

Military Recruiting: More Innovative Approaches Needed: Nsiad-95-22



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(Damon Friesen)

MILITARY RECRUITING: MORE INNOVATIVE APPROACHES NEEDED: NSIAD-95-22

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Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book ***** Print on Demand *****.Pursuant to a congressional request, GAO reviewed the Department of Defense s (DOD) recruiting operations, focusing on the: (1) areas in which military recruiting costs could be reduced; (2) recruiting challenges the services face in the youth market; (3) services future plans for recruiting staffs and organizations; and (4) services management of their recruiting facilities. GAO found that: (1) although the military services have requested additional funds to meet future recruiting challenges, the services may have overstated the potential challenges; (2) although the recruitment market is expected to grow steadily until 2000, the percentage of the market that DOD needs to meet its personnel requirements is expected to decrease; (3) DOD and the services believe that future recruiting could become more difficult; (4) between 1989 and 1992, the attrition rate for new recruits ranged between 29 and 39 percent; (5) the services have been reluctant to change existing recruitment methods and implement several proposals that would restructure recruiting organizations, eliminate recruiting management layers, and consolidate recruiting organizations or functional areas; (6) the services have consistently rejected the option of merging recruiting operations because of the unique nature of each service; (7) although the services have had limited success in reducing attrition rates, these efforts have not resulted in DOD-wide initiatives; (8) increasing the number of recruiters at this time may not be cost-effective; and (9) recent technological advances have reduced the need for many of the recruitment offices.



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