



Study of Standards Used to Screen Recruits for Assignment to the Communications Field in the U.S. Marine Corps

Leonard J. Rautio

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This thesis examines the relationship between ASVAB composite scores and success at the 06 Occupational Field Schools. The author analyzes Marine Corps personnel data obtained from the Total Force Data Warehouse. The range of the data studied covers a period from fiscal year 2006 through fiscal year 2009, including 9,921 Marines. Several multivariate regression models are estimated to determine the effects of ASVAB composites and other measures of performance on success at the Communications Schools. Results indicate that the Electronic aptitude test composite has a significant positive effect on success at the Communications Schools. Additional variables that have a positive effect on the probability of success are being married, Hispanic, American Indian, the Clerical aptitude test composite score, enlisting in fiscal year 2007 (compared to 2009), and attending 0612 or 0651 MOS schools (when compared to 0621). Factors that had a negative effect on success include being female, having fewer than 12 years of education, and attending 0613, 0614, 0622, 0623, 0628, or 0656 MOS schools (when compared to 0621). Further research is recommended to examine additional factors and to refine the variable for years of education.

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