

DEPARTMENT OF MILITARY AFFAIRS

MINNESOTA ARMY AND AIR NATIONAL GUARD



OFFICE OF THE ADJUTANT GENERAL

VETERANS SERVICE BUILDING

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STATE OF MINNESOTA



20 WEST 12TH STREET

ST. PAUL, MINNESOTA 55155-2098

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The Adjutant General

Legislative Reference Library
Attn: Acquisitions Department
645 State Office Building
Saint Paul, Minnesota 55155-1050

To Whom It May Concern:

The Department of Military Affairs was directed in session law 2001, Session 1, Chapter 10 to report to the legislature on the impact of raising the tuition reimbursement rates from 75% to 80%. We had hoped to show some definitive correlation between the increase in the tuition reimbursement rate from 75% to 80% and an increase in enlistment rates, which was the primary goal of increasing the rate of tuition reimbursement.

The department had commissioned and has just received a consulting advisory report from the internal review staff of the MN National Guard on the effectiveness of the Enlistment Incentives Program. The report concluded that there was insufficient data available to determine the overall effect the State Tuition Reimbursement Program had on recruiting success in Minnesota. However, it found that it was reasonable to assume that the Tuition Reimbursement Program is a large factor in that success. The department is currently in the process of automating the reimbursement procedures which will enable us to gather better information on program use and how it affects those members using it.

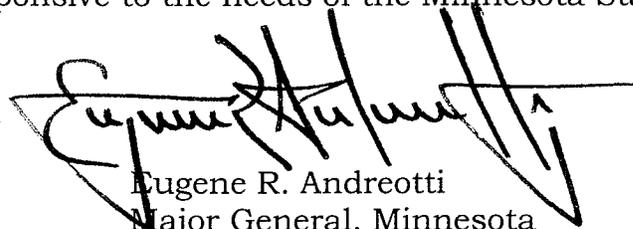
Despite the lack of a sophisticated analysis of the impact, there is some relevant information. A review of the data presented below indicates that there is a positive trend in enlistment rates overall and a very large increase in enlistment rates for females and minorities. There seems to be a significant increase in the rates of enlistment in most categories from 2001 to 2002, the first year of the increased tuition reimbursement rates.

	1998	1999	% Incr	2000	% Incr	2001	% Incr	2002	% Incr
Total	9,608	9,600	-0.08%	9,640	0.42%	9,658	0.19%	9,758	1.04%
Majority M	8,227	8,152	-0.91%	8,102	-0.61%	8,111	0.11%	7,952	-1.96%
Majority F	969	1,059	9.29%	1,133	6.99%	1,136	0.26%	1,301	14.52%
Minority M	337	315	-6.53%	326	3.49%	329	0.92%	394	19.76%
Minority F	75	74	-1.33%	79	6.76%	82	3.80%	111	35.37%
Total Minority	412	389	-5.58%	405	4.11%	411	1.48%	505	22.87%
Total Female	1,044	1,133	8.52%	1,212	6.97%	1,218	0.50%	1,412	15.93%

Additionally, we can gain some useful information from looking at the current success in the MN National Guard. Despite the fact that the National Guard is currently experiencing lower recruiting numbers nationwide, Minnesota is #1 in the nation in non-prior service recruiting and has been for most of the year. Non-prior service members are those young men and women who join the National Guard who have no prior military service. This is generally the group of members most likely to enlist for and use the tuition reimbursement program.

We also know that the current number of program participants is down slightly from our prior year estimates. We had expected about 2600 participants for this year, however, just over 325 of the members currently mobilized for missions were formerly program participants. We also suspect that some members who would have used the tuition reimbursement program are currently serving on active duty and are not able to make use of the program. We would expect many of these members to use the program once they have been released from their active duty missions.

I hope this report is responsive to the needs of the Minnesota State Legislature.



Eugene R. Andreotti
Major General, Minnesota
Air National Guard
The Adjutant General