

Military recruiting expectations for homeschooled graduates

compiled, April 2010

The following excerpts are taken from the recruiting manuals of the various American military services, or from a service's website. Potential applicants will find the recruiting process less mysterious if they, and their parents, understand what recruiters look for when evaluating the portfolios or résumés of applicants.

The topics included in this synopsis are as follows, and links to each section will be found in the bookmarks to the left:

[OUSD](#) Memorandum from the Office of the Under Secretary of Defense

Air Force	Air Force Recruiting Service Instruction 36-2001
Army	Army Regulation 601-210
Coast Guard	Coast Guard website
Marines	Military Personnel Procurement Manual, Volume 2
Navy	COMNAVCRUITCOMINST 1130.8H

All pages listed in the regulations cited are PDF pages, or the page within the document.

HSDG is the acronym for "**H**igh school diploma graduate," not home school diploma graduate.

"Attrition rate" refers to how many recruits **fail** to complete a first enlistment.

Tiers:

- a. Tier I (the lowest attrition rates) includes traditional high school diploma graduates, and those who have completed some college.
- b. Tier II consists of those with alternative credentials, such as home school diploma and General Education Development certificates.
- c. Tier III (highest attrition rates) is for those without any credentials (non-grads).

Bold text added for reading ease.

31 May 07 Memorandum from the Office of the Under Secretary of Defense

PDF at:

<http://militaryhomeschooling.files.wordpress.com/2010/04/2007-05-may-31-ousd-memo-on-tier-1.pdf>

SUBJECT: Pilot Test for Home School Diploma Graduates

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

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

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

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

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

Air Force

Air Force Recruiting Service Instruction 36-2001

<http://www.af.mil/shared/media/epubs/AFRSI36-2001.pdf>

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2.12.5.1. **High School Graduate (HSG)** or Higher (Tier 1). An applicant who has attended and completed a 12-year or (or grade) program of classroom instruction and possesses a locally issued diploma from the school. Applicants who are not formal HSGs, but have proof (an official transcript) of 15 or more semester hours (22 quarter hours) of credit from a regionally accredited, degree-granting college or university listed in the edition of the Accredited Institutions of Post Secondary Education for the last year attended, are considered to be HSGs or higher for enlistment purposes and coding.

2.12.5.2. **Alternate High School Credential Holder (Tier 2):**

2.12.5.2.2. An applicant who obtains a high school diploma or certificate of completion for a course of study undertaken in a nonresident or nonattendance-based status, including a correspondence, home school, or distance education.

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2.12.5.6. **Correspondence School Diploma.** A secondary school diploma or certificate awarded upon completion of correspondence school course work, regardless of whether the diploma was issued by a correspondence school, a state, or a secondary or postsecondary educational institution. This also includes home schools. This is considered an alternate high school credential holder (Tier 2).

2.12.5.10. **Home Study Diploma.** A secondary school diploma or certificate typically awarded based on certification by a parent or guardian that an individual has completed his or her secondary education at home. (This includes correspondence schools.) This diploma is considered an alternate credential (Tier 2).

Army

Army Regulation 601–210

http://www.army.mil/usapa/epubs/pdf/r601_210.pdf

PDF pages 21 - 22

2-7. Education

a. **Education requirements.** Applicant is eligible for enlistment if he or she meets trainability and education requirements outlined in paragraph 2-8 and requirements of specific MOS or option for which enlisting. The provisions of paragraph 2-20 apply for determination of clock, semester, and quarter hours. Education years code (ED YRS) is the highest grade completed. Transcripts are required for verification of academic classes to qualify for specific military occupational specialty requirements.

...

d. **Alternate high school credentials** (Tier 2). Each of the following has separate MEPCOM Integrated Resource System and Recruit Quota System (REQUEST) codes.

...

(3) **HSGD via home school** (ED LVL code H). Any applicant who meets the requirements of State or local school district home school policy.

(a) **To qualify for enlistment as a home school graduate, an applicant must:**

1. In States that require parents to notify the school and/or local school district that they are home schooling their children, provide a signed State Department of Education or local district enrollment form; **or**
2. In States that do not require parents to notify the school and/or school district that they are enrolling their children in home school, provide a home school certification/diploma from the parent, guardian, or national/State/county home school association/organization.

(b) **Also required is a copy of the applicant's transcript(s) for all school grades completed.** The transcripts will include enrollment date, graduation date, and type of curriculum. Additionally, the transcripts must reflect successful completion of the last 9 academic months of continuous schooling from the home school or parent issuing the diploma.

(c) **The curriculum used must involve parental instruction and supervision and should closely pattern normal subjects used in the traditional high schools.** Accelerated home study programs and lesson packets that award a credential based on testing are not acceptable. Lesson packets that award a credential based on assessment and testing are not acceptable.

(d) **Further evaluation and additional verification are required on all applicants attempting to enlist with only a diploma and transcript from the parents/**

guardian. These cases will be referred to the battalion educational services specialist or equivalent members of the ARNG for further evaluation. If a decision cannot be reached at battalion level the educational services specialist will send the packet through brigade to HQ USAREC Education Division, Policy Branch or equivalent personnel of the ARNG for final approval/disapproval.

(e) Enlistment of home-schooled seniors is authorized. Transcripts and letter is required at DEP/DTP or ARNG enlistment. Diploma verification is same as used for traditional high school seniors. Applicants currently enrolled must provide transcripts and letter to enlist as 11H.

(5) High School Certificate of Attendance/Completion or Special Education (ED LVL J). Any applicant who AR 601-210 • 7 June 2007 9 received an attendance-based high school diploma or certificate, or a credential based on Individualized Education Program (IEP) that involves community experiences, employment, training, daily living skills and post-school transition skills which differ from the traditional high school graduation requirements.

...

(6) Other nontraditional high school credential (ED LVL code 5). A secondary school credential issued for completing an alternative school or program that differs in course content and curriculum from a traditional high school diploma program. Schools or programs that are accelerated and issue a diploma based on a combination of testing, independent study, adult basic education, and/or competencies are classified as Tier 2, regardless of whether the credential was issued by a secondary or post-secondary institution. This includes any applicant who completed at least 11 years of graded day high school and received a certificate for completion of a 6 month non-correspondence vocational-technical program.

Coast Guard

The recruiting regulation must be top secret, because the only information is at:

<http://www.gocoastguard.com/get-the-answers/frequently-asked-questions-about-the-coast-guard>

What are the qualifications to join the Coast Guard?

Following are the basic requirements for becoming a member of the Coast Guard:

- You must be a U.S. citizen or a Resident Alien.
 - Be between the ages of 17-27 (up to age 32 if qualified for attending guaranteed 'A' school) for Active Duty. (If you are 17, you'll need parental consent.)
 - Reservists must be between 17-39. Prior service personnel should contact their local recruiter for specific programs.
 - **Have a high school diploma. GEDs are accepted in special circumstances.**
 - Have no more than two dependents.
 - Pass the Armed Services Vocational Aptitude Battery (ASVAB) test.
- Pass a military entrance medical exam.

Marines

Military Personnel Procurement Manual, Volume 2

<http://www.marines.mil/news/publications/Documents/MCO%20P1100.72C%20W%20ERRATUM.pdf>

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3241. **CRITERIA.** All Tier II and Tier III applicants for enlistment in the United States Marine Corps must have completed the 10th grade at a traditional high school. (Exceptions noted in para. 3244, on page 3-51, Waivers and appendix C, page C-13, Code "M").

1. **Three-tiered System.** Educational status, organized according to the Department of Defense three-tiered system, is outlined below. The traditional high school curriculum is the standard of measurement throughout the Department of Defense. ...

(d) Alternative/continuation high school graduates. Not all alternative/continuation high school graduates are classified as Tier I. The previous education titles of Alternative/Continuation Codes "Y (Tier 2) and "Z" (Tier 1) have been discontinued by DoD. To qualify as a Tier I graduate, the applicant must have had the same day-time course and graduation requirements; the same days, weeks and hours of attendance; and have earned the same valid high school diploma as earned by graduates of the traditional local public school system. As a test the applicant is normally within his original "student peer" group (age and grade level), and has not been accelerated by moving from a traditional environment to an alternative or continuation environment. Applicants does not meet this description should be considered Tier II or referred to the CG MCRC for determination. ...

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b. **Tier II: Alternative Credential Holder ...**

(4) Correspondence School Diploma. An applicant who earns a diploma or certificate upon completion of correspondence school course work, regardless of whether the diploma was issued by a correspondence school, a state, or a secondary or post-secondary educational institution.

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TABLE 3-6

NOTE 2. Paragraph 3241 on page 3-47, and Appendix "C" of this Manual provides details on education classifications and coding. ...

a. **The Tier I category comprises all the following applicants:**

- (1) High school graduates/Religious based schools
- (2) Adult education program graduates
- (3) One-semester college/post-secondary students or graduates
- (4) Alternate/continuation high school graduates (case-by-case)
- (5) High school seniors at a traditional high school
- (6) Home Study credential holders from Local, State or Nationally accredited Home School Association**

APPENDIX C
SECTION I - PERSONAL DATA [coding for forms]

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Home School A high school diploma or certificate, Diploma typically awarded by a local, state, or national accredited Home School Association, based upon certification by a parent or guardian that an individual completed his/her secondary education at home. **The curriculum must involve parental instruction and/or adult supervision, and closely pattern the normal credit hours per subject as used in public schools.** The Home School Legal Defense Association** has provided guidance to the Office of the Assistant Secretary of Defense, (OASD) that at a minimum the student should be home schooled for at least one (1) full school year. All home school diploma graduates must complete the last academic year of education (minimum of nine [9] academic months) in a home school environment. Individuals, in a non-home school curriculum, who disenroll from their school during their senior year, or who fail to graduate with their class (includes seniors in the DEP) are not eligible to enlist under the "H" education code heading. Home school diploma (if issued) and transcripts must be provided. This is considered a Tier 1 credential. Note: See Note on C-14.

** As a long-time reader of Army regulations, I am surprised to see a civilian organization referenced in any military regulation. This is such an anomaly that I must include a comment lest readers who do not often read military regulations assume that this is a normal occurrence.

This inclusion indicates to me, as a person who has seen and read Army regulations off and on since the late 1960s to the present, that homeschooling is seen as exotic, and is dealt with as a category of graduates deserving of special treatment, such as foreign students about whose educational culture little is known. This mystique of the 'unknowable homeschooler' has been cultivated to the point that the Office of the Assistant Secretary of Defense has allowed inclusion of a civilian organization that represents only a portion of homeschoolers, and only a specific portion of homeschoolers, in a military regulation.

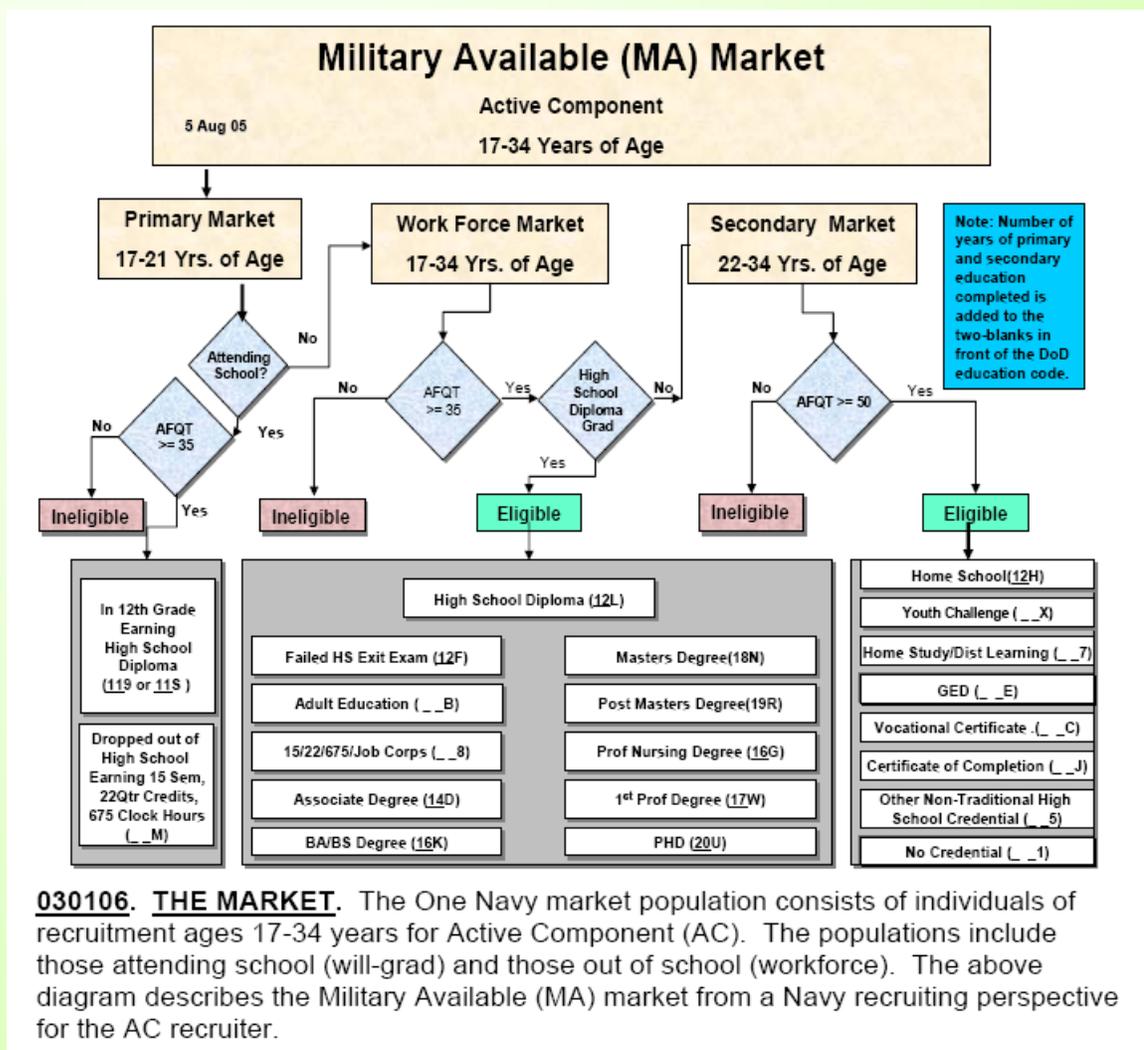
Navy

COMNAVCUITCOMINST 1130.8H

http://www.cnrc.navy.mil/Publications/Directives/1130.8HVOL%20I_RecruitingOperations.pdf

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Marketing chart (next page)



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030204. COMNAVCRUITCOM HIGH SCHOOL TIER DIRECTORY. For over twenty years, DoD has used education credentials to predict adaptability to military life. DoD has established policy in

three groupings, or tiers, of educational credentials and the priority for enlistment of individuals with those groups. All applicants shall be categorized in the proper DoD Tier. Placement of each type of credential is based on a study of the attrition rates for military recruits.

- a. Tier I (the lowest attrition rates) includes traditional high school diploma graduates, and those who have completed some college.
- b. Tier II consists of those with alternative credentials, such as home school diploma and General Education Development certificates.
- c. Tier III (highest attrition rates) is for those without any credentials (non-grads).