



READINESS AND FORCE
MANAGEMENT

ASSISTANT SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 16 2014

MEMORANDUM FOR ASSISTANT SECRETARY OF ARMY (MANPOWER AND
RESERVE AFFAIRS)
ASSISTANT SECRETARY OF NAVY (MANPOWER AND
RESERVE AFFAIRS)
ASSISTANT SECRETARY OF AIR FORCE (MANPOWER,
RESERVE AFFAIRS, INSTALLATIONS, AND
ENVIRONMENT)

SUBJECT: Revision of Enlistment Policy on Education Credentials

This memorandum updates the Office of the Assistant Secretary of Defense for Readiness and Force Management's memorandum dated June 6, 2012, on the subject of education credentials – definition and tier placement. The purpose of this memorandum is to provide guidance on the implementation of section 573 of the Fiscal Year (FY) 2014 National Defense Authorization Act (NDAA) (attached). The law prescribes treatment of certain non-traditional high school graduates ("Covered Graduates") "in the same manner as a graduate of a secondary school [traditional high school]."

While the NDAA for FY 2012 allowed the Department to employ Armed Forces Qualification Test (AFQT) scores to equalize attrition risk among various types of high school diplomas (Tier 1 credentials), the new law eliminates that option. Therefore, the Department's policy is hereby changed. "Covered Graduates" will not be required to score 50 or better on the AFQT for Tier 1 enlistment consideration.

The Personnel and Readiness staff will continue to work with your staff to ensure the proper vetting of private education organizations and that the quality of the recruit population is maintained. Dr. Jane Arabian, in Accession Policy, is my expert on this issue and can be reached at (703) 697-9271 or jane.m.arabian.civ@mail.mil. This guidance is effective immediately, and will be incorporated into the next revision of the Department of Defense Instruction 1145.01, Qualitative Distribution of Military Manpower.

A handwritten signature in black ink, appearing to read "F. E. Vollrath", is positioned above the printed name.

F. E. Vollrath

Attachment:
As stated

cc:

Deputy Chief of Staff, G1, U.S. Army

Deputy Chief of Naval Operations

(Manpower and Personnel), U.S. Navy

Deputy Chief of Staff for Personnel,

U.S. Air Force

Deputy Chief of Staff for Manpower and

Reserve Affairs, U.S. Marine Corps

Commanders of the Military Recruiting Services

FY2014 National Defense Authorization Act
RE: Education Credential Enlistment Screening Policy

SEC. 573. POLICY ON MILITARY RECRUITMENT AND ENLISTMENT OF GRADUATES OF SECONDARY SCHOOLS.

(a) CONDITIONS ON USE OF TEST, ASSESSMENT, OR SCREENING TOOLS.-In the case of any test, assessment, or screening tool utilized under the policy on recruitment and enlistment required by subsection (b) of section 532 of the National Defense Authorization Act for Fiscal Year 2012 (Public Law 112-81; 125 Stat. 1403; 10 U.S.C. 503 note) for the purpose of identifying persons for recruitment and enlistment in the Armed Forces, the Secretary of Defense shall-

(1) implement a means for ensuring that graduates of a secondary school (as defined in section 9101(38) of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801(38)), including all persons described in subsection (a)(2) of section 532 of the National Defense Authorization Act for Fiscal Year 2012, are required to meet the same standard on the test, assessment, or screening tool; and

(2) use uniform testing requirements and grading standards.

(b) RULE OF CONSTRUCTION.-Nothing in section 532(b) of the National Defense Authorization Act for Fiscal Year 2012 or this section shall be construed to permit the Secretary of Defense or the Secretary of a military department to create or use a different grading standard on any test, assessment, or screening tool utilized for the purpose of identifying graduates of a secondary school (as defined in section 9101(38) of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801(38)), including all persons described in subsection (a)(2) of section 532 of the National Defense Authorization Act for Fiscal Year 2012, for recruitment and enlistment in the Armed Forces.