

Project 100,000
New Standards Program

Background

In an address before the Veterans of Foreign Wars on August 23, 1966, Secretary of Defense Robert S. McNamara announced commencement of a program to accept men formerly rejected for military service. In October 1966, DoD initiated Project 100,000 to accept a portion of the men who were being disqualified for military service under previous mental standards and some men with physical defects which were correctable within a short period of time. They were called New Standards Men.

The purposes of the program were:

- Broaden the opportunities for enlistment, thereby reducing draft calls. About 55% of the New Standards Men were volunteers
- Broaden the manpower pool subject to the draft
- Upgrade the qualifications of disadvantaged youth to prepare them for more productive civilian lives. DoD was convinced that the training and experience these men would receive would not only make them satisfactory servicemen, but would also prepare them for more productive lives when they returned to civilian life

Each year 1.8 million young men come of military age. Before DoD lowered the entrance standards, the disqualification rate for military service was about 600,000 men per year. About half failed the physical standards and the other half -- 300,000 -- failed the mental test score and educational standards. The goal of Project 100,000 was to qualify 100,000 of these men a year, primarily by lowering the test score and educational standards.

Mental Standards

Mental test score standards and educational requirements were lowered, but were still slightly higher than entrance standards during the Korean War. The lowered mental standards still excluded those who scored in the lowest 10% on the entrance tests. The lowered mental standards applied to both volunteers and draftees. Table 1 is a summary of mental standards in effect during Project 100,000.

Table 1
Definition of New Standards Men

AFQT	Service	Phase I		Phase II	Phase III
		H.S. Grad	Non-H.S. Grad	H.S. & Non-H.S. Grad	H.S. & Non-H.S.
21-30	Air Force	Only those who pass no AQE	All		
	Navy	None	All except those who pass 2 or more AQB's + GT 80	NONE	NONE
	Army and Marine Corps	None	All except those who pass 2 or more AQB's		
16-20	Air Force	All	All	All except those who pass 3 or more AQE's	All except those who pass 3 or more AQE's
	Navy	None	All except those who pass 2 or more AQB's + GT 80	All except those who pass 2 or more AQB's + GT 80	All except those who pass 2 or more AQB's + GT 80
	Army and Marine Corps	None	All except those who pass 2 or more AQB's	All except those who pass 2 or more AQB's + GT 80	All except those who pass 2 or more AQB's + GT 80
0-15	All Services	Inductees - All except those who pass 2 or more AQB's + GT 80 Enlistees - All			All
Admin Acceptees	Army	Administrative Acceptees who are inducted at a rate higher than 0.9% of total accessions (FY 1966 experience)			
	Other Services	Not applicable			All
Former Class I-Y	All Services	All who score in the Mental Group IV (AFQT 10-30) range when inducted			

EXPLANATORY NOTES:

1. Administrative Acceptees are those men who fail to pass the mental test for induction but are accepted on the basis of an interview by the Examining Station psychologist.
2. Former Class I-Y's are men who were previously deferred by Selective Service because they failed to meet the mental standards in effect when they were examined. They were classified as I-Y's because they were considered acceptable in time of war or national emergency.
3. The AQB is the Army Qualification Battery tests consisting of 7 aptitude area tests. A score of 90 is required for passing in each area, except that a score of 80 on the GT (General Technical) area is also used as a screening criteria. The GT score is based on the verbal and arithmetic portions of the Armed Forces Qualification Test, which is a part of the Army Qualification Battery.
4. The AQE is the Airman Qualification Examination which contains 4 aptitude areas; a passing score of 40 is equivalent to a score of 95 on the AQB.

Volunteers and draftees who scored as low as the 10th percentile on the Armed Forces Qualification Test (AFQT) were acceptable. Non high school graduates who score between the 10th and 30th percentile on the AFQT were required to also pass supplementary aptitude tests.

Physical Standards

Physical standards were not lowered, but a program called the Medically Remedial Enlistment Program (MREP) was initiated to enlist men with minor physical defects which could be corrected in a short period of time through physical conditioning or minor surgery. Nine percent of the new mental standards men entered under this program. Over eighty percent of the medically remedial enlistments were overweight and underweight cases. Table 2 lists the fifteen correctable conditions for which waivers were granted:

Table 2

Remedial Deficiencies Acceptable for Waiver Medically Remedial Enlistment Program

- o Under minimum weight by not more than 10%
- o Undescended testicle and inguinal hernia, same side
- o Hydrocele and inguinal hernia, same side
- o Orthopedic fixture at site of old fracture
- o Simple goiter
- o External otitis
- o Hyperdactylia (hands and feet)
- o Deviated nasal septum
- o Pilonidal cyst or sinus cyst
- o Hemorrhoids
- o Undescended testicle, unilateral
- o Variocele
- o Hydrocele
- o Hernia of the abdominal cavity
- o Over maximum weight by not more than 20%

Policies Governing Program

While entrance standards were revised, performance standards were not lowered. New Standards Men were required to meet the same criteria as other men for graduating training courses, for advancement and for retention in service. They were not singled out or stigmatized in any manner. After completion of basic training

they were trained in a military skill through formal courses or by on-the-job training. There were provisions at all stages of training for giving them extra help during training, if they need assistance. Some New Standards Men received remedial literacy training to help prepare them for their military training courses.

The goal for the first year was 40,000 New Standards Men and about 100,000 men in each of the next 2 years. Project One Hundred Thousand derived its name from this annual goal.

Quotas

The Secretary of Defense established quotas for the percentage of non-prior service accessions who scored in mental group IV on the Armed Forces Qualification Test, and the percentage of non-prior service accessions who were to be new mental standards men. These quotas were modified several times during the program. Table 3 displays the mental group IV quotas by service and fiscal year. At least 50% of the Mental Group IV quota was to be met with New Standards Men. At least 50% of the New Standards Quota was to be met with men scoring in AFQT range 10-15.

Table 3

Mental Group IV^{a/}
Quotas as a Percent of Non-Prior
Service Enlisted Accessions

<u>Fiscal Year</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
FY 1967 (Oct 66 - June 67)	25.9	15.0	18.0	15.0	22.3
FY 1968	24.5	17.0	21.0	17.0	22.2
FY 1969	24.0	18.0	24.0	18.0	22.1
FY 1970	24.0	18.0	24.0	18.0	22.1
FY 1971	24.0	15.0	20.0	15.0	20.5
FY 1972 (Jul - Dec 71)	24.0	15.0	20.0	15.0	20.5

a/ Mental Group IV's are men who score between the 10th-30th percentile on the Armed Forces Qualification Test

The quotas for medically remedial enlistments remained constant over the life of the program. Table 4 shows the quota for medically remedial enlistments by Service as a percent of total enlistments. (The Medically Remedial Enlistment Program was restricted to enlistees only).

Table 4

Medically Remedial Quotas as a Percent
Of Non-Prior Service Enlistments

Army	1.0%
Navy	2.0%
Marine Corps	1.0%
Air Force	2.0%
DoD	1.3%

Number of Men Accepted

Between October 1966 and December 1971, 354,000 men entered service under Project 100,000; 91% were accepted on the basis of lowered mental standards; the remaining 9% were Medically Remedial Men. Approximately 54% of the Project 100,000 men were volunteers; 46% were draftees. All services met their quotas for New Standards accessions. Approximately 67% of the new standards men entered the Army.

The peak year was 103,000 in FY 1969. Input of New Standards Men was curtailed as overall service accessions decreased in subsequent years.

Characteristics of New Mental Standards Men

	<u>New Standards Men</u>	<u>Control Group</u>
HOME GEOGRAPHIC AREA		
Northeast	16%	21%
North Central	22%	34%
South	48%	28%
West	14%	17%
	<u>100%</u>	<u>100%</u>
AGE		
Average Years	20.1	20.2

	<u>New Standards Men</u>	<u>Control Group</u>
RACE		
Percent Non-White	38%	10%
EDUCATION		
Percent high school graduates	47%	76%
Number school grades completed (avg)	10.7	11.9
ACADEMIC ABILITY		
Reading, median grade	6.4	10.9
% reading below 4th grade	12.8	1.1
Arithmetic, median grade	6.3	N/A
ARMED FORCES QUALIFICATION TEST		
Median percentile score	13.6	56.8
PRE-SERVICE CIVIL COURT CONVICTIONS		
% with convictions	9.2	N/A

Performance of New Mental Standards Men

The results of Project One Hundred Thousand were monitored in detail by a data file on the characteristics and performance of New Standards Men and by supplementary reports. As could be expected, the average New Standards Man did not perform as well as men with higher mental abilities, but the vast majority were fully satisfactory servicemen.

Basic Training Performance

- o 94.6% of the New Standards Men completed basic training, compared to 97.5% for the control group
- o Those who fail basic training are separated from service. Reasons for new standards men failing to complete basic training were:

Unfit/Unsuitable	2.1%
Medical	2.1%
Misconduct	0.2%
Hardship, dependency, etc	1.0%
	<u>5.4%</u>

Entry Level Skill Training

- o The attrition rate of new standards men in skill courses was 10%, compared to 4% for control group men attending the same courses. Attrition rate includes academic failures, illnesses, and other administrative reasons
- o New Standards Men were more successful in courses which stressed practical work and did not require significant reading and mathematical abilities

Assignments

- o 37% of the New Mental Standards Men and 23% of the control group men were assigned to combat type skills
- o The most common assignments for New Standards Men were:
 - Infantry and Artillery
 - Food Service
 - Supply
 - Motor Transport
 - Administration
 - Equipment Repair (automotive, aircraft and ships)
 - Wire Communications
 - Seamanship
 - Combat Engineering
 - Military Police
- o Most New Standards Men were assigned to occupations which are considered "soft-skill" areas in the military services. However, most of these skills are marketable in the civilian economy and pay well. For example, they could become automotive mechanics, construction workers, telephone lineman, truck drivers, policemen, cooks, and skilled workers in many other civilian occupations.

Advancement

- o New Standards Men made satisfactory promotion progress, however, they attained the higher pay grades later than the control group.

Supervisory Evaluations

- o About 90% of the New Standards Men received ratings that ranged from excellent to good.

Offenses in Service

- o During 22-24 months of service 13% received non-judicial punishment and 3% were court martialled.
- o New Standards Men had higher incidence of non-judicial punishment and court-martial than the control group

Educational Upgrading

- o Remedial reading programs were offered to some New Standards Men

Attrition from Service and Reenlistment

- o Attrition rates for New Standards Men are moderate, but exceeded control group losses (16% versus 8%) after 22-24 months service)
- o 6% of Army New Standards Men reenlisted

Performance of Medically Remedial New Standards Men

- o Medically remedial enlistees were very similar to the Control Group in terms of race, education, AFQT scores and geographic origin
- o The occupational assignment pattern of medically remedials was close to the control group men
- o They were promoted faster than the New Mental Standards Men, but not as fast as the Control Group
- o They had a lower incidence of non-judicial punishment and court-martial conditions than the Control Group
- o They had about the same loss rates as New Mental Standards Men. They had a higher loss rate for medical reasons and a lower loss rate for unsatisfactory performance and behavior.

Termination of Program

The DoD Appropriations Act of 1972 enacted in December 1971 prohibited the establishment of quotas based upon mental categories. DoD terminated quotas in December 1971.