FIGURES

2.1. Percentage of E3–E9 Reservists Not Skill Qualified . . . 11
2.2. Percentage of E3–E9 Personnel Not Qualified in Different Types of Units ................................. 12
2.3. Percentage of E3–E9 Reservists with Different Skills Not Qualified ........................................... 12
2.4. Percentage of Reservists Not Qualified by ALO .......... 14
3.1. Percentage of Army Guard and Army Reserve in Sample Changing DMOS ................................. 26
3.2. Percentage Changing DMOS by Qualification Status in June 1986 ............................................. 27
3.3. Percentage Switching Jobs by Type of Job for the Qualified Group ............................................... 28
3.4. Percentage Switching Jobs by Type of Job for the Unqualified Group ............................................ 28
3.5. Net Effect of Job Switching: ARNG .......................... 29
3.6. Net Effect of Job Switching: USAR ....................... 30
3.7. Percentage Changing DMOS Among Different Groups ................................................................. 30
3.8. Sources of Retraining Requirements from Our Sample ................................................................. 31
3.10. Percentage of Unit Changes by Distance Between Units ............................................................... 36
3.11. Promotion Opportunity and Unit Change ............... 37
5.1. Average Retraining Time by Component and Prior-Service Status ............................................... 58
5.2. Average Job Retraining Times for Different Jobs .......................... 58
5.3. Average Job Retraining Time by Initial and Final Job:
    ARNG ........................................................................ 59
5.4. Average Job Retraining Time by Initial and Final Job:
    USAR ........................................................................ 60