEN SYS MAIN CHIEF | 18 | 0 |
| 28E | DEFINITION NOT FOUND | 1 | 0 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 28J | DEFINITION NOT FOUND | 1 | 0 |
| 29A | DEFINITION NOT FOUND | 1 | 0 |
| 29E | RADIO REPAIRER | 680 | 32 |
| 29F | FIXED COMMUN SEC(COMSEC) EQP REPAIRER | 11 | 3 |
| 29G | DIGITAL COMMUN EQUIP REPAIRER, RESCINDED | 2 | 0 |
| 29H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIRER, RESC | 8 | 0 |
| 29J | TELETYPEWRITER EQP REPAIRER | 369 | 19 |
| 29M | TACTICAL SATELLITE/MICROWAVE REPAIRER | 374 | 26 |
| 29N | TELEPHONE CENTRAL OFFICE REPAIRER | 390 | 28 |
| 29P | COMMUN SECURITY(COMSEC) MAIN CHIEF | 1 | 0 |
| 29S | FIELD COMMUN SECUR(COMSEC) EQP REPAIRER | 267 | 10 |
| 29U | DIGITAL EQUIP MAINTENANCE CHIEF, RESCINDED | 2 | 0 |
| 29V | STRATEGIC MICROWAVE SYS REPAIRER | 19 | 3 |
| 29W | COMMUN MAIN SUPPORT CHIEF | 110 | 0 |
| 29X | COMMUN EQUIP MAIN CHIEF | 31 | 0 |
| 29Y | SATELLITE COMMUN SYS REPAIRER | 7 | 0 |
| 29Z | ELEC MAIN CHIEF | 5 | 0 |
| 31B | DEFINITION NOT FOUND | 5 | 0 |
| 31C | SINGLE CHANNEL RADIO OPERATOR | 5173 | 343 |
| 31D | MSE TRANSMISSION SYS OPERATOR | 20 | 4 |
| 31E | FIELD RADIO REPAIRER, RESCINDED | 52 | 1 |
| 31F | MSE NETWORK SWITCHING SYS OPERATOR | 18 | 2 |
| 31G | TACTICAL COMMUNICATIONS CHIEF | 1579 | 8 |
| 31J | TELETYPEWRITER REPAIRER, RESCINDED | 23 | 1 |
| 31K | COMBAT SIGNALER | 7834 | 338 |
| 31L | WIRE SYSTEMS INSTALLER | 2486 | 128 |
| 31M | MULTICHANNEL COMMUN SYS OPERATOR | 3635 | 344 |
| 31N | COMMUN SYS/CIRCUIT CONTROLLER | 376 | 55 |
| 31P | DEFINITION NOT FOUND | 1 | 0 |
| 31Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR | 532 | 33 |
| 31S | FIELD GEN COMM SEC (COMSEC) REPAIRER, RESC | 7 | 0 |
| 31T | FIELD SYS COMM SEC (COMSEC) REPAIR, RESC | 0 | 1 |
| 31V | UNIT LEVEL COMMUNICATIONS MAINTAINER | 3436 | 76 |
| 31W | MOBILE SUBSCRIBER EQP(MSE) COMMUN CHIEF | 4 | 0 |
| 31X | COMMUN SYS/CIRCUIT CONTROL SUPERVISOR, RESCINDED | 2 | 0 |
| 31Y | COMMUN SYS SUPERVISOR | 403 | 5 |
| 31Z | COMMUN OPERATIONS CHIEF | 421 | 1 |
| 32B | DEFINITION NOT FOUND | 1 | 0 |
| 32D | COMMUN SYS CIRCUIT CONTROLLER, RESCINDED | 34 | 7 |
| 32G | FIXED CRYPTOGRAPHIC EQUIP REPAIR, RESC | 2 | 0 |
| 32L | DEFINITION NOT FOUND | 1 | 0 |
| 32Z | COMMUN ELECTRONICS MAINTENANCE CHIEF, RESC | 35 | 0 |
| 33M | EL WF/IN STR SYS ANAL&COMM&CONT SUB REP | 1 | 1 |
| 33P | EL WF/IN STR RECV SUBSYS REPAIRER | 1 | 0 |
| 33Q | EL WF/IN STR PROC&STOR SUBSYS REPAIRER | 1 | 0 |
| 33R | ELEC WRFARE/INTCPT AVAITION SYS REP | 5 | 0 |
| 33T | EL WF/IN TACTICAL SYS REPAIRER | 9 | 2 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 33V | ELEC WRFARE/INTCPT AERIAL SENSR REP | 17 | 1 |
| 34B | PUNCH CARD MACHINE OPERATOR, RESC | 1 | 1 |
| 34C | DAS3 COMPUTER REPAIRER, RESCINDED | 22 | 2 |
| 34D | DEFINITION NOT FOUND | 1 | 0 |
| 34F | DIGITAL SUBSCRIBER TERMINAL EQUIP REPAIR, RESC | 1 | 0 |
| 34H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIR, RESC | 2 | 0 |
| 34J | UNIVAC 1004/1005 DCT 9000 SYS REPAIR, RESC | 4 | 0 |
| 34K | DEFINITION NOT FOUND | 1 | 0 |
| 34L | FIELD ARTILLERY DIGITAL SYS REPAIRER, RESCINDED | 3 | 0 |
| 34T | TACTICAL COMPUTER SYS REPAIRER, RESCINDED | 1 | 0 |
| 34Y | FIELD ART. TACTICAL FIRE DIRECTION SYS REPAIRER, RESC | 11 | 0 |
| 35A | DEFINITION NOT FOUND | 1 | 0 |
| 35B | DEFINITION NOT FOUND | 1 | 0 |
| 35E | SPECIAL ELECTRONIC DEVICES REPAIRER, RESCINDED | 38 | 0 |
| 35G | BIOMEDICAL EQUIP SPEC,BASIC | 85 | 5 |
| 35H | TEST MEASURE&DIAGNOSTIC EQP MAIN SUPPRT SPEC | 131 | 7 |
| 35K | AVIONIC MECH (RESC. NOW 68N) | 508 | 22 |
| 35L | AVIONIC COMM EQP REP. (RESC. NOW 68L) | 245 | 14 |
| 35M | AVIONIC NAVIG&FLIGHT CONTROL EQUIP REPAIR, RESC | 178 | 15 |
| 35P | AVIONIC EQUIP MAINTENANCE SUPERVISOR, RESCINDED | 207 | 4 |
| 35R | AVIONIC SPECIAL EQUIP REPAIRER, RESCINDED | 113 | 4 |
| 35U | BIOMEDICAL EQUIP SPEC,ADVANCED | 80 | 0 |
| 36B | DEFINITION NOT FOUND | 1 | 0 |
| 36C | WIRE SYS INSTALLER, RESCINDED | 142 | 7 |
| 36E | DEFINITION NOT FOUND | 1 | 0 |
| 36H | DIAL/MANUAL CENTRAL OFFICE REPAIRER, RESCINDED | 13 | 1 |
| 36K | DEFINITION NOT FOUND | 8 | 0 |
| 36L | TRANSPORTABLE AUTO SWITCHING SYS OPER/MAIN | 25 | 0 |
| 36M | SWITCHING SYSTEMS OPERATOR | 574 | 77 |
| 39B | AUTO TEST EQUIP OP/MAIN | 1 | 0 |
| 39C | TARGET ACQUISITION SURVEIL RADAR REPAIR | 136 | 5 |
| 39D | DE AUTO SERV SUPP SYS&COMP SYS REP | 176 | 9 |
| 39E | SPECIAL ELECTRONIC DEVICES REPAIRER | 329 | 22 |
| 39L | FIELD ARTILLERY DIGITAL SYS REPAIRER | 28 | 2 |
| 39T | TACTICAL COMPUTER SYS REPAIRER | 5 | 2 |
| 39V | COMPUTERIZED SYS MAIN CHIEF | 9 | 1 |
| 39W | RADAR/SPEC ELEC DEVICES MAIN CHIEF | 0 | 1 |
| 39X | ELEC EQUIP MAIN CHIEF | 6 | 0 |
| 39Y | FIELD ART TACTICAL FIRE DIREC SYS REPAIRER | 58 | 3 |
| 41B | TOPOGRAPHIC INSTRUMENT REPAIR SPECIALIST | 24 | 0 |
| 41C | FIRE CONTROL INSTRUMENT REPAIRER | 302 | 23 |
| 41E | AUDIO VISUAL EQUIP REPAIRER, RESCINDED | 43 | 4 |
| 41J | OFFICE MACHINE REPAIRER, RESCINDED | 60 | 4 |
| 42D | DENTAL LAB SPECIALIST | 39 | 7 |
| 42E | OPTICAL LAB SPECIALIST | 14 | 6 |
| 43E | PARACHUTE RIGGER | 103 | 7 |
| 43M | FABRIC REPAIR SPECIALIST | 492 | 76 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 44B | METAL WORKER | 1576 | 21 |
| 44E | MACHINIST | 926 | 5 |
| 45B | SMALL ARMS REPAIRER | 702 | 22 |
| 45D | SELF PROPELLED FIELD ARTILLERY TURRET MECH | 307 | 0 |
| 45E | M1 ABRAMS TANK TURRET MECHANIC | 76 | 0 |
| 45G | FIRE CONTROL SYS REPAIRER | 151 | 5 |
| 45K | TANK TURRET REPAIRER | 970 | 13 |
| 45L | ARTILLERY REPAIRER | 233 | 8 |
| 45M | DEFINITION NOT FOUND | 1 | 0 |
| 45N | M60A1/A3 TANK TURRET MECHANIC | 633 | 0 |
| 45T | BRADLEY TURRET MECH | 186 | 0 |
| 45Z | ARMAMENT/FIRE CONT MAIN SUPER | 120 | 0 |
| 46M | DEFINITION NOT FOUND | 1 | 0 |
| 46N | PERSHING ELEC-MECH REPAIRER | 6 | 0 |
| 46Q | JOURNALIST | 0 | 1 |
| 46R | BROADCAST JOURNALIST | 1 | 0 |
| 51B | CARPENTRY & MASONRY SPEC | 2008 | 19 |
| 51C | STRUCTURES SPECIALIST, RESCINDED | 31 | 0 |
| 51D | DEFINITION NOT FOUND | 1 | 0 |
| 51G | MATERIELS QUALITY SPECIALIST | 72 | 1 |
| 51H | CONSTRUCTION ENG SUPERVISOR | 934 | 5 |
| 51K | PLUMBER | 645 | 2 |
| 51M | FIREFIGHTER | 246 | 4 |
| 51N | WATER TREATMENT SPECIALIST, RESCINDED | 52 | 0 |
| 51R | INTERIOR ELECTRICIAN | 901 | 5 |
| 51T | TECHNICAL ENGINEERING SUPERVISOR | 136 | 4 |
| 51Z | GENERAL ENGIN SUPERVISOR | 181 | 0 |
| 52B | DEFINITION NOT FOUND | 1 | 0 |
| 52C | UTILITIES EQUIPMENT REPAIRER | 991 | 21 |
| 52D | POWER GENERATION & EQP REPAIRER | 4227 | 90 |
| 52E | PRIME POWER PROD SPECIALIST | 11 | 0 |
| 52F | TURBINE ENGINE DRIVEN GENERATOR REPAIRER | 19 | 0 |
| 52G | TRANSMISSION & DISTRIBUTION SPECIALIST | 162 | 0 |
| 52X | SPECIAL PURPOSE EQP REPAIRER | 57 | 0 |
| 54B | CHEMICAL OPERATIONS SPEC | 4063 | 131 |
| 54C | SMOKE OPERATION SPECIALIST, RESCINDED | 10 | 0 |
| 54E | NUCLEAR BIOLOGICAL & CHEMICAL SPECIALIST, RESC | 195 | 7 |
| 54G | DEFINITION NOT FOUND | 1 | 0 |
| 54Z | CHEMICAL SR. SGT., RESCINDED | 8 | 0 |
| 55B | AMMUNITION SPECIALIST | 1404 | 77 |
| 55D | EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST | 28 | 4 |
| 55G | NUCLEAR WEAPONS SPECIALIST | 5 | 0 |
| 55R | AMMUNITION STOCK CONT &ACCT SPEC | 146 | 18 |
| 55X | AMMUNITION INSPECTOR | 46 | 0 |
| 55Z | AMMUNITION SUPERVISOR | 25 | 0 |
| 57D | DEFINITION NOT FOUND | 1 | 0 |
| 57E | LAUNDRY & BATH SPECIALIST | 652 | 59 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 57F | GRAVES REGISTRATION SPECIALIST | 177 | 31 |
| 57H | CARGO SPECIALIST, RESCINDED | 13 | 3 |
| 61B | WATERCRAFT OPERATOR, RESCINDED | 10 | 0 |
| 61C | WATERCRAFT ENGINEER, RESCINDED | 8 | 0 |
| 61E | DEFINITION NOT FOUND | 1 | 0 |
| 61J | DEFINITION NOT FOUND | 1 | 0 |
| 61Y | DEFINITION NOT FOUND | 1 | 0 |
| 62B | CONSTRUCTION EQUIP REPAIRER | 4476 | 45 |
| 62D | DEFINITION NOT FOUND | 1 | 0 |
| 62E | HEAVY CONSTRC EQP OPERATOR | 3525 | 6 |
| 62F | CRANE OPERATOR | 1177 | 12 |
| 62G | QUARRYING SPECIALIST | 256 | 1 |
| 62H | CONCRETE&ASPHALT EQUIP OPERATOR | 278 | 1 |
| 62J | GENERAL CONSTR EQP REPAIRER | 1712 | 7 |
| 62N | CONSTRUCTION EQUIP SUPERVISOR | 870 | 4 |
| 62W | DEFINITION NOT FOUND | 1 | 0 |
| 62Y | DEFINITION NOT FOUND | 1 | 0 |
| 63B | LIGHT WHEEL VEHICLE MECH | 18432 | 345 |
| 63C | DEFINITION NOT FOUND | 2 | 0 |
| 63D | SELF PROPELLED FIELD ARTILLERY SYS MECH | 1401 | 1 |
| 63E | M1 ABRAMS TANK SYSTEM MECHANIC | 283 | 0 |
| 63F | DEFINITION NOT FOUND | 1 | 0 |
| 63G | FUEL&ELEC SYS REPAIRER | 653 | 19 |
| 63H | TRACH VEHICLE REPAIRER | 4758 | 83 |
| 63J | QUARTERMASTER & CHEMICAL EQP REPAIRER | 1084 | 49 |
| 63M | DEFINITION NOT FOUND | 1 | 0 |
| 63N | M60A1/A3 TANK SYSTEM MECHANIC | 2471 | 1 |
| 63S | HEAVY-WHEEL VEHICLE MECHANIC | 1659 | 13 |
| 63T | BRADLEY FIGHTING VEHICLE SYS MECH | 2836 | 0 |
| 63W | WHEEL VEHICLE REPAIRER | 3271 | 88 |
| 63Y | TRACK VEHICLE MECHANIC | 450 | 1 |
| 63Z | MECHANICAL MAIN SUPERVISOR | 460 | 0 |
| 64B | DEFINITION NOT FOUND | 0 | 1 |
| 64C | MOTOR TRANSPORT OPERATOR, RESCINDED | 613 | 28 |
| 64Z | TRANSPORTATION SR. SGT., RESC | 8 | 0 |
| 65B | LOCOMOTIVE REPAIRER, RESC | 4 | 0 |
| 65N | DEFINITION NOT FOUND | 1 | 0 |
| 65T | DEFINITION NOT FOUND | 1 | 0 |
| 66G | UTILITY AIRPLANE TECH INSPECTOR (RES COMP) | 17 | 0 |
| 66H | OBSERVATION AIRPLANE TECH INSPECTOR | 4 | 0 |
| 66J | AIRCRAFT ARMAMENT TECH INSPEC | 23 | 1 |
| 66N | UTILITY HELICOPTER TECH INSPECTOR | 196 | 4 |
| 66R | AH-64 TECH INSPEC | 2 | 0 |
| 66S | SCOUT HELICOPTER TECH INSPECTOR | 4 | 0 |
| 66T | TACTICAL TRANSPORT HELICOPTER TECH INSPECTOR | 36 | 1 |
| 66U | MEDIUM HELICOPTER TECH INSPECTOR | 9 | 0 |
| 66V | OBSERVATION/SCOUT HELICOPTER TECH INSPECTOR | 71 | 0 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 66X | HEAVY LIFT HELICOP TECH INSPC (RESV COMP) | 23 | 0 |
| 66Y | AH-1 TECH INSPEC | 43 | 0 |
| 67B | DEFINITION NOT FOUND | 1 | 0 |
| 67G | UTILITY AIRPLANE REPAIRER (RES COMP) | 177 | 0 |
| 67H | OBSERVATION AIRPLANE OBSERVER | 138 | 3 |
| 67J | DEFINITION NOT FOUND | 1 | 0 |
| 67N | UTILITY HELICOPTER REPAIRER | 3877 | 61 |
| 67R | AH-64 REPAIRER | 108 | 0 |
| 67S | SCOUT HELICOPTER REPAIRER | 2 | 0 |
| 67T | TACTICAL TRANSPORT HELICOPTER REPAIRER | 598 | 7 |
| 67U | MEDIUM HELICOPTER REPAIRER | 403 | 7 |
| 67V | OBSERVATION/SCOUT HELICOPTER REPAIRER | 1643 | 14 |
| 67W | DEFINITION NOT FOUND | 1 | 0 |
| 67X | HEAVY LIFT HELICOPT REPAIRER (RESV COMP) | 281 | 3 |
| 67Y | AH-1 REPAIRER | 1206 | 6 |
| 67Z | AIRCRAFT MAIN SR SGT | 230 | 0 |
| 68B | AIRCRAFT POWERPLANT REPAIRER | 564 | 12 |
| 68C | DEFINITION NOT FOUND | 1 | 0 |
| 68D | AIRCRAFT POWERTRAIN REPAIRER | 365 | 2 |
| 68F | AIRCRAFT ELECTRICIAN | 400 | 8 |
| 68G | AIRCRAFT STRUCTURAL REPAIRER | 627 | 9 |
| 68H | AIRCRAFT PNEUDRAULICS REPAIRER | 136 | 4 |
| 68J | AIRCRAFT ARM/MISSILE SYS REPAIRER | 477 | 4 |
| 68K | AIRCRAFT COMP REPAIR SUPERVISOR | 134 | 0 |
| 68M | AIRCRAFT WEAPON SYS REP (RESC.) | 299 | 5 |
| 71B | DEFINITION NOT FOUND | 3 | 0 |
| 71C | EXEC ADMIN ASST | 46 | 124 |
| 71D | LEGAL SPECIALIST | 646 | 249 |
| 71E | COURT REPORTER | 16 | 12 |
| 71G | PATIENT ADMIN SPECIALIST | 327 | 306 |
| 71H | DEFINITION NOT FOUND | 1 | 0 |
| 71L | ADMIN SPEC | 5128 | 4058 |
| 71M | CHAPLAIN ASST | 588 | 85 |
| 71N | TRAFFIC MANAGEMENT COORDINATOR, RESCINDED | 27 | 9 |
| 71P | DEFINITION NOT FOUND | 2 | 0 |
| 71Q | JOURNALIST (RESC. NOW 46Q) | 328 | 103 |
| 71R | BROADCAST JOURNALIST, RESCINDED | 137 | 32 |
| 71Y | DEFINITION NOT FOUND | 0 | 1 |
| 72B | DEFINITION NOT FOUND | 1 | 0 |
| 72E | TACTICAL TELECOMMUN CENTER OPERATOR | 2058 | 687 |
| 72G | AUTO DATA TELECOMM CNT OPERATOR | 93 | 44 |
| 72M | DEFINITION NOT FOUND | 0 | 1 |
| 73B | DEFINITION NOT FOUND | 1 | 0 |
| 73C | FINANCE SPECIALIST | 1084 | 412 |
| 73D | ACCT SPEC | 136 | 60 |
| 73F | DEFINITION NOT FOUND | 0 | 1 |
| 73Y | DEFINITION NOT FOUND | 1 | 0 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 73Z | FINANCE SR SGT | 89 | 5 |
| 74A | DEFINITION NOT FOUND | 1 | 0 |
| 74B | CARD & TAPE WRITER, RESC | 1 | 0 |
| 74D | COMPUTER/MACHINE OPERATOR | 315 | 119 |
| 74E | DEFINITION NOT FOUND | 1 | 0 |
| 74F | PROGRAMMER ANALYST | 396 | 61 |
| 74Z | DATA PROCESSING NCO | 45 | 0 |
| 75B | PERSONNEL ADMIN SPECIALIST | 3497 | 1060 |
| 75C | PERSONNEL MANAGEMENT SPECIALIST | 443 | 358 |
| 75D | PERSONNEL RECORDS SPECIALIST | 777 | 694 |
| 75E | PERSONNEL ACTIONS SPECIALIST | 269 | 223 |
| 75F | PERSONNEL INFO SYS MANAGE SPECIALIST | 241 | 158 |
| 75G | DEFINITION NOT FOUND | 1 | 0 |
| 75V | DEFINITION NOT FOUND | 1 | 0 |
| 75Y | DEFINITION NOT FOUND | 1 | 0 |
| 75Z | PERSONNEL SERGEANT | 1356 | 251 |
| 76B | DEFINITION NOT FOUND | 1 | 0 |
| 76C | EQUIP RECORDS&PARTS SPECIALIST | 4333 | 855 |
| 76D | DEFINITION NOT FOUND | 1 | 0 |
| 76J | MEDICAL SUPPLY SPECIALIST | 387 | 177 |
| 76N | DEFINITION NOT FOUND | 1 | 0 |
| 76O | DEFINITION NOT FOUND | 2 | 0 |
| 76P | MATERIEL CONTROL&ACCT SPECIALIST | 3488 | 899 |
| 76Q | DEFINITION NOT FOUND | 0 | 1 |
| 76T | DEFINITION NOT FOUND | 3 | 0 |
| 76V | MATERIEL STORAGE&HANDLING SPECIALIST | 3866 | 734 |
| 76W | PETROLEUM SUPPLY SPECIALIST, RESCINDED | 188 | 12 |
| 76X | SUBSISTENCE SUPPLY SPECIALIST | 594 | 193 |
| 76Y | UNIT SUPPLY SPECIALIST | 13928 | 1201 |
| 76Z | SENIOR SUPPLY/SERVICE SERGEANT | 784 | 8 |
| 77E | DEFINITION NOT FOUND | 1 | 1 |
| 77F | PETROLEUM SUPPLY SPECIALIST | 3627 | 153 |
| 77L | PETROLEUM LAB SPECIALIST | 34 | 5 |
| 77W | WATER TREATMENT SPECIALIST | 639 | 61 |
| 77Y | DEFINITION NOT FOUND | 1 | 0 |
| 79D | REENLISTMENT NCO (RES COMP) | 854 | 65 |
| 79P | DEFINITION NOT FOUND | 1 | 0 |
| 81A | DEFINITION NOT FOUND | 3 | 0 |
| 81B | TECHNICAL DRAFTING SPECIALIST | 418 | 33 |
| 81C | CARTOGRAPHER | 67 | 5 |
| 81E | ILLUSTRATOR, RESCINDED | 223 | 61 |
| 81Q | TERRAIN ANALYST | 38 | 2 |
| 81Z | TOPOGRAPHIC ENGINEERING SUPERVISOR | 3 | 0 |
| 82B | CONSTRUCTION SURVEYOR | 278 | 4 |
| 82C | FIELD ART SURVEYOR | 1618 | 2 |
| 82D | TOPOGRAPHIC SURVEYOR | 100 | 3 |
| 82G | DEFINITION NOT FOUND | 1 | 0 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 83E | PHOTO & LAYOUT SPECIALIST | 21 | 4 |
| 83F | PRINTING AND BINDERY SPECIALIST | 111 | 24 |
| 84B | STILL PHOTOGRAPHIC SPECIALIST, RESCINDED | 149 | 26 |
| 84C | MOTION PICTURE SPECIALIST, RESCINDED | 13 | 1 |
| 84F | AUDIO/TV SPECIALIST, RESCINDED | 8 | 2 |
| 84T | TV/RADIO BROADCAST OPERATIONS CHIEF, RESCINDED | 1 | 0 |
| 84Z | PUBLIC AFFAIRS CHIEF, RESCINDED | 52 | 0 |
| 85C | DEFINITION NOT FOUND | 1 | 0 |
| 88B | DEFINITION NOT FOUND | 3 | 0 |
| 88C | DEFINITION NOT FOUND | 2 | 0 |
| 88E | DEFINITION NOT FOUND | 1 | 0 |
| 88H | CARGO SPEC | 164 | 10 |
| 88K | WATERCRAFT OPERATOR | 161 | 11 |
| 88L | WATERCRAFT ENGINEER | 126 | 3 |
| 88M | MOTOR TRANSPORT OPERATOR | 17237 | 874 |
| 88N | TRAFFIC MANAGEMENT COORDINATOR | 284 | 69 |
| 88P | LOCOMOTIVE REPAIRER (RES COMP) | 2 | 0 |
| 88Q | RAILWAY CAR REPAIRER (RES COMP) | 1 | 0 |
| 88S | LOCOMOTIVE ELECTRICIAN (RES COMP) | 1 | 0 |
| 88V | TRAIN CREWMEMBER (RES COMP) | 1 | 0 |
| 88W | RAILWAY MOVEMENT COORDINATOR (RES COMP) | 1 | 0 |
| 88Y | MARINE SR SGT | 2 | 0 |
| 88Z | TRANSPORTATION SENIOR SERGEANT | 134 | 2 |
| 91A | MEDICAL SPECIALIST | 8691 | 1880 |
| 91B | MEDICAL NCO | 4266 | 391 |
| 91C | PRACTICAL NURSE | 474 | 319 |
| 91D | OPERATING ROOM SPECIALIST | 399 | 189 |
| 91E | DENTAL SPECIALIST | 286 | 153 |
| 91F | PSYCHIATRIC SPECIALIST | 14 | 13 |
| 91G | BEHAVIORAL SCIENCE SPECIALIST | 64 | 32 |
| 91H | ORTHOPEDIC SPECIALIST | 36 | 17 |
| 91J | PHYSICAL THERAPY SPECIALIST | 5 | 3 |
| 91K | DEFINITION NOT FOUND | 1 | 0 |
| 91L | OCCUPATIONAL THERAPY SPECIALIST | 1 | 2 |
| 91N | CARDIAC SPEC | 7 | 7 |
| 91P | X-RAY SPECIALIST | 214 | 85 |
| 91Q | PHARMACY SPECIALIST | 145 | 70 |
| 91R | VETERINARY FOOD INSPECTION SPECILALIST | 41 | 11 |
| 91S | PREVENTIVE MEDICINE SPECIALIST | 89 | 44 |
| 91T | ANIMAL CARE SPECIALIST | 11 | 4 |
| 91U | EAR,NOSE&THROAT SPECIALIST | 7 | 3 |
| 91V | RESPIRATORY SPECIALIST | 22 | 5 |
| 91W | NUCLEAR MEDICINE SPECIALIST | 1 | 0 |
| 91Y | EYE SPECIALIST | 15 | 2 |
| 92B | MEDICAL LAB SPECIALIST | 342 | 175 |
| 92C | PETROLEUM LAB SPECIALIST, RESC | 0 | 1 |
| 92D | CHEMICAL LAB SPECIALIST, RESC | 1 | 1 |

Table A1. con't.

| MOS | DEFINITION | Male | Female |
|---|---|---|---|
| 92E | CYTOLOGY SPECIALIST | 1 | 0 |
| 93B | AEROSCOUT OBSERVER | 74 | 0 |
| 93C | AIR TRAFFIC CONTROL (ATC) OPERATOR | 168 | 28 |
| 93D | ATC SYSTEMS,SUBSYS & EQUIP REPAIRER | 42 | 0 |
| 93E | METEOROLOGICAL OBSERVER, RESC | 1 | 1 |
| 93F | FIELD ARTIL METEOROLOGICAL CREWMEMBER | 333 | 17 |
| 93H | AIR TRAFFIC CONTROL TOWER OPERATOR, RESCINDED | 60 | 8 |
| 93J | AIR TRAFFIC CONTROL RADAR CONTROLLER, RESCINDED | 65 | 16 |
| 93N | DEFINITION NOT FOUND | 1 | 0 |
| 93P | AVIATION OPERATIONS SPECIALIST | 841 | 142 |
| 94A | DEFINITION NOT FOUND | 2 | 0 |
| 94B | FOOD SERVICE SPECIALIST | 17353 | 859 |
| 94F | HOSPITAL FOOD SERVICE SPECIALIST | 117 | 32 |
| 94N | DEFINITION NOT FOUND | 1 | 0 |
| 95A | DEFINITION NOT FOUND | 1 | 0 |
| 95B | MILITARY POLICE | 11374 | 782 |
| 95C | CORRECTIONS NCO | 94 | 6 |
| 95D | CID SPECIAL AGENT | 53 | 0 |
| 95J | DEFINITION NOT FOUND | 1 | 0 |
| 95M | DEFINITION NOT FOUND | 1 | 0 |
| 96B | INTELLIGENCE ANALYST | 924 | 65 |
| 96C | INTERROGATOR, RESC | 1 | 0 |
| 96D | IMAGERY ANALYST | 52 | 12 |
| 96F | PSYCHOLOGICAL OPERATIONS SPECIALIST | 4 | 0 |
| 96H | AERIAL INTEL SPEC | 64 | 1 |
| 96R | GROUND SURVEILL SYS OPERATOR | 143 | 0 |
| 96Z | INTELLIGENCE SR SGT | 14 | 0 |
| 97B | COUNTERINTELLIGENCE AGENT | 107 | 7 |
| 97E | INTERROGATOR | 221 | 21 |
| 97G | COUNTER SIGNALS INTELL SPECIALIST | 13 | 2 |
| 98C | EL WF/SIGNAL INTELL ANALYST | 46 | 12 |
| 98G | EL WF/SIG INTELL VOICE INTERCEPTOR | 34 | 11 |
| 98J | EL WF/SIG INTELL NONCOMM INTERCEPTOR | 16 | 3 |
| 98Z | EL WF/SIGNAL INTELL CHIEF | 4 | 0 |
| 99R | DEFINITION NOT FOUND | 1 | 0 |

Table A2. MOS by descending number of males

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 11B | INFANTRYMAN | 41913 | 6 |
| 13B | CANNON CREWMEMBER | 21472 | 1 |
| 63B | LIGHT WHEEL VEHICLE MECH | 18432 | 345 |
| 12B | COMBAT ENGINEER | 17394 | 1 |
| 94B | FOOD SERVICE SPECIALIST | 17353 | 859 |
| 88M | MOTOR TRANSPORT OPERATOR | 17237 | 874 |
| 76Y | UNIT SUPPLY SPECIALIST | 13928 | 1201 |
| 95B | MILITARY POLICE | 11374 | 782 |
| 19E | M48 M60 ARMOR CREWMAN | 11188 | 4 |
| 91A | MEDICAL SPECIALIST | 8691 | 1880 |
| 11C | INDIRECT FIRE INFANTRYMAN | 8346 | 0 |
| 31K | COMBAT SIGNALER | 7834 | 338 |
| 11H | HEAVY ANTIARMOR WEAPONS INFNTRYMAN | 7576 | 1 |
| 19D | CALVARY SCOUT | 7350 | 2 |
| 31C | SINGLE CHANNEL RADIO OPERATOR | 5173 | 343 |
| 71L | ADMIN SPEC | 5128 | 4058 |
| 63H | TRACH VEHICLE REPAIRER | 4758 | 83 |
| 09R | SIMULTANEOUS MEMBERSHIP PROG PART (RES COMP) | 4489 | 492 |
| 62B | CONSTRUCTION EQUIP REPAIRER | 4476 | 45 |
| 76C | EQUIP RECORDS&PARTS SPECIALIST | 4333 | 855 |
| 91B | MEDICAL NCO | 4266 | 391 |
| 52D | POWER GENERATION & EQP REPAIRER | 4227 | 90 |
| 54B | CHEMICAL OPERATIONS SPEC | 4063 | 131 |
| 67N | UTILITY HELICOPTER REPAIRER | 3877 | 61 |
| 76V | MATERIEL STORAGE&HANDLING SPECIALIST | 3866 | 734 |
| 31M | MULTICHANNEL COMMUN SYS OPERATOR | 3635 | 344 |
| 77F | PETROLEUM SUPPLY SPECIALIST | 3627 | 153 |
| 62E | HEAVY CONSTRC EQP OPERATOR | 3525 | 6 |
| 75B | PERSONNEL ADMIN SPECIALIST | 3497 | 1060 |
| 76P | MATERIEL CONTROL&ACCT SPECIALIST | 3488 | 899 |
| 31V | UNIT LEVEL COMMUNICATIONS MAINTAINER | 3436 | 76 |
| 63W | WHEEL VEHICLE REPAIRER | 3271 | 88 |
| 13F | FIRE SUPPORT SPECIALIST | 3216 | 2 |
| 13E | CANNON FIRE DIRECTION SPEC | 3210 | 0 |
| 00E | RECRUITER (RES COMP) | 2977 | 179 |
| 63T | BRADLEY FIGHTING VEHICLE SYS MECH | 2836 | 0 |
| 31L | WIRE SYSTEMS INSTALLER | 2486 | 128 |
| 63N | M60A1/A3 TANK SYSTEM MECHANIC | 2471 | 1 |
| 12C | BRIDGE CREWMEMBER | 2127 | 0 |
| 72E | TACTICAL TELECOMMUN CENTER OPERATOR | 2058 | 687 |
| 51B | CARPENTRY & MASONRY SPEC | 2008 | 19 |
| 62J | GENERAL CONSTR EQP REPAIRER | 1712 | 7 |
| 63S | HEAVY-WHEEL VEHICLE MECHANIC | 1659 | 13 |
| 67V | OBSERVATION/SCOUT HELICOPTER REPAIRER | 1643 | 14 |
| 82C | FIELD ART SURVEYOR | 1618 | 2 |
| 31G | TACTICAL COMMUNICATIONS CHIEF | 1579 | 8 |
| 44B | METAL WORKER | 1576 | 21 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 09S | COMMISSIONED OFF CANDIDATE | 1537 | 143 |
| 11M | FIGHTING VEHICLE INFANTRYMAN | 1508 | 0 |
| 19K | M1 ARMOR CREWMAN | 1424 | 0 |
| 55B | AMMUNITION SPECIALIST | 1404 | 77 |
| 63D | SELF PROPELLED FIELD ARTILLERY SYS MECH | 1401 | 1 |
| 75Z | PERSONNEL SERGEANT | 1356 | 251 |
| 16F | LIGHT AIR DEF ARTIL CREWMEMBR (RES COMP) | 1261 | 0 |
| 67Y | AH-1 REPAIRER | 1206 | 6 |
| 62F | CRANE OPERATOR | 1177 | 12 |
| 63J | QUARTERMASTER & CHEMICAL EQP REPAIRER | 1084 | 49 |
| 73C | FINANCE SPECIALIST | 1084 | 412 |
| 16S | MANPADS/PMS CREWMEMBER | 1014 | 0 |
| 52C | UTILITIES EQUIPMENT REPAIRER | 991 | 21 |
| 45K | TANK TURRET REPAIRER | 970 | 13 |
| 51H | CONSTRUCTION ENG SUPERVISOR | 934 | 5 |
| 44E | MACHINIST | 926 | 5 |
| 96B | INTELLIGENCE ANALYST | 924 | 65 |
| 51R | INTERIOR ELECTRICIAN | 901 | 5 |
| 00Z | COMMAND SGT MAJOR | 885 | 1 |
| 62N | CONSTRUCTION EQUIP SUPERVISOR | 870 | 4 |
| 79D | REENLISTMENT NCO (RES COMP) | 854 | 65 |
| 16P | CHAPARRAL CREWMEMBER | 853 | 0 |
| 93P | AVIATION OPERATIONS SPECIALIST | 841 | 142 |
| 76Z | SENIOR SUPPLY/SERVICE SERGEANT | 784 | 8 |
| 75D | PERSONNEL RECORDS SPECIALIST | 777 | 694 |
| 12F | ENG TRACKED VEHICLE CREWMAN | 770 | 0 |
| 45B | SMALL ARMS REPAIRER | 702 | 22 |
| 13Z | FIELD ART SR SGT | 701 | 0 |
| 29E | RADIO REPAIRER | 680 | 32 |
| 63G | FUEL&ELEC SYS REPAIRER | 653 | 19 |
| 57E | LAUNDRY & BATH SPECIALIST | 652 | 59 |
| 71D | LEGAL SPECIALIST | 646 | 249 |
| 51K | PLUMBER | 645 | 2 |
| 77W | WATER TREATMENT SPECIALIST | 639 | 61 |
| 45N | M60A1/A3 TANK TURRET MECHANIC | 633 | 0 |
| 68G | AIRCRAFT STRUCTURAL REPAIRER | 627 | 9 |
| 27E | TOW/DRAGON REPAIRER | 615 | 17 |
| 64C | MOTOR TRANSPORT OPERATOR, RESCINDED | 613 | 28 |
| 67T | TACTICAL TRANSPORT HELICOPTER REPAIRER | 598 | 7 |
| 76X | SUBSISTENCE SUPPLY SPECIALIST | 594 | 193 |
| 71M | CHAPLAIN ASST | 588 | 85 |
| 36M | SWITCHING SYSTEMS OPERATOR | 574 | 77 |
| 68B | AIRCRAFT POWERPLANT REPAIRER | 564 | 12 |
| 31Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR | 532 | 33 |
| 19Z | ARMOR SR SGT | 517 | 0 |
| 35K | AVIONIC MECH (RESC. NOW 68N) | 508 | 22 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 43M | FABRIC REPAIR SPECIALIST | 492 | 76 |
| 68J | AIRCRAFT ARM/MISSILE SYS REPAIRER | 477 | 4 |
| 91C | PRACTICAL NURSE | 474 | 319 |
| 63Z | MECHANICAL MAIN SUPERVISOR | 460 | 0 |
| 63Y | TRACK VEHICLE MECHANIC | 450 | 1 |
| 12Z | COMBAT ENG SR SGT | 443 | 0 |
| 75C | PERSONNEL MANAGEMENT SPECIALIST | 443 | 358 |
| 31Z | COMMUN OPERATIONS CHIEF | 421 | 1 |
| 81B | TECHNICAL DRAFTING SPECIALIST | 418 | 33 |
| 31Y | COMMUN SYS SUPERVISOR | 403 | 5 |
| 67U | MEDIUM HELICOPTER REPAIRER | 403 | 7 |
| 68F | AIRCRAFT ELECTRICIAN | 400 | 8 |
| 91D | OPERATING ROOM SPECIALIST | 399 | 189 |
| 74F | PROGRAMMER ANALYST | 396 | 61 |
| 29N | TELEPHONE CENTRAL OFFICE REPAIRER | 390 | 28 |
| 76J | MEDICAL SUPPLY SPECIALIST | 387 | 177 |
| 31N | COMMUN SYS/CIRCUIT CONTROLLER | 376 | 55 |
| 29M | TACTICAL SATELLITE/MICROWAVE REPAIRER | 374 | 26 |
| 29J | TELETYPEWRITER EQP REPAIRER | 369 | 19 |
| 68D | AIRCRAFT POWERTRAIN REPAIRER | 365 | 2 |
| 02B | CORNET OR TRUMPET PLAYER | 362 | 18 |
| 92B | MEDICAL LAB SPECIALIST | 342 | 175 |
| 93F | FIELD ARTIL METEOROLOGICAL CREWMEMBER | 333 | 17 |
| 39E | SPECIAL ELECTRONIC DEVICES REPAIRER | 329 | 22 |
| 71Q | JOURNALIST (RESC. NOW 46Q) | 328 | 103 |
| 71G | PATIENT ADMIN SPECIALIST | 327 | 306 |
| 13R | FIELD ARTILLERY FIREFINDER RADAR OPER | 318 | 1 |
| 74D | COMPUTER/MACHINE OPERATOR | 315 | 119 |
| 45D | SELF PROPELLED FIELD ARTILLERY TURRET MECH | 307 | 0 |
| 41C | FIRE CONTROL INSTRUMENT REPAIRER | 302 | 23 |
| 68M | AIRCRAFT WEAPON SYS REP (RESC.) | 299 | 5 |
| 91E | DENTAL SPECIALIST | 286 | 153 |
| 88N | TRAFFIC MANAGEMENT COORDINATOR | 284 | 69 |
| 63E | M1 ABRAMS TANK SYSTEM MECHANIC | 283 | 0 |
| 67X | HEAVY LIFT HELICOPT REPAIRER (RESV COMP) | 281 | 3 |
| 62H | CONCRETE&ASPHALT EQUIP OPERATOR | 278 | 1 |
| 82B | CONSTRUCTION SURVEYOR | 278 | 4 |
| 75E | PERSONNEL ACTIONS SPECIALIST | 269 | 223 |
| 29S | FIELD COMMUN SECUR(COMSEC) EQP REPAIRER | 267 | 10 |
| 62G | QUARRYING SPECIALIST | 256 | 1 |
| 02E | TROMBONE PLAYER | 247 | 7 |
| 51M | FIREFIGHTER | 246 | 4 |
| 35L | AVIONIC COMM EQP REP. (RESC. NOW 68L) | 245 | 14 |
| 75F | PERSONNEL INFO SYS MANAGE SPECIALIST | 241 | 158 |
| 45L | ARTILLERY REPAIRER | 233 | 8 |
| 67Z | AIRCRAFT MAIN SR SGT | 230 | 0 |
| 02M | PERCUSSION PLAYER | 228 | 13 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 18B | SPECIAL OPERATIONS WEAPONS SERGEANT | 224 | 0 |
| 81E | ILLUSTRATOR, RESCINDED | 223 | 61 |
| 02J | CLARINET PLAYER | 221 | 101 |
| 02L | SAXOPHONE PLAYER | 221 | 32 |
| 97E | INTERROGATOR | 221 | 21 |
| 91P | X-RAY SPECIALIST | 214 | 85 |
| 35P | AVIONIC EQUIP MAINTENANCE SUPERVISOR, RESCINDED | 207 | 4 |
| 09W | WARRANT OFFICER CANDIDATE | 204 | 8 |
| 16H | AIR DEF ARTILLERY OP & INTELL ASST | 196 | 5 |
| 66N | UTILITY HELICOPTER TECH INSPECTOR | 196 | 4 |
| 54E | NUCLEAR BIOLOGICAL & CHEMICAL SPECIALIST, RESC | 195 | 7 |
| 18E | SPECIAL OPERATIONS COMMUN SERGEANT | 194 | 1 |
| 76W | PETROLEUM SUPPLY SPECIALIST, RESCINDED | 188 | 12 |
| 45T | BRADLEY TURRET MECH | 186 | 0 |
| 18C | SPECIAL OPERATIONS ENGINEER SERGEANT | 182 | 0 |
| 51Z | GENERAL ENGIN SUPERVISOR | 181 | 0 |
| 35M | AVIONIC NAVIG & FLIGHT CONTROL EQUIP REPAIR, REsc | 178 | 15 |
| 57F | GRAVES REGISTRATION SPECIALIST | 177 | 31 |
| 67G | UTILITY AIRPLANE REPAIRER (RES COMP) | 177 | 0 |
| 39D | DE AUTO SERV SUPP SYS&COMP SYS REP | 176 | 9 |
| 13M | MULTI LAUNCH ROCKET SYS CREWMEMBER | 174 | 0 |
| 93C | AIR TRAFFIC CONTROL (ATC) OPERATOR | 168 | 28 |
| 88H | CARGO SPEC | 164 | 10 |
| 52G | TRANSMISSION & DISTRIBUTION SPECIALIST | 162 | 0 |
| 88K | WATERCRAFT OPERATOR | 161 | 11 |
| 02F | TUBA PLAYER | 156 | 6 |
| 18D | SPECIAL OPERATIONS MEDICAL SERGEANT | 152 | 0 |
| 45G | FIRE CONTROL SYS REPAIRER | 151 | 5 |
| 84B | STILL PHOTOGRAPHIC SPECIALIST, RESCINDED | 149 | 26 |
| 17B | FIELD ART RADAR CREWMEM (RESERV COMP) | 146 | 0 |
| 55R | AMMUNITION STOCK CONT &ACCT SPEC | 146 | 18 |
| 91Q | PHARMACY SPECIALIST | 145 | 70 |
| 96R | GROUND SURVEILL SYS OPERATOR | 143 | 0 |
| 36C | WIRE SYS INSTALLER, RESCINDED | 142 | 7 |
| 67H | OBSERVATION AIRPLANE OBSERVER | 138 | 3 |
| 71R | BROADCAST JOURNALIST, RESCINDED | 137 | 32 |
| 39C | TARGET ACQUISITION SURVEIL RADAR REPAIR | 136 | 5 |
| 51T | TECHNICAL ENGINEERING SUPERVISOR | 136 | 4 |
| 68H | AIRCRAFT PNEUDRAULICS REPAIRER | 136 | 4 |
| 73D | ACCT SPEC | 136 | 60 |
| 68K | AIRCRAFT COMP REPAIR SUPERVISOR | 134 | 0 |
| 88Z | TRANSPORTATION SENIOR SERGEANT | 134 | 2 |
| 35H | TEST MEASURE&DIAGNOSTIC EQP MAIN SUPPRT SPEC | 131 | 7 |
| 13C | TACTICAL FIRE OPERATIONS SPECIALIST | 127 | 0 |
| 02D | FRENCH HORN PLAYER | 126 | 45 |
| 88L | WATERCRAFT ENGINEER | 126 | 3 |
| 18Z | SPECIAL OPERATIONS SENIOR SERGEANT | 122 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 45Z | ARMAMENT/FIRE CONT MAIN SUPER | 120 | 0 |
| 94F | HOSPITAL FOOD SERVICE SPECIALIST | 117 | 32 |
| 35R | AVIONIC SPECIAL EQUIP REPAIRER, RESCINDED | 113 | 4 |
| 83F | PRINTING AND BINDERY SPECIALIST | 111 | 24 |
| 29W | COMMUN MAIN SUPPORT CHIEF | 110 | 0 |
| 02C | BARITONE OR EUPHONIUM PLAYER | 108 | 8 |
| 67R | AH-64 REPAIRER | 108 | 0 |
| 97B | COUNTERINTELLIGENCE AGENT | 107 | 7 |
| 43E | PARACHUTE RIGGER | 103 | 7 |
| 82D | TOPOGRAPHIC SURVEYOR | 100 | 3 |
| 16G | ROLAND SYS CREWMEMBER (RES COMP) | 99 | 0 |
| 95C | CORRECTIONS NCO | 94 | 6 |
| 72G | AUTO DATA TELECOMM CNT OPERATOR | 93 | 44 |
| 17C | FIELD ART TARGET ACQUISITION SPEC, RESCINDED | 90 | 0 |
| 73Z | FINANCE SR SGT | 89 | 5 |
| 91S | PREVENTIVE MEDICINE SPECIALIST | 89 | 44 |
| 35G | BIOMEDICAL EQUIP SPEC,BASIC | 85 | 5 |
| 35U | BIOMEDICAL EQUIP SPEC,ADVANCED | 80 | 0 |
| 16D | HAWK MISSILE CREWMEMBER | 78 | 4 |
| 16Z | AIR DEF ARTILLERY SR SGT | 78 | 0 |
| 45E | M1 ABRAMS TANK TURRET MECHANIC | 76 | 0 |
| 93B | AEROSCOUT OBSERVER | 74 | 0 |
| 51G | MATERIELS QUALITY SPECIALIST | 72 | 1 |
| 66V | OBSERVATION/SCOUT HELICOPTER TECH INSPECTOR | 71 | 0 |
| 11Z | INFANTRY SR SGT | 68 | 0 |
| 81C | CARTOGRAPHER | 67 | 5 |
| 16R | VULCAN CREWMEMBER | 66 | 0 |
| 18F | SPECIAL OPERATIONS INTELLIGENCE SERGEANT | 66 | 0 |
| 93J | AIR TRAFFIC CONTROL RADAR CONTROLLER, RESCINDED | 65 | 16 |
| 91G | BEHAVIORAL SCIENCE SPECIALIST | 64 | 32 |
| 96H | AERIAL INTEL SPEC | 64 | 1 |
| 24N | CHAPARRAL SYS MECH | 63 | 0 |
| 41J | OFFICE MACHINE REPAIRER, RESCINDED | 60 | 4 |
| 93H | AIR TRAFFIC CONTROL TOWER OPERATOR, RESCINDED | 60 | 8 |
| 13Y | CANNON/MISSILE SR. SGT., RESCINDED | 59 | 0 |
| 16E | HAWK FIRE CONTROL CREWMEMBER | 58 | 7 |
| 39Y | FIELD ART TACTICAL FIRE DIREC SYS REPAIRER | 58 | 3 |
| 52X | SPECIAL PURPOSE EQP REPAIRER | 57 | 0 |
| 02T | GUITAR PLAYER | 56 | 3 |
| 15E | PERSHING MISSILE CREWMEMBER | 54 | 5 |
| 95D | CID SPECIAL AGENT | 53 | 0 |
| 31E | FIELD RADIO REPAIRER, RESCINDED | 52 | 1 |
| 51N | WATER TREATMENT SPECIALIST, RESCINDED | 52 | 0 |
| 84Z | PUBLIC AFFAIRS CHIEF, RESCINDED | 52 | 0 |
| 96D | IMAGERY ANALYST | 52 | 12 |
| 27G | CHAPARRAL/REDEYE REPAIRER | 50 | 1 |
| 02Z | BANDS SR SGT | 49 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 09T | COLL STUD ARNG OFF PROG (CSOP) (RES) | 49 | 6 |
| 27B | LAND COMB SUPP SYS(LCSS) TEST SPECIALIST | 47 | 1 |
| 02N | PIANO PLAYER | 46 | 15 |
| 55X | AMMUNITION INSPECTOR | 46 | 0 |
| 71C | EXEC ADMIN ASST | 46 | 124 |
| 98C | EL WF/SIGNAL INTELL ANALYST | 46 | 12 |
| 02G | FLUTE OR PICCOLO PLAYER | 45 | 67 |
| 74Z | DATA PROCESSING NCO | 45 | 0 |
| 41E | AUDIO VISUAL EQUIP REPAIRER, RESCINDED | 43 | 4 |
| 66Y | AH-1 TECH INSPEC | 43 | 0 |
| 93D | ATC SYSTEMS,SUBSYS & EQUIP REPAIRER | 42 | 0 |
| 91R | VETERINARY FOOD INSPECTION SPECILALIST | 41 | 11 |
| 16J | DEFENSE ACQ RADAR REPAIRER | 39 | 1 |
| 42D | DENTAL LAB SPECIALIST | 39 | 7 |
| 35E | SPECIAL ELECTRONIC DEVICES REPAIRER, RESCINDED | 38 | 0 |
| 81Q | TERRAIN ANALYST | 38 | 2 |
| 02K | BASSOON PLAYER | 37 | 10 |
| 66T | TACTICAL TRANSPORT HELICOPTER TECH INSPECTOR | 36 | 1 |
| 91H | ORTHOPEDIC SPECIALIST | 36 | 17 |
| 32Z | COMMUN ELECTRONICS MAINTENANCE CHIEF, RESC | 35 | 0 |
| 13P | MULTI LAUNCH/LANCE OPER/FIRE DIRECTION SPEC | 34 | 0 |
| 32D | COMMUN SYS CIRCUIT CONTROLLER, RESCINDED | 34 | 7 |
| 77L | PETROLEUM LAB SPECIALIST | 34 | 5 |
| 98G | EL WF/SIG INTELL VOICE INTERCEPTOR | 34 | 11 |
| 00D | SPECIAL DUTY ASSIGNMENT | 32 | 5 |
| 29X | COMMUN EQUIP MAIN CHIEF | 31 | 0 |
| 51C | STRUCTURES SPECIALIST, RESCINDED | 31 | 0 |
| 02H | OBOE PLAYER | 28 | 10 |
| 39L | FIELD ARTILLERY DIGITAL SYS REPAIRER | 28 | 2 |
| 55D | EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST | 28 | 4 |
| 24C | HAWK FIRING SECTION MECHANIC | 27 | 2 |
| 24L | HAWK LAUNCHER & MECH SYS REPAIRER, RESCINDED | 27 | 1 |
| 71N | TRAFFIC MANAGEMENT COORDINATOR, RESCINDED | 27 | 9 |
| 03C | PHYSICAL ACTIVITIES SPECIALIST, RESCINDED | 26 | 3 |
| 05H | EL WF/SIGNAL INTELL MORSE INTERCEPTOR | 26 | 5 |
| 24G | HAWK INFO COORD CENTRAL MECHANIC | 26 | 1 |
| ZZZ | UNKNOWN | 25 | 4 |
| 00U | EQUAL OPPORTUNITY | 25 | 5 |
| 36L | TRANSPORTABLE AUTO SWITCHING SYS OPER/MAIN | 25 | 0 |
| 55Z | AMMUNITION SUPERVISOR | 25 | 0 |
| 41B | TOPOGRAPHIC INSTRUMENT REPAIR SPECIALIST | 24 | 0 |
| 31J | TELETYPEWRITER REPAIRER, RESCINDED | 23 | 1 |
| 66J | AIRCRAFT ARMAMENT TECH INSPEC | 23 | 1 |
| 66X | HEAVY LIFT HELICOP TECH INSPC (RESV COMP) | 23 | 0 |
| 34C | DAS3 COMPUTER REPAIRER, RESCINDED | 22 | 2 |
| 91V | RESPIRATORY SPECIALIST | 22 | 5 |
| 26L | TACTICAL MICROWAVE SYS REPAIRER, RESCINDED | 21 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 83E | PHOTO & LAYOUT SPECIALIST | 21 | 4 |
| 21G | PERSHING ELEC MATERIEL SPECIALIST | 20 | 0 |
| 31D | MSE TRANSMISSION SYS OPERATOR | 20 | 4 |
| 24S | ROLAND SYS MECH (RES COMP/NAT GUARD ONLY) | 19 | 0 |
| 29V | STRATEGIC MICROWAVE SYS REPAIRER | 19 | 3 |
| 52F | TURBINE ENGINE DRIVEN GENERATOR REPAIRER | 19 | 0 |
| 24K | HAWK CONT WAVE RADAR REPAIRER | 18 | 0 |
| 27Z | LAND COMB/AIR DEFEN SYS MAIN CHIEF | 18 | 0 |
| 31F | MSE NETWORK SWITCHING SYS OPERATOR | 18 | 2 |
| 33V | ELEC WRFARE/INTCPT AERIAL SENSR REP | 17 | 1 |
| 66G | UTILITY AIRPLANE TECH INSPECTOR (RES COMP) | 17 | 0 |
| 02P | BRASS GROUP LEADER, RESCINDED | 16 | 0 |
| 71E | COURT REPORTER | 16 | 12 |
| 98J | EL WF/SIG INTELL NONCOMM INTERCEPTOR | 16 | 3 |
| 24H | HAWK FIRE CONTROL REPAIRER | 15 | 0 |
| 26Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR, RESC | 15 | 0 |
| 91Y | EYE SPECIALIST | 15 | 2 |
| 00B | DIVER | 14 | 2 |
| 13N | LANCE CREWMEMBER | 14 | 0 |
| 13W | FIELD ARTILLERY TARGET ACQUISITION SR. SGT.,RESCINDED | 14 | 0 |
| 27C | ROLAND SYS REPAIRER (RES COMP) | 14 | 0 |
| 42E | OPTICAL LAB SPECIALIST | 14 | 6 |
| 91F | PSYCHIATRIC SPECIALIST | 14 | 13 |
| 96Z | INTELLIGENCE SR SGT | 14 | 0 |
| 24E | HAWK FIRE CONTROL MECHANIC, RESCINDED | 13 | 1 |
| 36H | DIAL/MANUAL CENTRAL OFFICE REPAIRER, RESCINDED | 13 | 1 |
| 57H | CARGO SPECIALIST, RESCINDED | 13 | 3 |
| 84C | MOTION PICTURE SPECIALIST, RESCINDED | 13 | 1 |
| 97G | COUNTER SIGNALS INTELL SPECIALIST | 13 | 2 |
| 02Q | WOODWIND GROUP LEADER, RESCINDED | 12 | 3 |
| 25L | AN/TSQ 73 OP/REP | 12 | 0 |
| 24J | HAWK PULSE RADAR REPAIRER, RESCINDED | 11 | 0 |
| 24M | VULCAN SYSTEM MECHANIC | 11 | 0 |
| 29F | FIXED COMMUN SEC(COMSEC) EQP REPAIRER | 11 | 3 |
| 34Y | FIELD ART. TACTICAL FIRE DIRECTION SYS REPAIRER, RESCI | 11 | 0 |
| 52E | PRIME POWER PROD SPECIALIST | 11 | 0 |
| 91T | ANIMAL CARE SPECIALIST | 11 | 4 |
| 15D | LANCE CREWMEMBER/MLRS SGT, RESC | 10 | 1 |
| 16T | PATRIOT MISSILE CREWMEMBER | 10 | 1 |
| 26H | AIR DEF RADAR REPAIR (RESERVE/ARNG) | 10 | 0 |
| 54C | SMOKE OPERATION SPECIALIST, RESCINDED | 10 | 0 |
| 61B | WATERCRAFT OPERATOR, RESCINDED | 10 | 0 |
| 02R | PERCUSSION GROUP LEADER, RESCINDED | 9 | 2 |
| 15J | MLRS/LANCE OPERATIONS/FIRE SPEC, RESC | 9 | 0 |
| 33T | EL WF/IN TACTICAL SYS REPAIRER | 9 | 2 |
| 39V | COMPUTERIZED SYS MAIN CHIEF | 9 | 1 |
| 66U | MEDIUM HELICOPTER TECH INSPECTOR | 9 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 05D | EL WF/SIG INTELL EMITTER IDEN/LOCATOR | 8 | 1 |
| 26C | TARGET ACQUISITION SURVEIL RADAR REPAIR, RESC | 8 | 1 |
| 29H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIR, RESC | 8 | 0 |
| 36K | DEFINITION NOT FOUND | 8 | 0 |
| 54Z | CHEMICAL SR. SGT., RESCINDED | 8 | 0 |
| 61C | WATERCRAFT ENGINEER, RESCINDED | 8 | 0 |
| 64Z | TRANSPORTATION SR. SGT., RESC | 8 | 0 |
| 84F | AUDIO/TV SPECIALIST, RESCINDED | 8 | 2 |
| 26T | RADIO/TV SYS SPECIALIST, RESCINDED | 7 | 0 |
| 27F | VULCAN REPAIRER | 7 | 0 |
| 29Y | SATELLITE COMMUN SYS REPAIRER | 7 | 0 |
| 31S | FIELD GEN COMM SEC (COMSEC) REPAIR, RESC | 7 | 0 |
| 91N | CARDIAC SPEC | 7 | 7 |
| 91U | EAR,NOSE&THROAT SPECIALIST | 7 | 3 |
| 00R | RECRUITER/RETENTION NCO | 6 | 0 |
| 05K | EL WF/SIG INTELL NON-MORSE INTERCEPT | 6 | 4 |
| 12E | ADMINISTRATION SPECIALIST, RESC | 6 | 0 |
| 17K | GROUND SURVEIL RADAR CREWMAN, RESC | 6 | 0 |
| 24U | NIKE-HERCULES CUSTODIAL MECHANIC | 6 | 0 |
| 39X | ELEC EQUIP MAIN CHIEF | 6 | 0 |
| 46N | PERSHING ELEC-MECH REPAIRER | 6 | 0 |
| 27N | FORWARD AREA ALERTING RADAR REPAIRER | 5 | 0 |
| 29Z | ELEC MAIN CHIEF | 5 | 0 |
| 31B | DEFINITION NOT FOUND | 5 | 0 |
| 33R | ELEC WARFARE/INTCPT AVAITION SYS REP | 5 | 0 |
| 39T | TACTICAL COMPUTER SYS REPAIRER | 5 | 2 |
| 55G | NUCLEAR WEAPONS SPECIALIST | 5 | 0 |
| 91J | PHYSICAL THERAPY SPECIALIST | 5 | 3 |
| 01H | BIOLOGICAL SCIENCES ASST | 4 | 3 |
| 24R | HAWK MASTER MECHANIC | 4 | 0 |
| 27M | MULTI LAUNCH ROCKET SYS REPAIR | 4 | 0 |
| 31W | MOBILE SUBSCRIBER EQP(MSE) COMMUN CHIEF | 4 | 0 |
| 34J | UNIVAC 1004/1005 DCT 9000 SYS REP, RESC | 4 | 0 |
| 65B | LOCOMOTIVE REPAIRER, RESC | 4 | 0 |
| 66H | OBSERVATION AIRPLANE TECH INSPECTOR | 4 | 0 |
| 66S | SCOUT HELICOPTER TECH INSPECTOR | 4 | 0 |
| 96F | PSYCHOLOGICAL OPERATIONS SPECIALIST | 4 | 0 |
| 98Z | EL WF/SIGNAL INTELL CHIEF | 4 | 0 |
| | MISSING | 3 | 0 |
| 02S | SPECIAL BAND MEMBER | 3 | 1 |
| 02U | ELECTRIC BASS PLAYER | 3 | 0 |
| 19F | DEFINITION NOT FOUND | 3 | 1 |
| 21L | PERSHING ELEC REPAIRER | 3 | 0 |
| 24V | HAWK MAINTENANCE CHIEF, RESCINDED | 3 | 0 |
| 26B | WEAPONS SUPPORT RADAR REPAIRER, RESC | 3 | 0 |
| 26V | STRATEGIC MICROWAVE SYS REPAIRER, RESC | 3 | 0 |
| 34L | FIELD ARTILLERY DIGITAL SYS REPAIRER, RESCINDED | 3 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 71B | DEFINITION NOT FOUND | 3 | 0 |
| 76T | DEFINITION NOT FOUND | 3 | 0 |
| 81A | DEFINITION NOT FOUND | 3 | 0 |
| 81Z | TOPOGRAPHIC ENGINEERING SUPERVISOR | 3 | 0 |
| 88B | DEFINITION NOT FOUND | 3 | 0 |
| 11E | DEFINITION NOT FOUND | 2 | 0 |
| 16B | HERCULES MISSILE CREWMEMBER, RESC | 2 | 1 |
| 24P | DEFENSE ACQUISITION RADAR MECH, RESC | 2 | 0 |
| 26Y | SATCOM EQUIP REPAIR, RESC | 2 | 0 |
| 29G | DIGITAL COMMUN EQUIP REPAIRER, RESCINDED | 2 | 0 |
| 29U | DIGITAL EQUIP MAINTENANCE CHIEF, RESCINDED | 2 | 0 |
| 31X | COMMUN SYS/CIRCUIT CONTROL SUPERVISOR, RESCINDED | 2 | 0 |
| 32G | FIXED CRYPTOGRAPHIC EQUIP REPAIR, RESC | 2 | 0 |
| 34H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIR, RESC | 2 | 0 |
| 63C | DEFINITION NOT FOUND | 2 | 0 |
| 66R | AH-64 TECH INSPEC | 2 | 0 |
| 67S | SCOUT HELICOPTER REPAIRER | 2 | 0 |
| 71P | DEFINITION NOT FOUND | 2 | 0 |
| 76O | DEFINITION NOT FOUND | 2 | 0 |
| 88C | DEFINITION NOT FOUND | 2 | 0 |
| 88P | LOCOMOTIVE REPAIRER (RES COMP) | 2 | 0 |
| 88Y | MARINE SR SGT | 2 | 0 |
| 94A | DEFINITION NOT FOUND | 2 | 0 |
| 05C | DEFINITION NOT FOUND | 1 | 0 |
| 11A | DEFINITION NOT FOUND | 1 | 0 |
| 11S | DEFINITION NOT FOUND | 1 | 0 |
| 12D | DEFINITION NOT FOUND | 1 | 0 |
| 13K | DEFINITION NOT FOUND | 1 | 0 |
| 13L | DEFINITION NOT FOUND | 1 | 0 |
| 16V | DEFINITION NOT FOUND | 1 | 0 |
| 17H | DEFINITION NOT FOUND | 1 | 0 |
| 17M | REMOTE SENSOR SPECIALIST, RESC | 1 | 0 |
| 23N | NIKE-HERCULES TRACK RADAR REPAIR, RESC | 1 | 0 |
| 24Q | NIKE-HERCULES FIRE CONTROL MECH, RESC | 1 | 0 |
| 24T | PATRIOT OPERATOR AND SYS MECHANIC | 1 | 0 |
| 25C | DEFINITION NOT FOUND | 1 | 0 |
| 26D | GROUND CONTROL APPROACH RADAR REPAIR, RESC | 1 | 0 |
| 26E | AERIAL RADAR SENSOR REPAIRER, RESC | 1 | 1 |
| 26M | DEFINITION NOT FOUND | 1 | 0 |
| 27H | HAWK FIRING SECTION REPAIRER | 1 | 0 |
| 27L | LANCE SYS REPAIRER | 1 | 0 |
| 28E | DEFINITION NOT FOUND | 1 | 0 |
| 28J | DEFINITION NOT FOUND | 1 | 0 |
| 29A | DEFINITION NOT FOUND | 1 | 0 |
| 29P | COMMUN SECURITY(COMSEC) MAIN CHIEF | 1 | 0 |
| 31P | DEFINITION NOT FOUND | 1 | 0 |
| 32B | DEFINITION NOT FOUND | 1 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 32L | DEFINITION NOT FOUND | 1 | 0 |
| 33M | EL WF/IN STR SYS ANAL&COMM&CONT SUB REP | 1 | 1 |
| 33P | EL WF/IN STR RECV SUBSYS REPAIRER | 1 | 0 |
| 33Q | EL WF/IN STR PROC&STOR SUBSYS REPAIRER | 1 | 0 |
| 34B | PUNCH CARD MACHINE OPERATOR, RESC | 1 | 1 |
| 34D | DEFINITION NOT FOUND | 1 | 0 |
| 34F | DIGITAL SUBSCRIBER TERMINAL EQUIP REPAIR, RESC | 1 | 0 |
| 34K | DEFINITION NOT FOUND | 1 | 0 |
| 34T | TACTICAL COMPUTER SYS REPAIRER, RESCINDED | 1 | 0 |
| 35A | DEFINITION NOT FOUND | 1 | 0 |
| 35B | DEFINITION NOT FOUND | 1 | 0 |
| 36B | DEFINITION NOT FOUND | 1 | 0 |
| 36E | DEFINITION NOT FOUND | 1 | 0 |
| 39B | AUTO TEST EQUIP OP/MAIN | 1 | 0 |
| 45M | DEFINITION NOT FOUND | 1 | 0 |
| 46M | DEFINITION NOT FOUND | 1 | 0 |
| 46R | BROADCAST JOURNALIST | 1 | 0 |
| 51D | DEFINITION NOT FOUND | 1 | 0 |
| 52B | DEFINITION NOT FOUND | 1 | 0 |
| 54G | DEFINITION NOT FOUND | 1 | 0 |
| 57D | DEFINITION NOT FOUND | 1 | 0 |
| 61E | DEFINITION NOT FOUND | 1 | 0 |
| 61J | DEFINITION NOT FOUND | 1 | 0 |
| 61Y | DEFINITION NOT FOUND | 1 | 0 |
| 62D | DEFINITION NOT FOUND | 1 | 0 |
| 62W | DEFINITION NOT FOUND | 1 | 0 |
| 62Y | DEFINITION NOT FOUND | 1 | 0 |
| 63F | DEFINITION NOT FOUND | 1 | 0 |
| 63M | DEFINITION NOT FOUND | 1 | 0 |
| 65N | DEFINITION NOT FOUND | 1 | 0 |
| 65T | DEFINITION NOT FOUND | 1 | 0 |
| 67B | DEFINITION NOT FOUND | 1 | 0 |
| 67J | DEFINITION NOT FOUND | 1 | 0 |
| 67W | DEFINITION NOT FOUND | 1 | 0 |
| 68C | DEFINITION NOT FOUND | 1 | 0 |
| 71H | DEFINITION NOT FOUND | 1 | 0 |
| 72B | DEFINITION NOT FOUND | 1 | 0 |
| 73B | DEFINITION NOT FOUND | 1 | 0 |
| 73Y | DEFINITION NOT FOUND | 1 | 0 |
| 74A | DEFINITION NOT FOUND | 1 | 0 |
| 74B | CARD & TAPE WRITER, RESC | 1 | 0 |
| 74E | DEFINITION NOT FOUND | 1 | 0 |
| 75G | DEFINITION NOT FOUND | 1 | 0 |
| 75V | DEFINITION NOT FOUND | 1 | 0 |
| 75Y | DEFINITION NOT FOUND | 1 | 0 |
| 76B | DEFINITION NOT FOUND | 1 | 0 |
| 76D | DEFINITION NOT FOUND | 1 | 0 |

Table A2. con't.

| MOS | DEFINITION | MALE | FEMALE |
|---|---|---|---|
| 76N | DEFINITION NOT FOUND | 1 | 0 |
| 77E | DEFINITION NOT FOUND | 1 | 1 |
| 77Y | DEFINITION NOT FOUND | 1 | 0 |
| 79P | DEFINITION NOT FOUND | 1 | 0 |
| 82G | DEFINITION NOT FOUND | 1 | 0 |
| 84T | TV/RADIO BROADCAST OPERATIONS CHIEF, RESCINDED | 1 | 0 |
| 85C | DEFINITION NOT FOUND | 1 | 0 |
| 88E | DEFINITION NOT FOUND | 1 | 0 |
| 88Q | RAILWAY CAR REPAIRER (RES COMP) | 1 | 0 |
| 88S | LOCOMOTIVE ELECTRICIAN (RES COMP) | 1 | 0 |
| 88V | TRAIN CREWMEMBER (RES COMP) | 1 | 0 |
| 88W | RAILWAY MOVEMENT COORDINATOR (RES COMP) | 1 | 0 |
| 91K | DEFINITION NOT FOUND | 1 | 0 |
| 91L | OCCUPATIONAL THERAPY SPECIALIST | 1 | 2 |
| 91W | NUCLEAR MEDICINE SPECIALIST | 1 | 0 |
| 92D | CHEMICAL LAB SPECIALIST, RESC | 1 | 1 |
| 92E | CYTOLOGY SPECIALIST | 1 | 0 |
| 93E | METEOROLOGICAL OBSERVER, RESC | 1 | 1 |
| 93N | DEFINITION NOT FOUND | 1 | 0 |
| 94N | DEFINITION NOT FOUND | 1 | 0 |
| 95A | DEFINITION NOT FOUND | 1 | 0 |
| 95J | DEFINITION NOT FOUND | 1 | 0 |
| 95M | DEFINITION NOT FOUND | 1 | 0 |
| 96C | INTERROGATOR, RESC | 1 | 0 |
| 99R | DEFINITION NOT FOUND | 1 | 0 |
| 01J | DEFINITION NOT FOUND | 0 | 1 |
| 19M | DEFINITION NOT FOUND | 0 | 1 |
| 31T | FIELD SYS COMM SECURITY (COMSEC) REPAIR, RESC | 0 | 1 |
| 39W | RADAR/SPEC ELEC DEVICES MAIN CHIEF | 0 | 1 |
| 46Q | JOURNALIST | 0 | 1 |
| 64B | DEFINITION NOT FOUND | 0 | 1 |
| 71Y | DEFINITION NOT FOUND | 0 | 1 |
| 72M | DEFINITION NOT FOUND | 0 | 1 |
| 73F | DEFINITION NOT FOUND | 0 | 1 |
| 76Q | DEFINITION NOT FOUND | 0 | 1 |
| 92C | PETROLEUM LAB SPECIALIST, RESC | 0 | 1 |

Table A3. MOS by descending number of females

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 71L | ADMIN SPEC | 4058 | 5128 |
| 91A | MEDICAL SPECIALIST | 1880 | 8691 |
| 76Y | UNIT SUPPLY SPECIALIST | 1201 | 13928 |
| 75B | PERSONNEL ADMIN SPECIALIST | 1060 | 3497 |
| 76P | MATERIEL CONTROL&ACCT SPECIALIST | 899 | 3488 |
| 88M | MOTOR TRANSPORT OPERATOR | 874 | 17237 |
| 94B | FOOD SERVICE SPECIALIST | 859 | 17353 |
| 76C | EQUIP RECORDS&PARTS SPECIALIST | 855 | 4333 |
| 95B | MILITARY POLICE | 782 | 11374 |
| 76V | MATERIEL STORAGE&HANDLING SPECIALIST | 734 | 3866 |
| 75D | PERSONNEL RECORDS SPECIALIST | 694 | 777 |
| 72E | TACTICAL TELECOMMUN CENTER OPERATOR | 687 | 2058 |
| 09R | SIMULTANEOUS MEMBERSHIP PROG PART (RES COMP) | 492 | 4489 |
| 73C | FINANCE SPECIALIST | 412 | 1084 |
| 91B | MEDICAL NCO | 391 | 4266 |
| 75C | PERSONNEL MANAGEMENT SPECIALIST | 358 | 443 |
| 63B | LIGHT WHEEL VEHICLE MECH | 345 | 18432 |
| 31M | MULTICHANNEL COMMUN SYS OPERATOR | 344 | 3635 |
| 31C | SINGLE CHANNEL RADIO OPERATOR | 343 | 5173 |
| 31K | COMBAT SIGNALER | 338 | 7834 |
| 91C | PRACTICAL NURSE | 319 | 474 |
| 71G | PATIENT ADMIN SPECIALIST | 306 | 327 |
| 75Z | PERSONNEL SERGEANT | 251 | 1356 |
| 71D | LEGAL SPECIALIST | 249 | 646 |
| 75E | PERSONNEL ACTIONS SPECIALIST | 223 | 269 |
| 76X | SUBSISTENCE SUPPLY SPECIALIST | 193 | 594 |
| 91D | OPERATING ROOM SPECIALIST | 189 | 399 |
| 00E | RECRUITER (RES COMP) | 179 | 2977 |
| 76J | MEDICAL SUPPLY SPECIALIST | 177 | 387 |
| 92B | MEDICAL LAB SPECIALIST | 175 | 342 |
| 75F | PERSONNEL INFO SYS MANAGE SPECIALIST | 158 | 241 |
| 77F | PETROLEUM SUPPLY SPECIALIST | 153 | 3627 |
| 91E | DENTAL SPECIALIST | 153 | 286 |
| 09S | COMMISSIONED OFF CANDIDATE | 143 | 1537 |
| 93P | AVIATION OPERATIONS SPECIALIST | 142 | 841 |
| 54B | CHEMICAL OPERATIONS SPEC | 131 | 4063 |
| 31L | WIRE SYSTEMS INSTALLER | 128 | 2486 |
| 71C | EXEC ADMIN ASST | 124 | 46 |
| 74D | COMPUTER/MACHINE OPERATOR | 119 | 315 |
| 71Q | JOURNALIST (RESC. NOW 46Q) | 103 | 328 |
| 02J | CLARINET PLAYER | 101 | 221 |
| 52D | POWER GENERATION & EQP REPAIRER | 90 | 4227 |
| 63W | WHEEL VEHICLE REPAIRER | 88 | 3271 |
| 71M | CHAPLAIN ASST | 85 | 588 |
| 91P | X-RAY SPECIALIST | 85 | 214 |
| 63H | TRACH VEHICLE REPAIRER | 83 | 4758 |
| 55B | AMMUNITION SPECIALIST | 77 | 1404 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 36M | SWITCHING SYSTEMS OPERATOR | 77 | 574 |
| 31V | UNIT LEVEL COMMUNICATIONS MAINTAINER | 76 | 3436 |
| 43M | FABRIC REPAIR SPECIALIST | 76 | 492 |
| 91Q | PHARMACY SPECIALIST | 70 | 145 |
| 88N | TRAFFIC MANAGEMENT COORDINATOR | 69 | 284 |
| 02G | FLUTE OR PICCOLO PLAYER | 67 | 45 |
| 96B | INTELLIGENCE ANALYST | 65 | 924 |
| 79D | REENLISTMENT NCO (RES COMP) | 65 | 854 |
| 67N | UTILITY HELICOPTER REPAIRER | 61 | 3877 |
| 77W | WATER TREATMENT SPECIALIST | 61 | 639 |
| 74F | PROGRAMMER ANALYST | 61 | 396 |
| 81E | ILLUSTRATOR, RESCINDED | 61 | 223 |
| 73D | ACCT SPEC | 60 | 136 |
| 57E | LAUNDRY & BATH SPECIALIST | 59 | 652 |
| 31N | COMMUN SYS/CIRCUIT CONTROLLER | 55 | 376 |
| 63J | QUARTERMASTER & CHEMICAL EQP REPAIRER | 49 | 1084 |
| 62B | CONSTRUCTION EQUIP REPAIRER | 45 | 4476 |
| 02D | FRENCH HORN PLAYER | 45 | 126 |
| 72G | AUTO DATA TELECOMM CNT OPERATOR | 44 | 93 |
| 91S | PREVENTIVE MEDICINE SPECIALIST | 44 | 89 |
| 31Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR | 33 | 532 |
| 81B | TECHNICAL DRAFTING SPECIALIST | 33 | 418 |
| 29E | RADIO REPAIRER | 32 | 680 |
| 02L | SAXOPHONE PLAYER | 32 | 221 |
| 71R | BROADCAST JOURNALIST, RESCINDED | 32 | 137 |
| 94F | HOSPITAL FOOD SERVICE SPECIALIST | 32 | 117 |
| 91G | BEHAVIORAL SCIENCE SPECIALIST | 32 | 64 |
| 57F | GRAVES REGISTRATION SPECIALIST | 31 | 177 |
| 64C | MOTOR TRANSPORT OPERATOR, RESCINDED | 28 | 613 |
| 29N | TELEPHONE CENTRAL OFFICE REPAIRER | 28 | 390 |
| 93C | AIR TRAFFIC CONTROL (ATC) OPERATOR | 28 | 168 |
| 29M | TACTICAL SATELLITE/MICROWAVE REPAIRER | 26 | 374 |
| 84B | STILL PHOTOGRAPHIC SPECIALIST, RESCINDED | 26 | 149 |
| 83F | PRINTING AND BINDERY SPECIALIST | 24 | 111 |
| 41C | FIRE CONTROL INSTRUMENT REPAIRER | 23 | 302 |
| 45B | SMALL ARMS REPAIRER | 22 | 702 |
| 35K | AVIONIC MECH (RESC. NOW 68N) | 22 | 508 |
| 39E | SPECIAL ELECTRONIC DEVICES REPAIRER | 22 | 329 |
| 44B | METAL WORKER | 21 | 1576 |
| 52C | UTILITIES EQUIPMENT REPAIRER | 21 | 991 |
| 97E | INTERROGATOR | 21 | 221 |
| 51B | CARPENTRY & MASONRY SPEC | 19 | 2008 |
| 63G | FUEL&ELEC SYS REPAIRER | 19 | 653 |
| 29J | TELETYPEWRITER EQP REPAIRER | 19 | 369 |
| 02B | CORNET OR TRUMPET PLAYER | 18 | 362 |
| 55R | AMMUNITION STOCK CONT &ACCT SPEC | 18 | 146 |
| 27E | TOW/DRAGON REPAIRER | 17 | 615 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 93F | FIELD ARTIL METEOROLOGICAL CREWMEMBER | 17 | 333 |
| 91H | ORTHOPEDIC SPECIALIST | 17 | 36 |
| 93J | AIR TRAFFIC CONTROL RADAR CONTROLLER, RESCINDED | 16 | 65 |
| 35M | AVIONIC NAVIG&FLIGHT CONTROL EQUIP REPAIR, RESC | 15 | 178 |
| 02N | PIANO PLAYER | 15 | 46 |
| 67V | OBSERVATION/SCOUT HELICOPTER REPAIRER | 14 | 1643 |
| 35L | AVIONIC COMM EQP REP. (RESC. NOW 68L) | 14 | 245 |
| 63S | HEAVY-WHEEL VEHICLE MECHANIC | 13 | 1659 |
| 45K | TANK TURRET REPAIRER | 13 | 970 |
| 02M | PERCUSSION PLAYER | 13 | 228 |
| 91F | PSYCHIATRIC SPECIALIST | 13 | 14 |
| 62F | CRANE OPERATOR | 12 | 1177 |
| 68B | AIRCRAFT POWERPLANT REPAIRER | 12 | 564 |
| 76W | PETROLEUM SUPPLY SPECIALIST, RESCINDED | 12 | 188 |
| 96D | IMAGERY ANALYST | 12 | 52 |
| 98C | EL WF/SIGNAL INTELL ANALYST | 12 | 46 |
| 71E | COURT REPORTER | 12 | 16 |
| 88K | WATERCRAFT OPERATOR | 11 | 161 |
| 91R | VETERINARY FOOD INSPECTION SPECILALIST | 11 | 41 |
| 98G | EL WF/SIG INTELL VOICE INTERCEPTOR | 11 | 34 |
| 29S | FIELD COMMUN SECUR(COMSEC) EQP REPAIRER | 10 | 267 |
| 88H | CARGO SPEC | 10 | 164 |
| 02K | BASSOON PLAYER | 10 | 37 |
| 02H | OBOE PLAYER | 10 | 28 |
| 68G | AIRCRAFT STRUCTURAL REPAIRER | 9 | 627 |
| 39D | DE AUTO SERV SUPP SYS&COMP SYS REP | 9 | 176 |
| 71N | TRAFFIC MANAGEMENT COORDINATOR, RESCINDED | 9 | 27 |
| 31G | TACTICAL COMMUNICATIONS CHIEF | 8 | 1579 |
| 76Z | SENIOR SUPPLY/SERVICE SERGEANT | 8 | 784 |
| 68F | AIRCRAFT ELECTRICIAN | 8 | 400 |
| 45L | ARTILLERY REPAIRER | 8 | 233 |
| 09W | WARRANT OFFICER CANDIDATE | 8 | 204 |
| 02C | BARITONE OR EUPHONIUM PLAYER | 8 | 108 |
| 93H | AIR TRAFFIC CONTROL TOWER OPERATOR, RESCINDED | 8 | 60 |
| 62J | GENERAL CONSTR EQP REPAIRER | 7 | 1712 |
| 67T | TACTICAL TRANSPORT HELICOPTER REPAIRER | 7 | 598 |
| 67U | MEDIUM HELICOPTER REPAIRER | 7 | 403 |
| 02E | TROMBONE PLAYER | 7 | 247 |
| 54E | NUCLEAR BIOLOGICAL & CHEMICAL SPECIALIST, RESCINDED | 7 | 195 |
| 36C | WIRE SYS INSTALLER, RESCINDED | 7 | 142 |
| 35H | TEST MEASURE&DIAGNOSTIC EQP MAIN SUPPRT SPEC | 7 | 131 |
| 97B | COUNTERINTELLIGENCE AGENT | 7 | 107 |
| 43E | PARACHUTE RIGGER | 7 | 103 |
| 16E | HAWK FIRE CONTROL CREWMEMBER | 7 | 58 |
| 42D | DENTAL LAB SPECIALIST | 7 | 39 |
| 32D | COMMUN SYS CIRCUIT CONTROLLER, RESCINDED | 7 | 34 |
| 91N | CARDIAC SPEC | 7 | 7 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 11B | INFANTRYMAN | 6 | 41913 |
| 62E | HEAVY CONSTRC EQP OPERATOR | 6 | 3525 |
| 67Y | AH-1 REPAIRER | 6 | 1206 |
| 02F | TUBA PLAYER | 6 | 156 |
| 95C | CORRECTIONS NCO | 6 | 94 |
| 09T | COLL STUD ARNG OFF PROG (CSOP) (RES) | 6 | 49 |
| 42E | OPTICAL LAB SPECIALIST | 6 | 14 |
| 51H | CONSTRUCTION ENG SUPERVISOR | 5 | 934 |
| 44E | MACHINIST | 5 | 926 |
| 51R | INTERIOR ELECTRICIAN | 5 | 901 |
| 31Y | COMMUN SYS SUPERVISOR | 5 | 403 |
| 68M | AIRCRAFT WEAPON SYS REP (RESC.) | 5 | 299 |
| 16H | AIR DEF ARTILLERY OP & INTELL ASST | 5 | 196 |
| 45G | FIRE CONTROL SYS REPAIRER | 5 | 151 |
| 39C | TARGET ACQUISITION SURVEILLANCE RADAR REPAIRER | 5 | 136 |
| 73Z | FINANCE SR SGT | 5 | 89 |
| 35G | BIOMEDICAL EQUIP SPEC,BASIC | 5 | 85 |
| 81C | CARTOGRAPHER | 5 | 67 |
| 15E | PERSHING MISSILE CREWMEMBER | 5 | 54 |
| 77L | PETROLEUM LAB SPECIALIST | 5 | 34 |
| 00D | SPECIAL DUTY ASSIGNMENT | 5 | 32 |
| 05H | EL WF/SIGNAL INTELL MORSE INTERCEPTOR | 5 | 26 |
| 00U | EQUAL OPPORTUNITY | 5 | 25 |
| 91V | RESPIRATORY SPECIALIST | 5 | 22 |
| 19E | M48 M60 ARMOR CREWMAN | 4 | 11188 |
| 62N | CONSTRUCTION EQUIP SUPERVISOR | 4 | 870 |
| 68J | AIRCRAFT ARM/MISSILE SYS REPAIRER | 4 | 477 |
| 82B | CONSTRUCTION SURVEYOR | 4 | 278 |
| 51M | FIREFIGHTER | 4 | 246 |
| 35P | AVIONIC EQUIP MAINTENANCE SUPERVISOR, RESCINDED | 4 | 207 |
| 66N | UTILITY HELICOPTER TECH INSPECTOR | 4 | 196 |
| 51T | TECHNICAL ENGINEERING SUPERVISOR | 4 | 136 |
| 68H | AIRCRAFT PNEUDRAULICS REPAIRER | 4 | 136 |
| 35R | AVIONIC SPECIAL EQUIP REPAIRER, RESCINDED | 4 | 113 |
| 16D | HAWK MISSILE CREWMEMBER | 4 | 78 |
| 41J | OFFICE MACHINE REPAIRER, RESCINDED | 4 | 60 |
| 41E | AUDIO VISUAL EQUIP REPAIRER, RESCINDED | 4 | 43 |
| 55D | EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST | 4 | 28 |
| ZZZ | UNKNOWN | 4 | 25 |
| 83E | PHOTO & LAYOUT SPECIALIST | 4 | 21 |
| 31D | MSE TRANSMISSION SYS OPERATOR | 4 | 20 |
| 91T | ANIMAL CARE SPECIALIST | 4 | 11 |
| 05K | EL WF/SIG INTELL NON-MORSE INTERCEPT | 4 | 6 |
| 67X | HEAVY LIFT HELICOPT REPAIRER (RESV COMP) | 3 | 281 |
| 67H | OBSERVATION AIRPLANE OBSERVER | 3 | 138 |
| 88L | WATERCRAFT ENGINEER | 3 | 126 |
| 82D | TOPOGRAPHIC SURVEYOR | 3 | 100 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 39Y | FIELD ART TACTICAL FIRE DIREC SYS REPAIRER | 3 | 58 |
| 02T | GUITAR PLAYER | 3 | 56 |
| 03C | PHYSICAL ACTIVITIES SPECIALIST, RESCINDED | 3 | 26 |
| 29V | STRATEGIC MICROWAVE SYS REPAIRER | 3 | 19 |
| 98J | EL WF/SIG INTELL NONCOMM INTERCEPTOR | 3 | 16 |
| 57H | CARGO SPECIALIST, RESCINDED | 3 | 13 |
| 02Q | WOODWIND GROUP LEADER, RESCINDED | 3 | 12 |
| 29F | FIXED COMMUN SEC(COMSEC) EQP REPAIRER | 3 | 11 |
| 91U | EAR,NOSE&THROAT SPECIALIST | 3 | 7 |
| 91J | PHYSICAL THERAPY SPECIALIST | 3 | 5 |
| 01H | BIOLOGICAL SCIENCES ASST | 3 | 4 |
| 19D | CALVARY SCOUT | 2 | 7350 |
| 13F | FIRE SUPPORT SPECIALIST | 2 | 3216 |
| 82C | FIELD ART SURVEYOR | 2 | 1618 |
| 51K | PLUMBER | 2 | 645 |
| 68D | AIRCRAFT POWERTRAIN REPAIRER | 2 | 365 |
| 88Z | TRANSPORTATION SENIOR SERGEANT | 2 | 134 |
| 81Q | TERRAIN ANALYST | 2 | 38 |
| 39L | FIELD ARTILLERY DIGITAL SYS REPAIRER | 2 | 28 |
| 24C | HAWK FIRING SECTION MECHANIC | 2 | 27 |
| 34C | DAS3 COMPUTER REPAIRER, RESCINDED | 2 | 22 |
| 31F | MSE NETWORK SWITCHING SYS OPERATOR | 2 | 18 |
| 91Y | EYE SPECIALIST | 2 | 15 |
| 00B | DIVER | 2 | 14 |
| 97G | COUNTER SIGNALS INTELL SPECIALIST | 2 | 13 |
| 02R | PERCUSSION GROUP LEADER, RESCINDED | 2 | 9 |
| 33T | EL WF/IN TACTICAL SYS REPAIRER | 2 | 9 |
| 84F | AUDIO/TV SPECIALIST, RESCINDED | 2 | 8 |
| 39T | TACTICAL COMPUTER SYS REPAIRER | 2 | 5 |
| 91L | OCCUPATIONAL THERAPY SPECIALIST | 2 | 1 |
| 13B | CANNON CREWMEMBER | 1 | 21472 |
| 12B | COMBAT ENGINEER | 1 | 17394 |
| 11H | HEAVY ANTIARMOR WEAPONS INFNTRYMAN | 1 | 7576 |
| 63N | M60A1/A3 TANK SYSTEM MECHANIC | 1 | 2471 |
| 63D | SELF PROPELLED FIELD ARTILLERY SYS MECH | 1 | 1401 |
| 00Z | COMMAND SGT MAJOR | 1 | 885 |
| 63Y | TRACK VEHICLE MECHANIC | 1 | 450 |
| 31Z | COMMUN OPERATIONS CHIEF | 1 | 421 |
| 13R | FIELD ARTILLERY FIREFINDER RADAR OPER | 1 | 318 |
| 62H | CONCRETE&ASPHALT EQUIP OPERATOR | 1 | 278 |
| 62G | QUARRYING SPECIALIST | 1 | 256 |
| 18E | SPECIAL OPERATIONS COMMUN SERGEANT | 1 | 194 |
| 51G | MATERIELS QUALITY SPECIALIST | 1 | 72 |
| 96H | AERIAL INTEL SPEC | 1 | 64 |
| 31E | FIELD RADIO REPAIRER, RESCINDED | 1 | 52 |
| 27G | CHAPARRAL/REDEYE REPAIRER | 1 | 50 |
| 27B | LAND COMB SUPP SYS(LCSS) TEST SPECIALIST | 1 | 47 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 16J | DEFENSE ACQ RADAR REPAIRER | 1 | 39 |
| 66T | TACTICAL TRANSPORT HELICOPTER TECH INSPECTOR | 1 | 36 |
| 24L | HAWK LAUNCHER & MECH SYS REPAIRER, RESCINDED | 1 | 27 |
| 24G | HAWK INFO COORD CENTRAL MECHANIC | 1 | 26 |
| 31J | TELETYPEWRITER REPAIRER, RESCINDED | 1 | 23 |
| 66J | AIRCRAFT ARMAMENT TECH INSPEC | 1 | 23 |
| 33V | ELEC WRFARE/INTCPT AERIAL SENSR REP | 1 | 17 |
| 24E | HAWK FIRE CONTROL MECHANIC, RESCINDED | 1 | 13 |
| 36H | DIAL/MANUAL CENTRAL OFFICE REPAIRER, RESCINDED | 1 | 13 |
| 84C | MOTION PICTURE SPECIALIST, RESCINDED | 1 | 13 |
| 15D | LANCE CREWMEMBER/MLRS SGT, RESC | 1 | 10 |
| 16T | PATRIOT MISSILE CREWMEMBER | 1 | 10 |
| 39V | COMPUTERIZED SYS MAIN CHIEF | 1 | 9 |
| 05D | EL WF/SIG INTELL EMITTER IDEN/LOCATOR | 1 | 8 |
| 26C | TARGET ACQUISITION SURVEIL RADAR REPAIR, RESC | 1 | 8 |
| 02S | SPECIAL BAND MEMBER | 1 | 3 |
| 19F | DEFINITION NOT FOUND | 1 | 3 |
| 16B | HERCULES MISSILE CREWMEMBER,RESC | 1 | 2 |
| 26E | AERIAL RADAR SENSOR REPAIR, RESC | 1 | 1 |
| 33M | EL WF/IN STR SYS ANAL&COMM&CONT SUB REP | 1 | 1 |
| 34B | PUNCH CARD MACHINE OPERATOR, RESC | 1 | 1 |
| 77E | DEFINITION NOT FOUND | 1 | 1 |
| 92D | CHEMICAL LAB SPECIALIST, RESC | 1 | 1 |
| 93E | METEOROLOGICAL OBSERVER, RESC | 1 | 1 |
| 01J | DEFINITION NOT FOUND | 1 | 0 |
| 19M | DEFINITION NOT FOUND | 1 | 0 |
| 31T | FIELD SYS COMM SEC (COMSEC) REPAIR, RESC | 1 | 0 |
| 39W | RADAR/SPEC ELEC DEVICES MAIN CHIEF | 1 | 0 |
| 46Q | JOURNALIST | 1 | 0 |
| 64B | DEFINITION NOT FOUND | 1 | 0 |
| 71Y | DEFINITION NOT FOUND | 1 | 0 |
| 72M | DEFINITION NOT FOUND | 1 | 0 |
| 73F | DEFINITION NOT FOUND | 1 | 0 |
| 76Q | DEFINITION NOT FOUND | 1 | 0 |
| 92C | PETROLEUM LAB SPECIALIST, RESC | 1 | 0 |
| 11C | INDIRECT FIRE INFANTRYMAN | 0 | 8346 |
| 13E | CANNON FIRE DIRECTION SPEC | 0 | 3210 |
| 63T | BRADLEY FIGHTING VEHICLE SYS MECH | 0 | 2836 |
| 12C | BRIDGE CREWMEMBER | 0 | 2127 |
| 11M | FIGHTING VEHICLE INFANTRYMAN | 0 | 1508 |
| 19K | M1 ARMOR CREWMAN | 0 | 1424 |
| 16F | LIGHT AIR DEF ARTIL CREWMEMBR (RES COMP) | 0 | 1261 |
| 16S | MANPADS/PMS CREWMEMBER | 0 | 1014 |
| 16P | CHAPARRAL CREWMEMBER | 0 | 853 |
| 12F | ENG TRACKED VEHICLE CREWMAN | 0 | 770 |
| 13Z | FIELD ART SR SGT | 0 | 701 |
| 45N | M60A1/A3 TANK TURRET MECHANIC | 0 | 633 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 19Z | ARMOR SR SGT | 0 | 517 |
| 63Z | MECHANICAL MAIN SUPERVISOR | 0 | 460 |
| 12Z | COMBAT ENG SR SGT | 0 | 443 |
| 45D | SELF PROPELLED FIELD ARTILLERY TURRET MECH | 0 | 307 |
| 63E | M1 ABRAMS TANK SYSTEM MECHANIC | 0 | 283 |
| 67Z | AIRCRAFT MAIN SR SGT | 0 | 230 |
| 18B | SPECIAL OPERATIONS WEAPONS SERGEANT | 0 | 224 |
| 45T | BRADLEY TURRET MECH | 0 | 186 |
| 18C | SPECIAL OPERATIONS ENGINEER SERGEANT | 0 | 182 |
| 51Z | GENERAL ENGIN SUPERVISOR | 0 | 181 |
| 67G | UTILITY AIRPLANE REPAIRER (RES COMP) | 0 | 177 |
| 13M | MULTI LAUNCH ROCKET SYS CREWMEMBER | 0 | 174 |
| 52G | TRANSMISSION & DISTRIBUTION SPECIALIST | 0 | 162 |
| 18D | SPECIAL OPERATIONS MEDICAL SERGEANT | 0 | 152 |
| 17B | FIELD ART RADAR CREWMEM (RESERV COMP) | 0 | 146 |
| 96R | GROUND SURVEILL SYS OPERATOR | 0 | 143 |
| 68K | AIRCRAFT COMP REPAIR SUPERVISOR | 0 | 134 |
| 13C | TACTICAL FIRE OPERATIONS SPECIALIST | 0 | 127 |
| 18Z | SPECIAL OPERATIONS SENIOR SERGEANT | 0 | 122 |
| 45Z | ARMAMENT/FIRE CONT MAIN SUPER | 0 | 120 |
| 29W | COMMUN MAIN SUPPORT CHIEF | 0 | 110 |
| 67R | AH-64 REPAIRER | 0 | 108 |
| 16G | ROLAND SYS CREWMEMBER (RES COMP) | 0 | 99 |
| 17C | FIELD ART TARGET ACQUISITION SPEC, RESCINDED | 0 | 90 |
| 35U | BIOMEDICAL EQUIP SPEC,ADVANCED | 0 | 80 |
| 16Z | AIR DEF ARTILLERY SR SGT | 0 | 78 |
| 45E | M1 ABRAMS TANK TURRET MECHANIC | 0 | 76 |
| 93B | AEROSCOUT OBSERVER | 0 | 74 |
| 66V | OBSERVATION/SCOUT HELICOPTER TECH INSPECTOR | 0 | 71 |
| 11Z | INFANTRY SR SGT | 0 | 68 |
| 16R | VULCAN CREWMEMBER | 0 | 66 |
| 18F | SPECIAL OPERATIONS INTELLIGENCE SERGEANT | 0 | 66 |
| 24N | CHAPARRAL SYS MECH | 0 | 63 |
| 13Y | CANNON/MISSILE SR. SGT., RESCINDED | 0 | 59 |
| 52X | SPECIAL PURPOSE EQP REPAIRER | 0 | 57 |
| 95D | CID SPECIAL AGENT | 0 | 53 |
| 51N | WATER TREATMENT SPECIALIST, RESCINDED | 0 | 52 |
| 84Z | PUBLIC AFFAIRS CHIEF, RESCINDED | 0 | 52 |
| 02Z | BANDS SR SGT | 0 | 49 |
| 55X | AMMUNITION INSPECTOR | 0 | 46 |
| 74Z | DATA PROCESSING NCO | 0 | 45 |
| 66Y | AH-1 TECH INSPEC | 0 | 43 |
| 93D | ATC SYSTEMS,SUBSYS & EQUIP REPAIRER | 0 | 42 |
| 35E | SPECIAL ELECTRONIC DEVICES REPAIRER, RESCINDED | 0 | 38 |
| 32Z | COMMUN ELECTRONICS MAINTENANCE CHIEF, RESC | 0 | 35 |
| 13P | MULTI LAUNCH/LANCE OPER/FIRE DIRECTION SPEC | 0 | 34 |
| 29X | COMMUN EQUIP MAIN CHIEF | 0 | 31 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 51C | STRUCTURES SPECIALIST, RESCINDED | 0 | 31 |
| 36L | TRANSPORTABLE AUTO SWITCHING SYS OPER/MAIN | 0 | 25 |
| 55Z | AMMUNITION SUPERVISOR | 0 | 25 |
| 41B | TOPOGRAPHIC INSTRUMENT REPAIR SPECIALIST | 0 | 24 |
| 66X | HEAVY LIFT HELICOP TECH INSPC (RESV COMP) | 0 | 23 |
| 26L | TACTICAL MICROWAVE SYS REPAIRER, RESCINDED | 0 | 21 |
| 21G | PERSHING ELEC MATERIEL SPECIALIST | 0 | 20 |
| 24S | ROLAND SYS MECH (RES COMP/NAT GUARD ONLY) | 0 | 19 |
| 52F | TURBINE ENGINE DRIVEN GENERATOR REPAIRER | 0 | 19 |
| 24K | HAWK CONT WAVE RADAR REPAIRER | 0 | 18 |
| 27Z | LAND COMB/AIR DEFEN SYS MAIN CHIEF | 0 | 18 |
| 66G | UTILITY AIRPLANE TECH INSPECTOR (RES COMP) | 0 | 17 |
| 02P | BRASS GROUP LEADER, RESCINDED | 0 | 16 |
| 24H | HAWK FIRE CONTROL REPAIRER | 0 | 15 |
| 26Q | TACTICAL SATELLITE/MICROWAVE SYS OPERATOR, RESC | 0 | 15 |
| 13N | LANCE CREWMEMBER | 0 | 14 |
| 13W | FIELD ARTILLERY TARGET ACQUISITION SR. SGT.,RESCINDED | 0 | 14 |
| 27C | ROLAND SYS REPAIRER (RES COMP) | 0 | 14 |
| 96Z | INTELLIGENCE SR SGT | 0 | 14 |
| 25L | AN/TSQ 73 OP/REP | 0 | 12 |
| 24J | HAWK PULSE RADAR REPAIRER, RESCINDED | 0 | 11 |
| 24M | VULCAN SYSTEM MECHANIC | 0 | 11 |
| 34Y | FIELD ART. TACTICAL FIRE DIRECTION SYS REPAIRER, RESC | 0 | 11 |
| 52E | PRIME POWER PROD SPECIALIST | 0 | 11 |
| 26H | AIR DEF RADAR REPAIR (RESERVE/ARNG) | 0 | 10 |
| 54C | SMOKE OPERATION SPECIALIST, RESCINDED | 0 | 10 |
| 61B | WATERCRAFT OPERATOR, RESCINDED | 0 | 10 |
| 15J | MLRS/LANCE OPERATIONS/FIRE SPEC, RESC | 0 | 9 |
| 66U | MEDIUM HELICOPTER TECH INSPECTOR | 0 | 9 |
| 29H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIRER, RESC | 0 | 8 |
| 36K | DEFINITION NOT FOUND | 0 | 8 |
| 54Z | CHEMICAL SR. SGT., RESCINDED | 0 | 8 |
| 61C | WATERCRAFT ENGINEER, RESCINDED | 0 | 8 |
| 64Z | TRANSPORTATION SR. SGT., RESC | 0 | 8 |
| 26T | RADIO/TV SYS SPECIALIST, RESCINDED | 0 | 7 |
| 27F | VULCAN REPAIRER | 0 | 7 |
| 29Y | SATELLITE COMMUN SYS REPAIRER | 0 | 7 |
| 31S | FIELD GEN COMM SEC (COMSEC) REPAIR, RESC | 0 | 7 |
| 00R | RECRUITER/RETENTION NCO | 0 | 6 |
| 12E | ADMINISTRATION SPECIALIST, RESC | 0 | 6 |
| 17K | GROUND SURVEIL RADAR CREWMAN, RESC | 0 | 6 |
| 24U | NIKE-HERCULES CUSTODIAL MECHANIC | 0 | 6 |
| 39X | ELEC EQUIP MAIN CHIEF | 0 | 6 |
| 46N | PERSHING ELEC-MECH REPAIRER | 0 | 6 |
| 27N | FORWARD AREA ALERTING RADAR REPAIRER | 0 | 5 |
| 29Z | ELEC MAIN CHIEF | 0 | 5 |
| 31B | DEFINITION NOT FOUND | 0 | 5 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 33R | ELEC WRFARE/INTCPT AVAITION SYS REP | 0 | 5 |
| 55G | NUCLEAR WEAPONS SPECIALIST | 0 | 5 |
| 24R | HAWK MASTER MECHANIC | 0 | 4 |
| 27M | MULTI LAUNCH ROCKET SYS REPAIR | 0 | 4 |
| 31W | MOBILE SUBSCRIBER EQP(MSE) COMMUN CHIEF | 0 | 4 |
| 34J | UNIVAC 1004/1005 DCT 9000 SYS REP, RESC | 0 | 4 |
| 65B | LOCOMOTIVE REPAIRER, RESC | 0 | 4 |
| 66H | OBSERVATION AIRPLANE TECH INSPECTOR | 0 | 4 |
| 66S | SCOUT HELICOPTER TECH INSPECTOR | 0 | 4 |
| 96F | PSYCHOLOGICAL OPERATIONS SPECIALIST | 0 | 4 |
| 98Z | EL WF/SIGNAL INTELL CHIEF | 0 | 4 |
| | MISSING | 0 | 3 |
| 02U | ELECTRIC BASS PLAYER | 0 | 3 |
| 21L | PERSHING ELEC REPAIRER | 0 | 3 |
| 24V | HAWK MAINTENANCE CHIEF, RESCINDED | 0 | 3 |
| 26B | WEAPONS SUPPORT RADAR REPAIR, RESC | 0 | 3 |
| 26V | STRATEGIC MICROWAVE SYS REPAIR, RESC | 0 | 3 |
| 34L | FIELD ARTILLERY DIGITAL SYS REPAIRER, RESCINDED | 0 | 3 |
| 71B | DEFINITION NOT FOUND | 0 | 3 |
| 76T | DEFINITION NOT FOUND | 0 | 3 |
| 81A | DEFINITION NOT FOUND | 0 | 3 |
| 81Z | TOPOGRAPHIC ENGINEERING SUPERVISOR | 0 | 3 |
| 88B | DEFINITION NOT FOUND | 0 | 3 |
| 11E | DEFINITION NOT FOUND | 0 | 2 |
| 24P | DEFENSE ACQUISITION RADAR MECH, RESC | 0 | 2 |
| 26Y | SATCOM EQUIP REPAIR, RESC | 0 | 2 |
| 29G | DIGITAL COMMUN EQUIP REPAIRER, RESCINDED | 0 | 2 |
| 29U | DIGITAL EQUIP MAINTENANCE CHIEF, RESCINDED | 0 | 2 |
| 31X | COMMUN SYS/CIRCUIT CONTROL SUPERVISOR, RESCINDED | 0 | 2 |
| 32G | FIXED CRYPTOGRAPHIC EQUIP REPAIR, RESC | 0 | 2 |
| 34H | AUTO DIGITAL MESSAGE SWITCH EQUIP REPAIRER, RESC | 0 | 2 |
| 63C | DEFINITION NOT FOUND | 0 | 2 |
| 66R | AH-64 TECH INSPEC | 0 | 2 |
| 67S | SCOUT HELICOPTER REPAIRER | 0 | 2 |
| 71P | DEFINITION NOT FOUND | 0 | 2 |
| 76O | DEFINITION NOT FOUND | 0 | 2 |
| 88C | DEFINITION NOT FOUND | 0 | 2 |
| 88P | LOCOMOTIVE REPAIRER (RES COMP) | 0 | 2 |
| 88Y | MARINE SR SGT | 0 | 2 |
| 94A | DEFINITION NOT FOUND | 0 | 2 |
| 05C | DEFINITION NOT FOUND | 0 | 1 |
| 11A | DEFINITION NOT FOUND | 0 | 1 |
| 11S | DEFINITION NOT FOUND | 0 | 1 |
| 12D | DEFINITION NOT FOUND | 0 | 1 |
| 13K | DEFINITION NOT FOUND | 0 | 1 |
| 13L | DEFINITION NOT FOUND | 0 | 1 |
| 16V | DEFINITION NOT FOUND | 0 | 1 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 17H | DEFINITION NOT FOUND | 0 | 1 |
| 17M | REMOTE SENSOR SPECIALIST, RESC | 0 | 1 |
| 23N | NIKE-HERCULES TRACK RADAR REPAIR, RESC | 0 | 1 |
| 24Q | NIKE-HERCULES FIRE CONTROL MECH, RESC | 0 | 1 |
| 24T | PATRIOT OPERATOR AND SYS MECHANIC | 0 | 1 |
| 25C | DEFINITION NOT FOUND | 0 | 1 |
| 26D | GROUND CONTROL APPROACH RADAR REPAIR, RESC | 0 | 1 |
| 26M | DEFINITION NOT FOUND | 0 | 1 |
| 27H | HAWK FIRING SECTION REPAIRER | 0 | 1 |
| 27L | LANCE SYS REPAIRER | 0 | 1 |
| 28E | DEFINITION NOT FOUND | 0 | 1 |
| 28J | DEFINITION NOT FOUND | 0 | 1 |
| 29A | DEFINITION NOT FOUND | 0 | 1 |
| 29P | COMMUN SECURITY(COMSEC) MAIN CHIEF | 0 | 1 |
| 31P | DEFINITION NOT FOUND | 0 | 1 |
| 32B | DEFINITION NOT FOUND | 0 | 1 |
| 32L | DEFINITION NOT FOUND | 0 | 1 |
| 33P | EL WF/IN STR RECV SUBSYS REPAIRER | 0 | 1 |
| 33Q | EL WF/IN STR PROC&STOR SUBSYS REPAIRER | 0 | 1 |
| 34D | DEFINITION NOT FOUND | 0 | 1 |
| 34F | DIGITAL SUBSCRIBER TERMINAL EQUIP REPAIR, RESC | 0 | 1 |
| 34K | DEFINITION NOT FOUND | 0 | 1 |
| 34T | TACTICAL COMPUTER SYS REPAIRER, RESCINDED | 0 | 1 |
| 35A | DEFINITION NOT FOUND | 0 | 1 |
| 35B | DEFINITION NOT FOUND | 0 | 1 |
| 36B | DEFINITION NOT FOUND | 0 | 1 |
| 36E | DEFINITION NOT FOUND | 0 | 1 |
| 39B | AUTO TEST EQUIP OP/MAIN | 0 | 1 |
| 45M | DEFINITION NOT FOUND | 0 | 1 |
| 46M | DEFINITION NOT FOUND | 0 | 1 |
| 46R | BROADCAST JOURNALIST | 0 | 1 |
| 51D | DEFINITION NOT FOUND | 0 | 1 |
| 52B | DEFINITION NOT FOUND | 0 | 1 |
| 54G | DEFINITION NOT FOUND | 0 | 1 |
| 57D | DEFINITION NOT FOUND | 0 | 1 |
| 61E | DEFINITION NOT FOUND | 0 | 1 |
| 61J | DEFINITION NOT FOUND | 0 | 1 |
| 61Y | DEFINITION NOT FOUND | 0 | 1 |
| 62D | DEFINITION NOT FOUND | 0 | 1 |
| 62W | DEFINITION NOT FOUND | 0 | 1 |
| 62Y | DEFINITION NOT FOUND | 0 | 1 |
| 63F | DEFINITION NOT FOUND | 0 | 1 |
| 63M | DEFINITION NOT FOUND | 0 | 1 |
| 65N | DEFINITION NOT FOUND | 0 | 1 |
| 65T | DEFINITION NOT FOUND | 0 | 1 |
| 67B | DEFINITION NOT FOUND | 0 | 1 |
| 67J | DEFINITION NOT FOUND | 0 | 1 |

Table A3. con't.

| MOS | DEFINITION | FEMALE | MALE |
|---|---|---|---|
| 67W | DEFINITION NOT FOUND | 0 | 1 |
| 68C | DEFINITION NOT FOUND | 0 | 1 |
| 71H | DEFINITION NOT FOUND | 0 | 1 |
| 72B | DEFINITION NOT FOUND | 0 | 1 |
| 73B | DEFINITION NOT FOUND | 0 | 1 |
| 73Y | DEFINITION NOT FOUND | 0 | 1 |
| 74A | DEFINITION NOT FOUND | 0 | 1 |
| 74B | CARD & TAPE WRITER, RESC | 0 | 1 |
| 74E | DEFINITION NOT FOUND | 0 | 1 |
| 75G | DEFINITION NOT FOUND | 0 | 1 |
| 75V | DEFINITION NOT FOUND | 0 | 1 |
| 75Y | DEFINITION NOT FOUND | 0 | 1 |
| 76B | DEFINITION NOT FOUND | 0 | 1 |
| 76D | DEFINITION NOT FOUND | 0 | 1 |
| 76N | DEFINITION NOT FOUND | 0 | 1 |
| 77Y | DEFINITION NOT FOUND | 0 | 1 |
| 79P | DEFINITION NOT FOUND | 0 | 1 |
| 82G | DEFINITION NOT FOUND | 0 | 1 |
| 84T | TV/RADIO BROADCAST OPERATIONS CHIEF, RESCINDED | 0 | 1 |
| 85C | DEFINITION NOT FOUND | 0 | 1 |
| 88E | DEFINITION NOT FOUND | 0 | 1 |
| 88Q | RAILWAY CAR REPAIRER (RES COMP) | 0 | 1 |
| 88S | LOCOMOTIVE ELECTRICIAN (RES COMP) | 0 | 1 |
| 88V | TRAIN CREWMEMBER (RES COMP) | 0 | 1 |
| 88W | RAILWAY MOVEMENT COORDINATOR (RES COMP) | 0 | 1 |
| 91K | DEFINITION NOT FOUND | 0 | 1 |
| 91W | NUCLEAR MEDICINE SPECIALIST | 0 | 1 |
| 92E | CYTOLOGY SPECIALIST | 0 | 1 |
| 93N | DEFINITION NOT FOUND | 0 | 1 |
| 94N | DEFINITION NOT FOUND | 0 | 1 |
| 95A | DEFINITION NOT FOUND | 0 | 1 |
| 95J | DEFINITION NOT FOUND | 0 | 1 |
| 95M | DEFINITION NOT FOUND | 0 | 1 |
| 96C | INTERROGATOR, RESC | 0 | 1 |
| 99R | DEFINITION NOT FOUND | 0 | 1 |

Table A4. MOS closed to women

| MOS | DEFINITION |
|---|---|
| 00B | DIVER |
| 11B | INFANTRYMAN |
| 11C | INDIRECT FIRE INFANTRYMAN |
| 11H | HEAVY ANTIARMOR WEAPONS INFNTRYMAN |
| 11M | FIGHTING VEHICLE INFANTRYMAN |
| 11Z | INFANTRY SR SGT |
| 12B | COMBAT ENGINEER |
| 12C | BRIDGE CREWMEMBER |
| 12F | ENG TRACKED VEHICLE CREWMAN |
| 12Z | COMBAT ENG SR SGT |
| 13B | CANNON CREWMEMBER |
| 13C | TACTICAL FIRE OPERATIONS SPECIALIST |
| 13E | CANNON FIRE DIRECTION SPEC |
| 13F | FIRE SUPPORT SPECIALIST |
| 13M | MULTI LAUNCH ROCKET SYS CREWMEMBER |
| 13P | MULTI LAUNCH/LANCE OPER/FIRE DIRECTION SPEC |
| 13R | FIELD ARTILLERY FIREFINDER RADAR OPER |
| 16F | LIGHT AIR DEF ARTIL CREWMEMBR (RES COMP) |
| 16G | ROLAND SYS CREWMEMBER (RES COMP) |
| 16J | DEFENSE ACQ RADAR REPAIRER |
| 16P | CHAPARRAL CREWMEMBER |
| 16R | VULCAN CREWMEMBER |
| 16S | MANPADS/PMS CREWMEMBER |
| 17B | FIELD ART RADAR CREWMEM (RESERV COMP) |
| 18B | SPECIAL OPERATIONS WEAPONS SERGEANT |
| 18C | SPECIAL OPERATIONS ENGINEER SERGEANT |
| 18D | SPECIAL OPERATIONS MEDICAL SERGEANT |
| 18E | SPECIAL OPERATIONS COMMUN SERGEANT |
| 18F | SPECIAL OPERATIONS INTELLIGENCE SERGEANT |
| 18Z | SPECIAL OPERATIONS SENIOR SERGEANT |
| 19D | CALVARY SCOUT |
| 19E | M48 M60 ARMOR CREWMAN |
| 19K | M1 ARMOR CREWMAN |
| 19Z | ARMOR SR SGT |
| 24M | VULCAN SYSTEM MECHANIC |
| 24N | CHAPARRAL SYS MECH |
| 24S | ROLAND SYS MECH (RES COMP/NAT GUARD ONLY) |
| 27C | ROLAND SYS REPAIRER (RES COMP) |
| 27D | ROLAND FIELD MAIN TEST SETS REPAIRER (RES COMP) |
| 45D | SELF PROPELLED FIELD ARTILLERY TURRET MECH |
| 45E | M1 ABRAMS TANK TURRET MECHANIC |
| 45N | M60A1/A3 TANK TURRET MECHANIC |
| 45T | BRADLEY TURRET MECH |
| 52G | TRANSMISSION & DISTRIBUTION SPECIALIST |
| 63D | SELF PROPELLED FIELD ARTILLERY SYS MECH |
| 63E | M1 ABRAMS TANK SYSTEM MECHANIC |
| 63N | M60A1/A3 TANK SYSTEM MECHANIC |

Table A4. con't

| MOS | DEFINITION |
|---|---|
| 63T | BRADLEY FIGHTING VEHICLE SYS MECH |
| 82C | FIELD ART SURVEYOR |
| 93B | AEROSCOUT OBSERVER |
| 96R | GROUND SURVEILL SYS OPERATOR |

# APPENDIX B

## SQI, ASI and AFQT

Table B1. Definitions and distribution of special qualifications identifiers (SQI)

| SQI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| | Missing | 15 | a | 0 | 0.00 | 15 | a |
| | Unknown | 24 | 0.01 | 4 | 0.02 | 28 | 0.01 |
| A | Technical Intelligence | 6 | a | 0 | 0.00 | 6 | a |
| B | Unit Race Relations Discussion Leader, Rescinded | 46 | 0.01 | 13 | 0.05 | 59 | 0.01 |
| C | Nuclear, Biological and Chemical | 401 | 0.10 | 18 | 0.07 | 419 | 0.10 |
| D | Civil Affairs Operations | 5 | a | 2 | 0.01 | 7 | a |
| E | Northern Warfare Expert | 13 | a | 0 | 0.00 | 13 | a |
| F | Flying Status | 2414 | 0.62 | 45 | 0.18 | 2459 | 0.60 |
| G | Ranger | 35 | 0.01 | 0 | 0.00 | 35 | 0.01 |
| H | Instructor | 1293 | 0.33 | 67 | 0.27 | 1360 | 0.33 |
| I | Installer | 18 | a | 0 | 0.00 | 18 | a |
| J | Scuba, Rescinded | 5 | a | 0 | 0.00 | 5 | a |
| K | Logistics Noncommissioned Officer | 425 | 0.11 | 10 | 0.04 | 435 | 0.11 |
| L | Linguist | 1526 | 0.39 | 101 | 0.41 | 1627 | 0.40 |
| M | First Sergeant | 2581 | 0.67 | 5 | 0.02 | 2586 | 0.63 |
| N | Joint Planner | 2 | a | 0 | 0.00 | 2 | a |
| O | No Special Qualifications | 374967 | 97.01 | 24224 | 98.73 | 399191 | 97.11 |
| P | Parachutist | 2211 | 0.57 | 20 | 0.08 | 2231 | 0.54 |
| Q | Equal Opportunity Advisor (EOA) | 44 | 0.01 | 8 | 0.03 | 52 | 0.01 |
| R | Research, Development, Test, and Evaluation (RDTE) | 12 | a | 2 | 0.01 | 14 | a |
| S | Special Forces, Rescinded | 140 | 0.04 | 0 | 0.00 | 140 | 0.03 |
| T | Definition Not Found | 3 | a | 2 | 0.01 | 5 | a |
| U | Definition Not Found | 19 | a | 1 | a | 20 | a |
| V | Ranger Parachutist | 181 | 0.05 | 1 | a | 182 | 0.04 |
| W | Definition Not Found | 1 | a | 0 | 0.00 | 1 | a |
| X | Drill Sergeant | 59 | 0.02 | 10 | 0.04 | 69 | 0.02 |
| Y | Pathfinder | 57 | 0.01 | 1 | a | 58 | 0.01 |
| Z | Alcohol & Drug Abuse Prenetion & Control Program | 5 | a | 0 | 0.00 | 5 | a |

Table B1. con't.

| SQI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| 2 | Training Development | 4 | a | 0 | 0.00 | 4 | a |
| 3 | Organizational Effectiveness, Rescinded | 3 | a | 1 | a | 4 | a |
| 4 | Non-Career Recruiter | 16 | a | 1 | a | 17 | a |
| Total | | 386531 | b | 24536 | b | 411067 | b |

a:Less than 0.01%.
b:May not add to 100% due to rounding error.

Table B2. Definitions and distribution of additional skill identifiers (ASI)

| ASI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| | Missing | 16 | b | 1 | b | 17 | b |
| A2 | Aviation Safety | 143 | 0.04 | 0 | 0.00 | 143 | 0.03 |
| A3 | Force Development (TAADS) | 1 | b | 0 | 0.00 | 1 | b |
| A4 | International Morse Code (IMC) | 64 | 0.02 | 4 | 0.02 | 68 | 0.02 |
| A8 | Master Gunnery (M1 Tank) | 9 | b | 0 | 0.00 | 9 | b |
| A9 | Patrol Dog Handling | 6 | b | 0 | 0.00 | 6 | b |
| B1 | Rough Terrain Container Handling & Operation | 4 | b | 0 | 0.00 | 4 | b |
| B2 | Telephone Installation (Key Systems) | 1 | b | 0 | 0.00 | 1 | b |
| B5 | Tactical Army Combat Service Support Computer System/Standard Maintenance System | 4 | b | 1 | b | 5 | b |
| B7 | Aircraft Maintenance (Ejection Seat) | 1 | b | 0 | 0.00 | 1 | b |
| B8 | M60A3 Tank Operations and Maintenance | 1908 | 0.49 | 0 | 0.00 | 1908 | 0.46 |
| B9 | Definition Not Found | 4 | b | 1 | b | 5 | b |
| C1 | MACOM Band Qualified | 2 | b | 0 | 0.00 | 2 | b |
| C2 | Dragon Gunnery | 846 | 0.22 | 0 | 0.00 | 846 | 0.21 |
| C3 | Well Drilling | 3 | b | 0 | 0.00 | 3 | b |
| C5 | Master Gunnery | 78 | 0.02 | 0 | 0.00 | 78 | 0.02 |
| C8 | Transcribing/Gisting | 1 | b | 0 | 0.00 | 1 | b |
| C9 | MAGIC MAST Maintenance | 5 | b | 1 | b | 6 | b |
| D1 | Bread Baking | 17 | b | 9 | 0.04 | 26 | 0.01 |
| D2 | Dermatology Specialty | 6 | b | 1 | b | 7 | b |
| D3 | BRADLEY Fighting Vehicle System (BFVS) Repairer | 401 | 0.10 | 0 | 0.00 | 401 | 0.10 |
| D8 | Master Gunnery (M60A3 Tank) | 52 | 0.01 | 0 | 0.00 | 52 | 0.01 |
| E1 | Definition Not Found | 1 | b | 1 | b | 2 | b |
| E6 | Vehicle Operation & Maintenance (LACV) | 1 | b | 0 | 0.00 | 1 | b |
| E7 | Radio Controlled Miniature Target Operations | 2 | b | 0 | 0.00 | 2 | b |
| E8 | ADP Programming and Analysis (WWMCCS) | 0 | 0.00 | 1 | b | 1 | b |
| E9 | M901 (ITV) Gunner/Crew Training | 445 | 0.12 | 0 | 0.00 | 445 | 0.11 |
| F1 | Operations & Intelligence (Special Forces) | 29 | 0.01 | 0 | 0.00 | 29 | 0.01 |

Table B2. con't.

| ASI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| F3 | Corps/Installation Supply Operations Automated | 63 | 0.02 | 2 | 0.01 | 65 | 0.02 |
| F4 | Division Supply Operations Automated (Property Book) | 27 | 0.01 | 2 | 0.01 | 29 | 0.01 |
| F5 | Postal Operations | 28 | 0.01 | 9 | 0.04 | 37 | 0.01 |
| F7 | Definition not found | 1 | b | 0 | 0.00 | 1 | b |
| F9 | Division Supply Operations Automated (Stock Accounting) | 44 | 0.01 | 0 | 0.00 | 44 | 0.01 |
| G5 | Standard Property Book System (SPBS) | 141 | 0.04 | 12 | 0.05 | 153 | 0.04 |
| G6 | Radar Engagement Simulator AN/TPQ 29 Operation/Unit Level Maintenance | 1 | b | 0 | 0.00 | 1 | b |
| G7 | COMSEC Full Maintenance (Field) | 1 | b | 0 | 0.00 | 1 | b |
| H1 | Meteorological Equipment Maintenance | 3 | b | 1 | b | 4 | b |
| H3 | Physical Security Operations | 128 | 0.03 | 3 | 0.01 | 131 | 0.03 |
| H4 | Definition Not Found | 1 | b | 0 | 0.00 | 1 | b |
| H8 | Recovery Operations | 214 | 0.06 | 3 | 0.01 | 217 | 0.05 |
| J1 | Telemetry Collection Operations | 1 | b | 0 | 0.00 | 1 | b |
| J3 | BRADLEY Infantry Fighting Vehicle (BIFV) System Master Gunner | 10 | b | 0 | 0.00 | 10 | b |
| J4 | Nuclear Cannon Assembly | 18 | b | 0 | 0.00 | 18 | b |
| J5 | Technical Escorting | 3 | b | 1 | b | 4 | b |
| J8 | Photojournalism | 3 | b | 3 | 0.01 | 6 | b |
| J9 | TOW Field Test Set (TFTS), (TOW-Ground) | 16 | b | 0 | 0.00 | 16 | b |
| K3 | Communications-Electronic Warfare Equipment Operations | 1 | b | 0 | 0.00 | 1 | b |
| K4 | Definition Not Found | 2 | b | 0 | 0.00 | 2 | b |
| K7 | Joint Tactical Communications (TRI-TAC) Systems Operation Supervision | 2 | b | 0 | 0.00 | 2 | b |
| K9 | Communications Intercept operations (UHF/VHF) | 1 | b | 0 | 0.00 | 1 | b |
| L5 | NBC Reconnaisance | 2 | b | 0 | 0.00 | 2 | b |
| L8 | Tank Repair (M-1) | 36 | 0.01 | 1 | b | 37 | 0.01 |
| L9 | Definition Not Found | 2 | b | 0 | 0.00 | 2 | b |

Table B2. con't.

| ASI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| M3 | Dialysis Specialty | 5 | b | 3 | 0.01 | 8 | b |
| M5 | ABRAMA/BFVS Maintenance | 26 | 0.01 | 1 | b | 27 | 0.01 |
| M6 | Computer Operations/DAS3 | 35 | 0.01 | 7 | 0.03 | 42 | 0.01 |
| OB | Definition Not Found | 0 | 0.00 | 1 | b | 1 | b |
| OH | Definition Not Found | 23 | 0.01 | 3 | 0.01 | 26 | 0.01 |
| P1 | Definition Not Found | 2 | b | 0 | 0.00 | 2 | b |
| P5 | Master Fitness Trainer | 92 | 0.02 | 9 | 0.04 | 101 | 0.02 |
| P7 | Narcotics Drug Dog Detector Handler | 1 | b | 0 | 0.00 | 1 | b |
| Q2 | Aviation Life Support Equipment (ALSE) | 45 | 0.01 | 3 | 0.01 | 48 | 0.01 |
| Q6 | Long Range Surveillance Leader | 35 | 0.01 | 0 | 0.00 | 35 | 0.01 |
| Q8 | Tactical Air Operations | 48 | 0.01 | 0 | 0.00 | 48 | 0.01 |
| Q9 | Traffic Accident Investigation | 12 | b | 1 | b | 13 | b |
| R3 | Tactical Army Combat Service Support Computer System/Standard Installation Division Personnel System (TACCS/SIDPERS) Operations | 9 | b | 3 | 0.01 | 12 | b |
| R4 | Definition not found | 138 | 0.04 | 0 | 0.00 | 138 | 0.03 |
| R8 | Tank Operation/Unit Maintenance (M551 Sheridan) | 6 | b | 0 | 0.00 | 6 | b |
| S8 | Multiple launch Rocket System (MLRS) Organizational Maintenance | 2 | b | 0 | 0.00 | 2 | b |
| T2 | Teletypewriter Maintenance (MOD 40 TTY) | 1 | b | 0 | 0.00 | 1 | b |
| T3 | Computer Operations (GE 600/Honeywell 6000) | 0 | 0.00 | 1 | b | 1 | b |
| T8 | Division Supply Accounting (DS4/Direct Support Unit Standard Supply System) | 14 | b | 6 | 0.02 | 20 | b |
| U2 | Power Generation Equipment (PGE) Unit Maintenance | 16 | b | 1 | b | 17 | b |
| U3 | Automated Multi-Media Exchange (AMME) Operation | 3 | b | 0 | 0.00 | 3 | b |
| U6 | Field Artillery Weapons Maintenance | 18 | b | 0 | 0.00 | 18 | b |
| U8 | Computer Operations (DAS3/PHOENIX) | 38 | 0.01 | 6 | 0.02 | 44 | 0.01 |
| V1 | Definition Not Found | 1 | b | 0 | 0.00 | 1 | b |
| V2 | Definition Not Found | 3 | b | 0 | 0.00 | 3 | b |

Table B2. con't.

| ASI | Definition | Males | Percent | Females | Percent | Total | Percent |
|---|---|---|---|---|---|---|---|
| V5 | Military Police Investigation | 104 | 0.03 | 5 | 0.02 | 109 | 0.03 |
| V7 | Guidance Counseling | 62 | 0.02 | 13 | 0.05 | 75 | 0.02 |
| V9 | Communications Operation & Maintenance (Theater Forces Communications System Terminal) | 10 | b | 1 | b | 11 | b |
| W6 | Aircraft Suvivability Equipment (ASE) | 2 | b | 0 | 0.00 | 2 | b |
| W7 | Special Operations Underwater Operations | 27 | 0.01 | 0 | 0.00 | 27 | 0.01 |
| W8 | Special Operations Military Free Fall Operations | 23 | 0.01 | 0 | 0.00 | 23 | 0.01 |
| W9 | Special Operations Military Free Fall Operations & Underwater Operations | 5 | b | 0 | 0.00 | 5 | b |
| X1 | AH-64 Maintenance | 24 | 0.01 | 0 | 0.00 | 24 | 0.01 |
| X2 | Preventive Dentistry Specialty | 2 | b | 5 | 0.02 | 7 | b |
| X3 | TACFIRE Remote Terminal Operation | 9 | b | 0 | 0.00 | 9 | b |
| X4 | PATRIOT UHF Communications Operator | 1 | b | 0 | 0.00 | 1 | b |
| X5 | FIREFINDER Radar Maintenance | 14 | b | 0 | 0.00 | 14 | b |
| X8 | Definition Not Found | 1 | b | 0 | 0.00 | 1 | b |
| X9 | Definition Not Found | 1 | b | 0 | 0.00 | 1 | b |
| Y1 | Transition | 168 | 0.04 | 10 | 0.04 | 178 | 0.04 |
| Y2 | Transition | 603 | 0.16 | 14 | 0.06 | 617 | 0.15 |
| Y7 | Sterile Pharmacy Specialty | 3 | b | 1 | b | 4 | b |
| Y8 | Allergy-Clinical Immunology Specialty | 1 | b | 1 | b | 2 | b |
| ZZ | Unknown | 380084 | 98.32 | 24383 | 99.38 | 404467 | 98.39 |
| Z1 | Definition Not Found | 13 | b | 0 | 0.00 | 13 | b |
| Z2 | Automatic Message Switching Operations | 1 | b | 0 | 0.00 | 1 | b |
| Z4 | Definition not found | 0 | 0.00 | 1 | b | 1 | b |
| Z5 | Enlisted Aide | 1 | b | 0 | 0.00 | 1 | b |
| Total | | 386531 | c | 24536 | c | 411067 | c |

a: Missing.
b: Less than 0.01%.
c: May not add to 100% due to rounding error.

Table B3. Number of males and females by AFQT

| AFQT | MALE | FEMALE | TOTAL | PCTML | PCTFML | PCTTOT |
|---|---|---|---|---|---|---|
| WW | 1371 | 112 | 1483 | 0.35 | 0.46 | 0.36 |
| ZZ | 52541 | 3755 | 56296 | 13.59 | 15.30 | 13.70 |
| 01 | 10 | 0 | 10 | 0.00 | 0.00 | 0.00 |
| 02 | 8 | 3 | 11 | 0.00 | 0.01 | 0.00 |
| 03 | 14 | 1 | 15 | 0.00 | 0.00 | 0.00 |
| 04 | 40 | 1 | 41 | 0.01 | 0.00 | 0.01 |
| 05 | 25 | 1 | 26 | 0.01 | 0.00 | 0.01 |
| 06 | 50 | 1 | 51 | 0.01 | 0.00 | 0.01 |
| 07 | 44 | 1 | 45 | 0.01 | 0.00 | 0.01 |
| 08 | 64 | 2 | 66 | 0.02 | 0.01 | 0.02 |
| 09 | 68 | 2 | 70 | 0.02 | 0.01 | 0.02 |
| 10 | 92 | 4 | 96 | 0.02 | 0.02 | 0.02 |
| 11 | 115 | 3 | 118 | 0.03 | 0.01 | 0.03 |
| 12 | 172 | 5 | 177 | 0.04 | 0.02 | 0.04 |
| 13 | 164 | 5 | 169 | 0.04 | 0.02 | 0.04 |
| 14 | 227 | 3 | 230 | 0.06 | 0.01 | 0.06 |
| 15 | 216 | 6 | 222 | 0.06 | 0.02 | 0.05 |
| 16 | 1355 | 34 | 1389 | 0.35 | 0.14 | 0.34 |
| 17 | 452 | 18 | 470 | 0.12 | 0.07 | 0.11 |
| 18 | 1174 | 11 | 1185 | 0.30 | 0.04 | 0.29 |
| 19 | 616 | 17 | 633 | 0.16 | 0.07 | 0.15 |
| 20 | 679 | 26 | 705 | 0.18 | 0.11 | 0.17 |
| 21 | 3564 | 69 | 3633 | 0.92 | 0.28 | 0.88 |
| 22 | 2013 | 25 | 2038 | 0.52 | 0.10 | 0.50 |
| 23 | 2174 | 24 | 2198 | 0.56 | 0.10 | 0.53 |
| 24 | 2685 | 48 | 2733 | 0.69 | 0.20 | 0.66 |
| 25 | 3748 | 79 | 3827 | 0.97 | 0.32 | 0.93 |
| 26 | 2390 | 39 | 2429 | 0.62 | 0.16 | 0.59 |
| 27 | 1951 | 27 | 1978 | 0.50 | 0.11 | 0.48 |
| 28 | 3772 | 78 | 3850 | 0.98 | 0.32 | 0.94 |
| 29 | 1870 | 40 | 1910 | 0.48 | 0.16 | 0.46 |
| 30 | 1913 | 41 | 1954 | 0.49 | 0.17 | 0.48 |
| 31 | 13314 | 593 | 13907 | 3.44 | 2.42 | 3.38 |
| 32 | 3655 | 162 | 3817 | 0.95 | 0.66 | 0.93 |
| 33 | 11540 | 311 | 11851 | 2.99 | 1.27 | 2.88 |
| 34 | 4179 | 442 | 4621 | 1.08 | 1.80 | 1.12 |
| 35 | 4929 | 251 | 5180 | 1.28 | 1.02 | 1.26 |
| 36 | 9286 | 295 | 9581 | 2.40 | 1.20 | 2.33 |
| 37 | 4176 | 259 | 4435 | 1.08 | 1.06 | 1.08 |
| 38 | 8762 | 499 | 9261 | 2.27 | 2.03 | 2.25 |
| 39 | 3017 | 165 | 3182 | 0.78 | 0.67 | 0.77 |
| 40 | 4988 | 333 | 5321 | 1.29 | 1.36 | 1.29 |
| 41 | 7622 | 223 | 7845 | 1.97 | 0.91 | 1.91 |
| 42 | 3491 | 434 | 3925 | 0.90 | 1.77 | 0.95 |
| 43 | 4049 | 270 | 4319 | 1.05 | 1.10 | 1.05 |
| 44 | 8031 | 261 | 8292 | 2.08 | 1.06 | 2.02 |
| 45 | 2546 | 162 | 2708 | 0.66 | 0.66 | 0.66 |

Table B3. con't.

| AFQT | MALE | FEMALE | TOTAL | PCTML | PCTFML | PCTTOT |
|---|---|---|---|---|---|---|
| 46 | 4953 | 469 | 5422 | 1.28 | 1.91 | 1.32 |
| 47 | 6760 | 211 | 6971 | 1.75 | 0.86 | 1.70 |
| 48 | 4763 | 340 | 5103 | 1.23 | 1.39 | 1.24 |
| 49 | 3209 | 218 | 3427 | 0.83 | 0.89 | 0.83 |
| 50 | 10687 | 776 | 11463 | 2.76 | 3.16 | 2.79 |
| 51 | 2303 | 205 | 2508 | 0.60 | 0.84 | 0.61 |
| 52 | 3466 | 432 | 3898 | 0.90 | 1.76 | 0.95 |
| 53 | 6015 | 219 | 6234 | 1.56 | 0.89 | 1.52 |
| 54 | 3349 | 229 | 3578 | 0.87 | 0.93 | 0.87 |
| 55 | 2327 | 347 | 2674 | 0.60 | 1.41 | 0.65 |
| 56 | 7007 | 295 | 7302 | 1.81 | 1.20 | 1.78 |
| 57 | 1877 | 174 | 2051 | 0.49 | 0.71 | 0.50 |
| 58 | 3737 | 264 | 4001 | 0.97 | 1.08 | 0.97 |
| 59 | 5877 | 689 | 6566 | 1.52 | 2.81 | 1.60 |
| 60 | 2660 | 194 | 2854 | 0.69 | 0.79 | 0.69 |
| 61 | 5851 | 246 | 6097 | 1.51 | 1.00 | 1.48 |
| 62 | 2426 | 624 | 3050 | 0.63 | 2.54 | 0.74 |
| 63 | 6145 | 275 | 6420 | 1.59 | 1.12 | 1.56 |
| 64 | 2228 | 193 | 2421 | 0.58 | 0.79 | 0.59 |
| 65 | 6973 | 608 | 7581 | 1.80 | 2.48 | 1.84 |
| 66 | 2505 | 244 | 2749 | 0.65 | 0.99 | 0.67 |
| 67 | 2707 | 188 | 2895 | 0.70 | 0.77 | 0.70 |
| 68 | 5555 | 264 | 5819 | 1.44 | 1.08 | 1.42 |
| 69 | 2895 | 457 | 3352 | 0.75 | 1.86 | 0.82 |
| 70 | 2900 | 252 | 3152 | 0.75 | 1.03 | 0.77 |
| 71 | 5193 | 223 | 5416 | 1.34 | 0.91 | 1.32 |
| 72 | 2978 | 227 | 3205 | 0.77 | 0.93 | 0.78 |
| 73 | 6061 | 438 | 6499 | 1.57 | 1.79 | 1.58 |
| 74 | 2682 | 246 | 2928 | 0.69 | 1.00 | 0.71 |
| 75 | 4634 | 201 | 4835 | 1.20 | 0.82 | 1.18 |
| 76 | 2730 | 423 | 3153 | 0.71 | 1.72 | 0.77 |
| 77 | 3536 | 232 | 3768 | 0.91 | 0.95 | 0.92 |
| 78 | 4799 | 255 | 5054 | 1.24 | 1.04 | 1.23 |
| 79 | 2461 | 135 | 2596 | 0.64 | 0.55 | 0.63 |
| 80 | 4795 | 433 | 5228 | 1.24 | 1.76 | 1.27 |
| 81 | 2627 | 159 | 2786 | 0.68 | 0.65 | 0.68 |
| 82 | 4505 | 402 | 4907 | 1.17 | 1.64 | 1.19 |
| 83 | 2817 | 184 | 3001 | 0.73 | 0.75 | 0.73 |
| 84 | 3705 | 199 | 3904 | 0.96 | 0.81 | 0.95 |
| 85 | 4192 | 274 | 4466 | 1.08 | 1.12 | 1.09 |
| 86 | 3983 | 165 | 4148 | 1.03 | 0.67 | 1.01 |
| 87 | 3374 | 367 | 3741 | 0.87 | 1.50 | 0.91 |
| 88 | 3514 | 170 | 3684 | 0.91 | 0.69 | 0.90 |
| 89 | 2991 | 190 | 3181 | 0.77 | 0.77 | 0.77 |
| 90 | 3319 | 277 | 3596 | 0.86 | 1.13 | 0.87 |
| 91 | 2996 | 215 | 3211 | 0.78 | 0.88 | 0.78 |
| 92 | 2603 | 139 | 2742 | 0.67 | 0.57 | 0.67 |

Table B3. con't.

| AFQT | MALE | FEMALE | TOTAL | PCTML | PCTFML | PCTTOT |
|---|---|---|---|---|---|---|
| 93 | 3486 | 269 | 3755 | 0.90 | 1.10 | 0.91 |
| 94 | 3080 | 145 | 3225 | 0.80 | 0.59 | 0.78 |
| 95 | 2682 | 140 | 2822 | 0.69 | 0.57 | 0.69 |
| 96 | 2304 | 251 | 2555 | 0.60 | 1.02 | 0.62 |
| 97 | 2330 | 128 | 2458 | 0.60 | 0.52 | 0.60 |
| 98 | 2105 | 234 | 2339 | 0.54 | 0.95 | 0.57 |
| 99 | 1712 | 261 | 1973 | 0.44 | 1.06 | 0.48 |

WW = not applicable; ZZ = unknown.

# APPENDIX C

Distribution of Guard Members by MOS
and Civilian Occupation

Table C1. Members by MOS and civilian occupation for Chemical Corps

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 12B | Combat Engineer | 1 | 985 | 5.66 | 1 | 100.00 |
| 12B | Combat Engineer | 2 | 1156 | 6.65 | 0 | 0.00 |
| 12B | Combat Engineer | 3 | 1583 | 9.10 | 0 | 0.00 |
| 12B | Combat Engineer | 4 | 394 | 2.27 | 0 | 0.00 |
| 12B | Combat Engineer | 5 | 645 | 3.71 | 0 | 0.00 |
| 12B | Combat Engineer | 6 | 1008 | 5.80 | 0 | 0.00 |
| 12B | Combat Engineer | 7 | 409 | 2.35 | 0 | 0.00 |
| 12B | Combat Engineer | 8 | 1230 | 7.07 | 0 | 0.00 |
| 12B | Combat Engineer | 9 | 6726 | 38.67 | 0 | 0.00 |
| 12B | Combat Engineer | 10 | 3528 | 18.73 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 1 | 473 | 11.64 | 15 | 11.45 |
| 54B | Chemical Operation Specialist | 2 | 345 | 8.49 | 22 | 16.79 |
| 54B | Chemical Operation Specialist | 3 | 451 | 11.10 | 11 | 8.40 |
| 54B | Chemical Operation Specialist | 4 | 46 | 1.13 | 1 | 0.76 |
| 54B | Chemical Operation Specialist | 5 | 105 | 2.58 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 6 | 233 | 5.73 | 1 | 0.76 |
| 54B | Chemical Operation Specialist | 7 | 81 | 1.99 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 8 | 251 | 6.18 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 9 | 1272 | 31.31 | 48 | 36.64 |
| 54B | Chemical Operation Specialist | 10 | 806 | 19.84 | 33 | 25.19 |
| 63J | Quartermaster & Chemical Equipment Repairer | 1 | 50 | 4.61 | 2 | 4.08 |
| 63J | Quartermaster & Chemical Equipment Repairer | 2 | 57 | 5.26 | 8 | 16.33 |
| 63J | Quartermaster & Chemical Equipment Repairer | 3 | 112 | 10.33 | 2 | 4.08 |
| 63J | Quartermaster & Chemical Equipment Repairer | 4 | 13 | 1.20 | 0 | 0.00 |
| 63J | Quartermaster & Chemical Equipment Repairer | 5 | 23 | 2.12 | 2 | 4.08 |
| 63J | Quartermaster & Chemical Equipment Repairer | 6 | 69 | 6.37 | 1 | 2.04 |
| 63J | Quartermaster & Chemical Equipment Repairer | 7 | 25 | 2.31 | 0 | 0.00 |
| 63J | Quartermaster & Chemical Equipment Repairer | 8 | 56 | 5.17 | 0 | 0.00 |
| 63J | Quartermaster & Chemical Equipment Repairer | 9 | 481 | 44.37 | 25 | 51.02 |
| 63J | Quartermaster & Chemical Equipment Repairer | 10 | 198 | 18.27 | 9 | 18.37 |

[a]Categories are defined as follows:1=Professional, Technical & Managerial; 2=Clerical & Sales; 3=Service; 4=Agricultural, Fishery, Forestry & Related; 5=Processing; 6=Machine Trades; 7=Bench Work; 8=Structural Work; 9=Miscellaneous; and 10=Unknown.

Table C2. Members by MOS and civilian occupation for Engineer Corps

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 12B | Combat Engineer | 1 | 985 | 5.66 | 1 | 100.00 |
| 12B | Combat Engineer | 2 | 1156 | 6.65 | 0 | 0.00 |
| 12B | Combat Engineer | 3 | 1583 | 9.10 | 0 | 0.00 |
| 12B | Combat Engineer | 4 | 394 | 2.27 | 0 | 0.00 |
| 12B | Combat Engineer | 5 | 645 | 3.71 | 0 | 0.00 |
| 12B | Combat Engineer | 6 | 1008 | 5.80 | 0 | 0.00 |
| 12B | Combat Engineer | 7 | 409 | 2.35 | 0 | 0.00 |
| 12B | Combat Engineer | 8 | 1230 | 7.07 | 0 | 0.00 |
| 12B | Combat Engineer | 9 | 6726 | 38.67 | 0 | 0.00 |
| 12B | Combat Engineer | 10 | 3528 | 18.73 | 0 | 0.00 |
| 12C | Bridge Crewmember | 1 | 116 | 5.45 | 0 | 0.00 |
| 12C | Bridge Crewmember | 2 | 132 | 6.21 | 0 | 0.00 |
| 12C | Bridge Crewmember | 3 | 199 | 9.36 | 0 | 0.00 |
| 12C | Bridge Crewmember | 4 | 60 | 2.82 | 0 | 0.00 |
| 12C | Bridge Crewmember | 5 | 72 | 3.39 | 0 | 0.00 |
| 12C | Bridge Crewmember | 6 | 129 | 6.06 | 0 | 0.00 |
| 12C | Bridge Crewmember | 7 | 55 | 2.59 | 0 | 0.00 |
| 12C | Bridge Crewmember | 8 | 149 | 7.01 | 0 | 0.00 |
| 12C | Bridge Crewmember | 9 | 832 | 39.12 | 0 | 0.00 |
| 12C | Bridge Crewmember | 10 | 383 | 18.01 | 0 | 0.00 |
| 51B | Carpentry & Masonry Specialist | 1 | 84 | 4.18 | 1 | 5.26 |
| 51B | Carpentry & Masonry Specialist | 2 | 127 | 6.32 | 2 | 10.53 |
| 51B | Carpentry & Masonry Specialist | 3 | 163 | 8.12 | 2 | 10.53 |
| 51B | Carpentry & Masonry Specialist | 4 | 56 | 2.79 | 1 | 5.26 |
| 51B | Carpentry & Masonry Specialist | 5 | 55 | 2.74 | 0 | 0.00 |
| 51B | Carpentry & Masonry Specialist | 6 | 114 | 5.68 | 1 | 5.26 |
| 51B | Carpentry & Masonry Specialist | 7 | 73 | 3.64 | 0 | 0.00 |
| 51B | Carpentry & Masonry Specialist | 8 | 256 | 12.75 | 0 | 0.00 |
| 51B | Carpentry & Masonry Specialist | 9 | 772 | 38.45 | 8 | 42.11 |
| 51B | Carpentry & Masonry Specialist | 10 | 308 | 15.34 | 4 | 21.05 |
| 62B | Construction Equipment Repairer | 1 | 208 | 4.65 | 8 | 17.78 |
| 62B | Construction Equipment Repairer | 2 | 214 | 4.78 | 7 | 15.56 |
| 62B | Construction Equipment Repairer | 3 | 309 | 6.90 | 3 | 6.67 |
| 62B | Construction Equipment Repairer | 4 | 100 | 2.23 | 0 | 0.00 |
| 62B | Construction Equipment Repairer | 5 | 112 | 2.50 | 2 | 4.44 |
| 62B | Construction Equipment Repairer | 6 | 885 | 19.77 | 1 | 2.22 |
| 62B | Construction Equipment Repairer | 7 | 120 | 2.68 | 0 | 0.00 |
| 62B | Construction Equipment Repairer | 8 | 360 | 8.04 | 0 | 0.00 |
| 62B | Construction Equipment Repairer | 9 | 1449 | 32.37 | 17 | 37.78 |
| 62B | Construction Equipment Repairer | 10 | 719 | 16.06 | 7 | 15.56 |

Table C2. Con't.

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 62E | Heavy Construction Equipment Operator | 1 | 139 | 3.94 | 1 | 16.67 |
| 62E | Heavy Construction Equipment Operator | 2 | 188 | 5.33 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 3 | 289 | 8.20 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 4 | 90 | 2.55 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 5 | 106 | 3.01 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 6 | 270 | 7.66 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 7 | 90 | 2.55 | 0 | 0.00 |
| 62E | Heavy Construction Equipment Operator | 8 | 365 | 10.35 | 1 | 16.67 |
| 62E | Heavy Construction Equipment Operator | 9 | 1401 | 39.74 | 3 | 50.00 |
| 62E | Heavy Construction Equipment Operator | 10 | 587 | 16.65 | 1 | 16.67 |
| 62J | General Construction Equipment Repairer | 1 | 68 | 3.97 | 1 | 14.29 |
| 62J | General Construction Equipment Repairer | 2 | 105 | 6.13 | 0 | 0.00 |
| 62J | General Construction Equipment Repairer | 3 | 148 | 8.64 | 2 | 28.57 |
| 62J | General Construction Equipment Repairer | 4 | 50 | 2.92 | 0 | 0.00 |
| 62J | General Construction Equipment Repairer | 5 | 50 | 2.92 | 0 | 0.00 |
| 62J | General Construction Equipment Repairer | 6 | 111 | 6.48 | 2 | 28.57 |
| 62J | General Construction Equipment Repairer | 7 | 30 | 1.75 | 0 | 0.00 |
| 62J | General Construction Equipment Repairer | 8 | 161 | 9.40 | 0 | 0.00 |
| 62J | General Construction Equipment Repairer | 9 | 698 | 40.77 | 1 | 14.29 |
| 62J | General Construction Equipment Repairer | 10 | 291 | 17.00 | 1 | 14.29 |

[a]Categories are defined as follows:1=Professional, Technical & Managerial; 2=Clerical & Sales; 3=Service; 4=Agricultural, Fishery, Forestry & Related; 5=Processing; 6=Machine Trades; 7=Bench Work; 8=Structural Work; 9=Miscellaneous; and 10=Unknown.

Table C3. Members by MOS and civilian occupation for Finance Corps

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 73C | Finance Specialist | 1 | 229 | 21.13 | 71 | 17.23 |
| 73C | Finance Specialist | 2 | 208 | 19.19 | 134 | 32.52 |
| 73C | Finance Specialist | 3 | 122 | 11.25 | 25 | 6.07 |
| 73C | Finance Specialist | 4 | 3 | 0.28 | 0 | 0.00 |
| 73C | Finance Specialist | 5 | 11 | 1.01 | 2 | 0.49 |
| 73C | Finance Specialist | 6 | 36 | 3.32 | 2 | 0.49 |
| 73C | Finance Specialist | 7 | 12 | 1.11 | 0 | 0.00 |
| 73C | Finance Specialist | 8 | 42 | 3.87 | 0 | 0.00 |
| 73C | Finance Specialist | 9 | 249 | 22.97 | 117 | 28.40 |
| 73C | Finance Specialist | 10 | 172 | 15.87 | 61 | 14.81 |
| 73D | Accounting Specialist | 1 | 46 | 33.82 | 22 | 36.67 |
| 73D | Accounting Specialist | 2 | 32 | 23.53 | 15 | 25.00 |
| 73D | Accounting Specialist | 3 | 6 | 4.41 | 2 | 3.33 |
| 73D | Accounting Specialist | 4 | 0 | 0.00 | 0 | 0.00 |
| 73D | Accounting Specialist | 5 | 1 | 0.74 | 0 | 0.00 |
| 73D | Accounting Specialist | 6 | 3 | 2.21 | 0 | 0.00 |
| 73D | Accounting Specialist | 7 | 0 | 0.00 | 0 | 0.00 |
| 73D | Accounting Specialist | 8 | 2 | 1.47 | 0 | 0.00 |
| 73D | Accounting Specialist | 9 | 29 | 21.32 | 12 | 20.00 |
| 73D | Accounting Specialist | 10 | 17 | 12.50 | 9 | 15.00 |

[a]Categories are defined as follows:1=Professional, Technical & Managerial; 2=Clerical & Sales; 3=Service; 4=Agricultural, Fishery, Forestry & Related; 5=Processing; 6=Machine Trades; 7=Bench Work; 8=Structural Work; 9=Miscellaneous; and 10=Unknown.

Table C4. Members by MOS and civilian occupation for Military Police

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 31V | Unit Level Communications Maintainer | 1 | 235 | 6.84 | 3 | 3.95 |
| 31V | Unit Level Communications Maintainer | 2 | 249 | 7.25 | 14 | 18.42 |
| 31V | Unit Level Communications Maintainer | 3 | 298 | 8.67 | 7 | 9.21 |
| 31V | Unit Level Communications Maintainer | 4 | 37 | 1.08 | 0 | 0.00 |
| 31V | Unit Level Communications Maintainer | 5 | 70 | 2.04 | 0 | 0.00 |
| 31V | Unit Level Communications Maintainer | 6 | 204 | 5.94 | 1 | 1.32 |
| 31V | Unit Level Communications Maintainer | 7 | 117 | 3.41 | 2 | 2.63 |
| 31V | Unit Level Communications Maintainer | 8 | 231 | 6.72 | 0 | 0.00 |
| 31V | Unit Level Communications Maintainer | 9 | 1367 | 39.78 | 30 | 39.47 |
| 31V | Unit Level Communications Maintainer | 10 | 628 | 18.28 | 19 | 25.00 |
| 54B | Chemical Operation Specialist | 1 | 473 | 11.64 | 15 | 11.45 |
| 54B | Chemical Operation Specialist | 2 | 345 | 8.49 | 22 | 16.79 |
| 54B | Chemical Operation Specialist | 3 | 451 | 11.10 | 11 | 8.40 |
| 54B | Chemical Operation Specialist | 4 | 46 | 1.13 | 1 | 0.76 |
| 54B | Chemical Operation Specialist | 5 | 105 | 2.58 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 6 | 233 | 5.73 | 1 | 0.76 |
| 54B | Chemical Operation Specialist | 7 | 81 | 1.99 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 8 | 251 | 6.18 | 0 | 0.00 |
| 54B | Chemical Operation Specialist | 9 | 1272 | 31.31 | 48 | 36.64 |
| 54B | Chemical Operation Specialist | 10 | 806 | 19.84 | 33 | 25.19 |
| 75B | Personnel Administration Specialist | 1 | 554 | 15.84 | 136 | 12.83 |
| 75B | Personnel Administration Specialist | 2 | 431 | 12.32 | 207 | 19.53 |
| 75B | Personnel Administration Specialist | 3 | 291 | 8.32 | 75 | 7.08 |
| 75B | Personnel Administration Specialist | 4 | 22 | 0.63 | 1 | 0.09 |
| 75B | Personnel Administration Specialist | 5 | 36 | 1.03 | 3 | 0.28 |
| 75B | Personnel Administration Specialist | 6 | 83 | 2.37 | 9 | 0.85 |
| 75B | Personnel Administration Specialist | 7 | 32 | 0.92 | 4 | 0.38 |
| 75B | Personnel Administration Specialist | 8 | 105 | 3.00 | 3 | 0.28 |
| 75B | Personnel Administration Specialist | 9 | 866 | 24.76 | 275 | 25.94 |
| 75B | Personnel Administration Specialist | 10 | 1077 | 30.80 | 347 | 32.74 |

Table C4. Con't.

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 95B | Military Police | 1 | 863 | 7.59 | 59 | 7.54 |
| 95B | Military Police | 2 | 958 | 8.42 | 105 | 13.43 |
| 95B | Military Police | 3 | 2096 | 18.43 | 104 | 13.30 |
| 95B | Military Police | 4 | 104 | 0.91 | 3 | 0.38 |
| 95B | Military Police | 5 | 187 | 1.64 | 6 | 0.77 |
| 95B | Military Police | 6 | 503 | 4.42 | 7 | 0.90 |
| 95B | Military Police | 7 | 234 | 2.06 | 8 | 1.02 |
| 95B | Military Police | 8 | 542 | 4.77 | 6 | 0.77 |
| 95B | Military Police | 9 | 3440 | 30.24 | 313 | 40.03 |
| 95B | Military Police | 10 | 2447 | 21.51 | 171 | 21.87 |

[a]Categories are defined as follows:1=Professional, Technical & Managerial; 2=Clerical & Sales; 3=Service; 4=Agricultural, Fishery, Forestry & Related; 5=Processing; 6=Machine Trades; 7=Bench Work; 8=Structural Work; 9=Miscellaneous; and 10=Unknown.

Table C5. Members by MOS and civilian occupation for Signal Corps

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 31L | Wire Systems Installer | 1 | 163 | 6.56 | 17 | 13.28 |
| 31L | Wire Systems Installer | 2 | 160 | 6.44 | 19 | 14.84 |
| 31L | Wire Systems Installer | 3 | 278 | 11.18 | 20 | 15.63 |
| 31L | Wire Systems Installer | 4 | 29 | 1.17 | 2 | 1.56 |
| 31L | Wire Systems Installer | 5 | 55 | 2.21 | 3 | 2.34 |
| 31L | Wire Systems Installer | 6 | 239 | 9.61 | 3 | 2.34 |
| 31L | Wire Systems Installer | 7 | 104 | 4.18 | 0 | 0.00 |
| 31L | Wire Systems Installer | 8 | 243 | 9.77 | 1 | 0.78 |
| 31L | Wire Systems Installer | 9 | 944 | 37.97 | 47 | 36.72 |
| 31L | Wire Systems Installer | 10 | 271 | 10.90 | 16 | 12.50 |
| 31M | Multichannel Communication System Operator | 1 | 268 | 7.37 | 27 | 7.85 |
| 31M | Multichannel Communication System Operator | 2 | 310 | 8.53 | 52 | 15.12 |
| 31M | Multichannel Communication System Operator | 3 | 336 | 9.24 | 34 | 9.88 |
| 31M | Multichannel Communication System Operator | 4 | 32 | 0.88 | 2 | 0.58 |
| 31M | Multichannel Communication System Operator | 5 | 82 | 2.26 | 2 | 0.58 |
| 31M | Multichannel Communication System Operator | 6 | 278 | 7.65 | 5 | 1.45 |
| 31M | Multichannel Communication System Operator | 7 | 124 | 3.41 | 3 | 0.87 |
| 31M | Multichannel Communication System Operator | 8 | 251 | 6.91 | 4 | 1.16 |
| 31M | Multichannel Communication System Operator | 9 | 1379 | 37.94 | 148 | 43.02 |
| 31M | Multichannel Communication System Operator | 10 | 575 | 15.82 | 67 | 19.48 |
| 31Q | Tactical Staellite/Microwave System Operator | 1 | 31 | 5.83 | 4 | 12.12 |
| 31Q | Tactical Staellite/Microwave System Operator | 2 | 51 | 9.59 | 5 | 15.15 |
| 31Q | Tactical Staellite/Microwave System Operator | 3 | 49 | 9.21 | 3 | 9.09 |
| 31Q | Tactical Staellite/Microwave System Operator | 4 | 7 | 1.32 | 1 | 3.03 |
| 31Q | Tactical Staellite/Microwave System Operator | 5 | 9 | 1.69 | 0 | 0.00 |
| 31Q | Tactical Staellite/Microwave System Operator | 6 | 49 | 9.21 | 1 | 3.03 |
| 31Q | Tactical Staellite/Microwave System Operator | 7 | 23 | 4.32 | 0 | 0.00 |
| 31Q | Tactical Staellite/Microwave System Operator | 8 | 47 | 8.83 | 0 | 0.00 |
| 31Q | Tactical Staellite/Microwave System Operator | 9 | 203 | 38.16 | 10 | 30.30 |
| 31Q | Tactical Staellite/Microwave System Operator | 10 | 63 | 11.82 | 9 | 27.27 |

Table C5. Con't.

| MOS | Definition | Category[a] | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|---|
| 72E | Tactical Telecommunications Center Operator | 1 | 185 | 8.99 | 65 | 9.46 |
| 72E | Tactical Telecommunications Center Operator | 2 | 236 | 11.47 | 138 | 20.09 |
| 72E | Tactical Telecommunications Center Operator | 3 | 218 | 10.59 | 64 | 9.32 |
| 72E | Tactical Telecommunications Center Operator | 4 | 20 | 0.97 | 5 | 0.73 |
| 72E | Tactical Telecommunications Center Operator | 5 | 41 | 1.99 | 8 | 1.16 |
| 72E | Tactical Telecommunications Center Operator | 6 | 119 | 5.78 | 21 | 3.06 |
| 72E | Tactical Telecommunications Center Operator | 7 | 43 | 2.09 | 9 | 1.31 |
| 72E | Tactical Telecommunications Center Operator | 8 | 102 | 4.96 | 9 | 1.31 |
| 72E | Tactical Telecommunications Center Operator | 9 | 816 | 39.65 | 249 | 36.24 |
| 72E | Tactical Telecommunications Center Operator | 10 | 278 | 13.51 | 119 | 17.32 |

[a]Categories are defined as follows:1=Professional, Technical & Managerial; 2=Clerical & Sales; 3=Service; 4=Agricultural, Fishery, Forestry & Related; 5=Processing; 6=Machine Trades; 7=Bench Work; 8=Structural Work; 9=Miscellaneous; and 10=Unknown.

Table C6. Members in suggested related one-digit civilian occupations

| MOS | | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|
| | **Chemical** | | | | |
| 12B | Combat Engineer | 9335 | 53.7 | 1 | 100.0 |
| 54B | Chemical Operation Specialist | 1850 | 45.5 | 63 | 48.1 |
| 63J | Quartermaster & Chemical Equipment Repairer | 69 | 6.4 | 1 | 2.0 |
| | **Engineers** | | | | |
| 12B | Combat Engineer | 9335 | 53.7 | 1 | 100.0 |
| 12C | Bridge Crewmember | 1097 | 51.6 | a | a |
| 51B | Carpentry & Masonry Specialist | 1028 | 51.2 | 8 | 42.1 |
| 62B | Construction Equipment Repairer | 885 | 19.8 | 1 | 2.2 |
| 62E | Heavy Construction Equipment Repairer | 1766 | 50.1 | 4 | 66.7 |
| 62J | General Construction Equipment Repairer | 161 | 9.4 | 0 | 0.0 |
| | **Finance** | | | | |
| 73C | Finance Specialist | 208 | 19.2 | 134 | 32.5 |
| 73D | Accounting Specialist | 32 | 23.5 | 15 | 25.0 |
| | **Military Police** | | | | |
| 31V | Unit Level Communications Maintainer | 583 | 17.0 | 5 | 6.6 |
| 54B | Chemical Operation Specialist | 1850 | 45.5 | 63 | 48.1 |
| 75B | Personnel Administration Specialist | 431 | 12.3 | 207 | 19.5 |
| 95B | Military Police | 2096 | 18.4 | 104 | 13.3 |
| | **Signal Corps** | | | | |
| 31L | Wire Systems Installer | 243 | 9.8 | 1 | 0.8 |
| 31M | Multichannel Communication System Operator | 643 | 17.7 | 34 | 9.9 |
| 31Q | Tactical Satellite/Microwave System Operator | 78 | 14.7 | 4 | 12.1 |
| 72E | Tactical Telecommunications Center Operator | 236 | 11.5 | 138 | 20.1 |

a:No women are classified in MOS 12C.

Table C7. Members in suggested related three-digit civilian occupations

| MOS | | Males | Percent Males | Females | Percent Females |
|---|---|---|---|---|---|
| | **Chemical** | | | | |
| 12B | Combat Engineer | 464 | 2.7 | 0 | 0.0 |
| 54B | Chemical Operation Specialist | 72 | 1.8 | 2 | 1.5 |
| 63J | Quartermaster & Chemical Equipment Repairer | 13 | 1.2 | 0 | 0.0 |
| | **Engineers** | | | | |
| 12B | Combat Engineer | 464 | 2.7 | 0 | 0.0 |
| 12C | Bridge Crewmember | 53 | 2.5 | a | a |
| 51B | Carpentry & Masonry Specialist | 100 | 5.0 | 0 | 0.0 |
| 62B | Construction Equipment Repairer | 461 | 10.3 | 0 | 0.0 |
| 62E | Heavy Construction Equipment Repairer | 19 | 0.5 | 0 | 0.0 |
| 62J | General Construction Equipment Repairer | 53 | 3.1 | 0 | 0.0 |
| | **Finance Corps** | | | | |
| 73C | Finance Specialist | 9 | 0.8 | 19 | 4.6 |
| 73D | Accounting Specialist | 2 | 1.5 | 0 | 0.0 |
| | **Military Police** | | | | |
| 31V | Unit Level Communications Maintainer | 39 | 1.1 | 0 | 0.0 |
| 54B | Chemical Operation Specialist | 72 | 1.8 | 2 | 1.5 |
| 75B | Personnel Administration Specialist | 18 | 0.5 | 12 | 1.1 |
| 95B | Military Police | 507 | 4.5 | 12 | 1.5 |
| | **Signal Corps** | | | | |
| 31L | Wire Systems Installer | 14 | 0.6 | 0 | 0.0 |
| 31M | Multichannel Communication System Operator | 17 | 0.5 | 0 | 0.0 |
| 31Q | Tactical Satellite/Microwave System Operator | 0 | 0.0 | 0 | 0.0 |
| 72E | Tactical Telecommunications Center Operator | 10 | 0.5 | 10 | 1.5 |

a:No women are classified in MOS 12C.

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