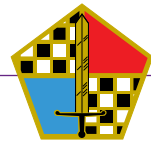


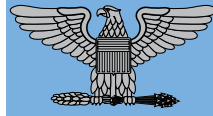
# United States Military Entrance Processing Command



# 2024 ANNUAL REPORT



USMEPCOM



# Commander's Message

**Colonel Frankie C. Cochiosue, U.S. Army**  
Commander, U.S. Military Entrance Processing Command



Progress happens in fits and spurts. When we look back, watershed moments seem obvious and natural steps in the march of history, but it's difficult to see the changes as they happen. Oftentimes, we comprehend massive change when standing on the other end, when the current situation looks nothing like what it used to. That's how it feels wrapping up FY24 and looking back over the last three and a half years of applicant processing.

In February 2021, the launch of USMEPCOM's first new IT system in 25 years kicked off a transformation in applicant processing and was followed by an even bigger shift when we incorporated the Congressionally mandated electronic health record into applicant processing in March 2022.

Access to authoritative health history for military applicants was a welcome capability that allows for a holistic picture of their qualification for military service. However, it fundamentally changed how USMEPCOM does business by doubling the amount of work during the medical prescreen stage. The command excelled in the face of this challenge by not only implementing the system in eight and a half months (compared to the average 18 month timeline for other agencies), but also by developing long-term solutions to this new paradigm all while meeting the daily mission of processing applicants amidst a pressurized and challenging environment characterized by declining propensity to enlist, a global pandemic, and significant recruiting and retention challenges.

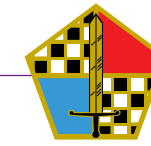
The command rose to the task, and the varied initiatives and innovations began to bear fruit in FY24. We not only met but began to surpass old ways of previous standards for doing business.

In this report, you'll read about all the ways we have innovated this past year: how bringing in more and different medical personnel to our MEPS and our Prescreen Support Coordination Center

supported the increased workload, how we completely reinvented the prescreen process, how we moved off legacy IT systems to modern ones, and how we updated the way recruits pay for meals on their way to initial entry training. You'll see improvements in key mission metrics – increased same day decision and prescreen timeliness rates – while experience dramatic increases in workload from our recruiting partners.

In the midst of massive change, it can be difficult to see the ending. There's frustration and uncertainty, with no guarantee of success. But the men and women of USMEPCOM persevered, kept pressing forward, and their efforts are now evident in this new era of applicant processing.

This year bore witness to the command's ability to adapt, innovate, and succeed. The groundwork is set for USMEPCOM to continue to grow and improve. The future is bright indeed.



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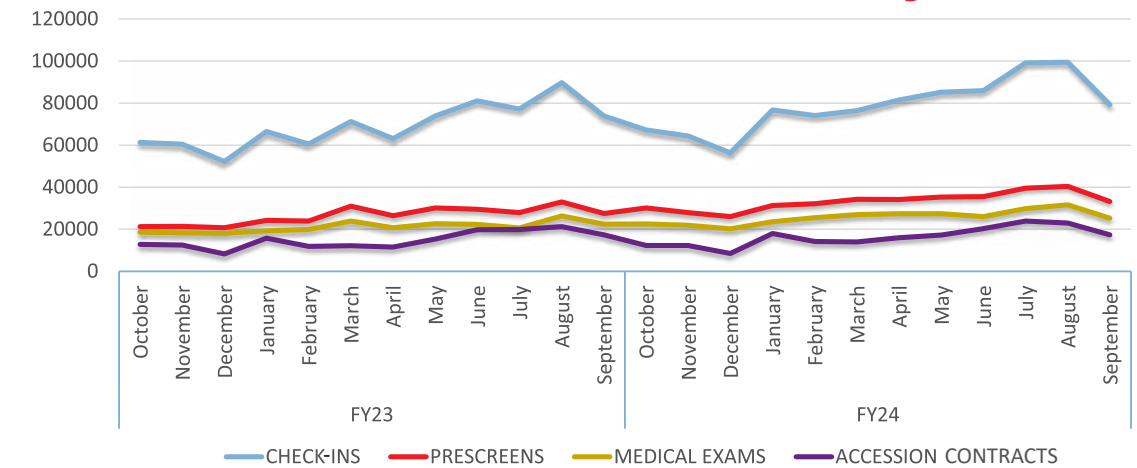
# Workload Overview



Metric	FY23	FY24
Check-Ins	831,144	957,639
Accession Contracts	178,217	199,527
Prescreens	371,513	466,759
Medical Exams	252,825	321,237
Enlistment ASVABs	316,132	370,270
Special Tests	456,879	653,915
Student Tests*	521,312	619,812
Student Tests Used*	30,926	21,445
PiCAT Tests	126,012	145,721

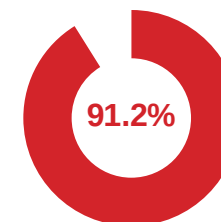
\* Student Testing runs from July to June

# Workload by Month



### Same Day Decision Rate:

rate of applicants who get a qualified/DQ decision when they come to the MEPS.



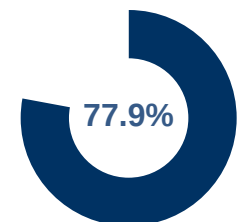
### Initial Qualification Rate:

rate of applicants who are found qualified at their med exam

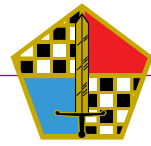


### Final Qualification Rate:

rate of applicants who are ultimately qualified for service (to include waivers)



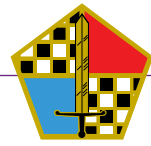




# USMEPCOM

		Check-ins		Accessions Contracts		Medical Exams		Medical Prescreens			Enlistment ASVABs**		PICAT Verification Tests		Special Tests	
		FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24		FY23	FY24	FY23	FY24	FY23	FY24
Army	Regular	239,810	270,516	48,888	54,419	63,527	78,429	94,785	120,928		96,428	109,195	39,450	44,616	103,031	120,768
	Reserve	35,285	37,912	8,780	10,048	11,747	13,428	17,983	20,958		17,413	18,309	7,379	7,572	18,682	19,573
	Guard	103,612	127,349	28,128	34,256	36,378	45,951	56,565	71,812		47,419	57,491	13,094	17,015	49,250	59,528
	Non-app	1,255	1,571	0	0	1,043	1,279	1,411	1,612		27	18	8	10	525	108
	<b>Total</b>	<b>379,962</b>	<b>437,348</b>	<b>85,796</b>	<b>98,723</b>	<b>112,695</b>	<b>139,087</b>	<b>170,744</b>	<b>215,310</b>		<b>161,287</b>	<b>185,013</b>	<b>59,931</b>	<b>69,213</b>	<b>171,488</b>	<b>199,977</b>
Marine Corps	Regular	134,013	137,617	27,946	26,824	33,927	39,685	50,494	59,923		38,199	43,356	26,187	29,812	72,618	129,980
	Reserve	19,078	14,568	3,993	3,510	5,212	4,336	7,743	6,693		5,653	4,603	4,031	3,272	11,148	13,842
	Non-app	2,697	2,835			1,753	1,901	2,400	2,431		690	884	248	320	1,168	1,020
	<b>Total</b>	<b>155,788</b>	<b>155,020</b>	<b>31,939</b>	<b>30,334</b>	<b>40,892</b>	<b>45,922</b>	<b>60,637</b>	<b>69,047</b>		<b>44,542</b>	<b>48,843</b>	<b>30,466</b>	<b>33,404</b>	<b>84,934</b>	<b>144,842</b>
Navy	Regular	132,790	162,025	29,303	34,870	41,167	49,910	9,725	76,689		49,757	58,118	19,540	24,445	94,442	185,409
	Reserve	7,403	7,090	1,544	1,306	3,194	3,433	997	5,931		2,844	2,854	1,095	1,136	5,712	9,064
	Non-app	4,575	6,175	0	0	3,435	4,962	4,903	6,461		238	168	78	58	785	340
	<b>Total</b>	<b>144,768</b>	<b>175,290</b>	<b>30,847</b>	<b>36,176</b>	<b>47,796</b>	<b>58,305</b>	<b>15,625</b>	<b>89,081</b>		<b>52,839</b>	<b>61,140</b>	<b>20,713</b>	<b>25,639</b>	<b>100,939</b>	<b>194,813</b>
Air Force	Regular	111,431	135,719	23,487	26,728	32,819	42,177	49,273	64,692		39,775	51,884	12,328	15,504	75,114	86,543
	Reserve	7,279	9,702	937	850	3,819	4,920	6,088	7,969		3,762	5,080	730	894	6,707	7,923
	Guard	12,230	17,804	1,905	2,098	6,490	9,873	10,974	15,617		6,836	10,135	727	1,090	12,493	16,705
	Non-app	2,660	3,502	1	0	1,542	2,406	2,278	3,081		32	34	8	15	665	141
	<b>Total</b>	<b>133,600</b>	<b>166,727</b>	<b>26,330</b>	<b>29,676</b>	<b>44,670</b>	<b>59,376</b>	<b>68,613</b>	<b>91,359</b>		<b>50,405</b>	<b>67,133</b>	<b>13,793</b>	<b>17,503</b>	<b>94,979</b>	<b>111,312</b>
Space Force	Regular	757	1,002	457	630	610	573	833	633		555	480	238	189	1,807	1,408
	<b>Total</b>	<b>757</b>	<b>1,002</b>	<b>457</b>	<b>630</b>	<b>610</b>	<b>573</b>	<b>833</b>	<b>633</b>		<b>555</b>	<b>480</b>	<b>238</b>	<b>189</b>	<b>1,807</b>	<b>1,408</b>
Coast Guard	Regular	14,173	19,740	2,552	3,649	5,173	7,694	9,725	13,551		5,722	8,330	776	1,113	1,693	1,393
	Reserve	881	1,278	99	154	446	654	997	1,368		495	707	54	42	531	103
	Non-app	940	960	0	0	416	587	737	838		286	212	39	20	504	65
	<b>Total</b>	<b>15,994</b>	<b>21,978</b>	<b>2,651</b>	<b>3,803</b>	<b>6,035</b>	<b>8,935</b>	<b>11,459</b>	<b>15,757</b>		<b>6,503</b>	<b>9,249</b>	<b>869</b>	<b>1,175</b>	<b>2,728</b>	<b>1,561</b>

\*\* Student Testing runs from July to June



# USMEPCOM

## Technology

### APPLICANT JOURNEY TRACKER

USMEPCOM launched the Applicant Journey Tracker, July 9, the first ever tool to track applicants' paths throughout their processing journey into the military. The tool consolidates data into an easy to read, accessible report for USMIRS 1.1 users, including MEPS personnel, service liaisons and guidance counselors. [LINK](#)

### LEGACY SYSTEMS

This year USMEPCOM leapt forward in modernizing its major IT systems. This included moving its Career Exploration Program from a commercial cloud to GovCloud, replacing applicant paper meal checks with debit cards, updating its student testing and scheduling system with cloud-based CEP USMIRS 1.1, improving its label printing system, and deploying Recruit Travel by the end of calendar year 2024.

## People

### TAD SUCCESS

To improve hiring timelines, the command stood up a two-person dedicated hiring team in October 2023. Over the year, the team grew to five, 50 job fairs and TAP classes attended, more than 70 onboarded, with an additional 50 in the hiring pipeline. The new team has quickly proved to be highly effective in getting after the command's top priority of getting the right people in the right places. [LINK](#)

### ARENDRT AUDITORIUM

The command honored the life and accomplishments of the late Christopher Arendt, retired Navy officer and former Accession Policy deputy director, with the dedication of USMEPCOM's auditorium bearing his name July 16. [LINK](#)



As the administration of the ASVAB CEP iCAT expanded overseas, USMEPCOM and DTAC conducted the very first ASVAB CEP Post-Test Interpretation Training in Sembach, Rheinland-Pfalz, Germany, February 27 - 29, 2024.

On Sept. 19, Alabama's Governor, Kay Ivey, signed a Proclamation to declare October ASVAB Career Exploration Month for the state of Alabama.

## Business Initiatives

### Processes

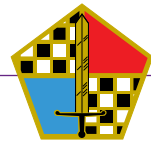
#### DEBIT CARDS

Every applicant who ships to boot camp receives a voucher to pay for food while traveling to their destination. Previously this was done by issuing a one-time use paper check to use at

the airport. As of June 28, these paper checks were replaced with debit cards, providing a modern, flexible payment option for enlistees. [LINK](#)

#### TESTING:

USMEPCOM surpassed its student testing goal of 560,967 in April 2024 and tested 619,812 by the end of the academic year in July 2024, surpassing its goal by 10%.

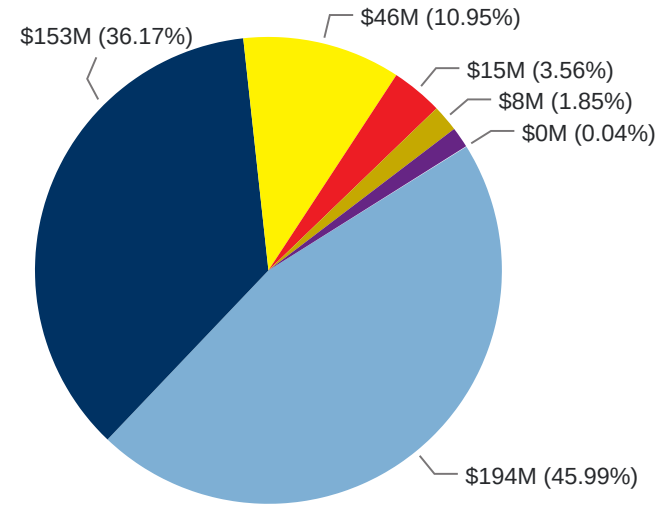


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# Spending Overview

## Expense Category

- Personnel Compensation
- Contract Services
- Rental and Printing
- Travel and Transport
- Equipment
- Supplies



# Contracted Services

In FY24, USMEPCOM awarded four significant long-term contracts totaling in excess of \$1.2 billion.

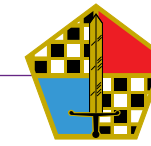
Contract Name	Start Date	End Date	Amount
Applicant Management Services (meals, lodging, transportation)	1-Jul-24	30-Jun-34	\$1,100,000,000.00
Medical Referral Services	28-Jun-24	27-Jun-29	\$82,229,630.35
Fee Basis Providers – Task Order	18-Apr-24	17-Apr-25	\$32,554,128.01
MEPCOM Information Technology Enterprise Solution (MITES)	5-Mar-24	4-Mar-25	\$12,221,000.00

# Human Resources

Civilian fill rate: 86%; time to hire: 189 days  
Military fill rate: 93%

Key MEPS Civilian Positions	Fill	Total Time to Hire
Chief Medical Officers	92%	155
Assistant Chief Medical Officers	78%	337
Nurse Practitioners/Physician Assistants	68%	232
Medical Technicians*	84%	229
Human Resource Assistants	76%	121

\* Open Continuous Announcement = longer open time over 80 days OPM Standard



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# Medical Processing

## PRESCREEN REVIEW PROCESS:

Using a simple automation tool, prescreens are sorted into having fewer or more than 15 records with potentially disqualifying conditions. This new process allows for quicker authorization to come to the MEPS, elimination of extra document requests during prescreen, increased predictability and no reduction in same day decision rate. What began as a pilot at six MEPS on March 20 was expanded to all MEPS by mid-October. [LINK](#)

## Key Metrics As Of Sept 28:

- 100,000 applicants processed at 54 MEPS under the new process
- 80% of these prescreens had 15 or fewer encounters; 20% 16 or more
- 94% had timely prescreen review, and 97% were under the 10-day timeline
- 90% of all applicants are authorized to come to MEPS within one week of submission
- Same day decision and qualification rates remained stable

## BEHAVIORAL HEALTH PROVIDERS:

The command hired its first ever behavioral health provider to conduct applicant consults. The first came onboard in December 2023. While doing consults for applicants from nine MEPS, this one doctor reduced the average days to consult for those MEPS by more than 12 working days. Two more providers came onboard toward the end of the fiscal year. [LINK](#)

## PRESCREEN TIMELINESS RATE:

The combination of increased medical personnel and refined process led to huge increases in the prescreen timeliness rate from 77% in October 2023 to 93% in September 2024.



## MEDICAL PERSONNEL SURGES:

In January, USMEPCOM welcomed active-duty Army personnel for six-month TDY to support medical processing across the formation. In total, 62 medical providers, including doctors, nurse practitioners and physician assistants, and 46 med techs deployed to 30 MEPS and proved an effective supplement to the workforce while longer-term manning solutions and process improvements came online. [LINK](#)

## EXPANDING THE PROVIDER POOL:

The command added 68 billets for nurse practitioner or physician assistants to serve as medical providers at the MEPS. This move not only increased the number of personnel to do medical exams and prescreen review; it brought added flexibility by no longer solely relying on physicians to make medical qualification decisions.

## ARMY ADOS

USMEPCOM executed more than \$1M (\$1,061,686) in ADMIN-ADOS funding and \$3.6M (\$3,589,828) in OP-ADOS (G-3) funding in Fiscal Year 2024. This funding allowed USMEPCOM to bring 63 Reserve Component (RC) Soldiers, Army Reserve and Army National Guard, on Active-Duty Operational Support (ADOS) Tours.





## 2024 USMEPCOM Military Members of the Year



CPT Terence Martin  
USA  
9th Battalion  
Dallas MEPS  
Company Grade  
Officer



SMSgt Jeremy Fogleman  
USAF  
8th Battalion  
Montgomery MEPS  
Battalion  
Senior Enlisted Advisor



CMDCS Shaun Cox  
USN  
4th Battalion  
Pittsburgh MEPS  
Senior Enlisted Ad-  
visor



SFC Scott Royse  
USA  
10th Battalion  
Miami MEPS  
Senior  
Noncommissioned  
Officer



Sgt Nathaniel Tiatia,  
USMC  
3rd Battalion  
Boise MEPS  
Enlisted  
Noncommissioned  
Officer

## Outstanding Civilian Employees of the Year



Ms. Jennifer Nowak  
El Paso MEPS  
GS-10 and Above



Mr. Shawn Waite  
Knoxville MEPS  
GS-07 through GS-09



Mrs. Jorda Cruz  
Honolulu MEPS  
GS-06 and Below

## Headquarters Outstanding Civilian Employees of the Year



Mr. Andre Markham  
J-3 Operations  
GS-10 and Above



Ms. Shawna McNure  
J-3 Operations  
GS-07 to GS-09