

# Recruit2 20

United States. Army Recruiting Command

*Attitudes, Aptitudes, and Aspirations of American Youth* National Research Council, Division of Behavioral and Social Sciences and Education, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Youth Population and Military Recruitment, 2003-01-01 Recruiting an all-volunteer military is a formidable task. To successfully enlist one eligible recruit, the Army must contact approximately 120 young people. The National Research Council explores the various factors that will determine whether the military can realistically expect to recruit an adequate fighting force-one that will meet its upcoming needs. It also assesses the military's expected manpower needs and projects the numbers of youth who are likely to be available over the next 20 years to meet these needs. With clearly written text and useful graphics, *Attitudes, Aptitudes, and Aspirations of American Youth* offers an overview of important issues for military recruiters, touching on a number of important topics including: sex and race, education and aptitude, physical and moral attributes, and military life and working conditions. In addition, the book looks at how a potential recruit would approach the decision to enlist, considering personal, family, and social values, and the options for other employment or college. Building on the need to increase young Americans' propensity to enlist, this book offers useful recommendations for increasing educational opportunities while in the service and for developing advertising strategies that include concepts of patriotism and duty to country. Of primary value to military policymakers, recruitment officers, and analysts, *Attitudes, Aptitudes, and Aspirations of American Youth* will also interest social scientists and policy makers interested in youth trends.

*United States Army Recruiting News*, 1941

Recruiting Station Management United States. Army Recruiting Command, 1983

Success of First-term Soldiers Richard J. Buddin, 2005 This monograph examines the relationship between recruiting practices and conditions and the first-term success of Army soldiers. Success in the first term is important because recruiting soldiers is expensive. If soldiers fail to complete their first terms, the Army must recruit others to replace them, effectively doubling the cost. This monograph analyzes how current recruiting policies influence the success of first-term soldiers. It also examines how the Army manages first-term soldiers.

Performance Evaluation and Army Recruiting James N. Dertouzos, Steven Garber, 2008-03-31 Traditional performance metrics, such as number of contracts signed per month per Army recruiter, do not adequately measure recruiter effort, skill, and productivity. The authors develop a preferred performance metric that takes into account the difficulty of recruiting different types of youth in various markets and propose short-term changes to the system that would more accurately assess recruiter effort and skill.

**U.S. Army Recruiting and Reenlisting Journal** United States. Army Recruiting Command, 1978-11 The Army recruiter's professional magazine.

**Recent Recruiting Trends and Their Implications for Models of Enlistment Supply** Michael Murray, Rand national defense research inst santa monica ca, 1998 Concerns have arisen over the ability of the military services to meet

their recruiting requirements over the next few years. The number of recruiters and the advertising budget have been cut over the course of the drawdown as recruit cohorts have shrunk by over a third. As compared with FY95, a 20 percent increase in accessions-greater than 40 percent for the Army-was needed by FY97 if the services were to meet the force strengths planned for that year. Beginning in the early part of this decade, anecdotal evidence suggested- that recruiters had been having trouble achieving their goals. A preliminary RAND investigation in 1994 indicated that there should not have been a supply shortage in the early-to-mid 1990s. Here, we revisit that question with a more thorough analysis, restricting ourselves to supply-projection models based on econometric analysis of specific supply and demand determinants. (Other parts of the larger research project examine other aspects of recruiting trends.) As the parameters in earlier models were estimated with data from the 1980s, we re estimate the models with 1990s data to determine whether those parameters-and thus the underlying supply process-have changed. We also determine whether any changes in factors influencing supply occurred. Finally, we use the updated model using 1990s data to predict the adequacy of supply in FY97.

**U.S. Army Recruiting News ,1921**

**U.S. Army Recruiting and Career Counseling Journal** United States. Army Recruiting Command,1975-10 The Army recruiter's professional magazine.

U.S. Army Recruiting News United States. Adjutant-General's Office,1923

Publicizing Army Recruiting in the Community United States. Army Recruiting Command,1976

Recent Recruiting Trends and Their Implications for Models of Enlistment Supply ,1998 Concerns have arisen over the ability of the military services to meet their recruiting requirements over the next few years. The number of recruiters and the advertising budget have been cut over the course of the drawdown as recruit cohorts have shrunk by over a third. As compared with FY95, a 20 percent increase in accessions-greater than 40 percent for the Army-was needed by FY97 if the services were to meet the force strengths planned for that year. Beginning in the early part of this decade, anecdotal evidence suggested- that recruiters had been having trouble achieving their goals. A preliminary RAND investigation in 1994 indicated that there should not have been a supply shortage in the early-to-mid 1990s. Here, we revisit that question with a more thorough analysis, restricting ourselves to supply-projection models based on econometric analysis of specific supply and demand determinants. (Other parts of the larger research project examine other aspects of recruiting trends.) As the parameters in earlier models were estimated with data from the 1980s, we re estimate the models with 1990s data to determine whether those parameters-and thus the underlying supply process-have changed. We also determine whether any changes in factors influencing supply occurred. Finally, we use the updated model using 1990s data to predict the adequacy of supply in FY97.

Going to the Mines to Look for Diamonds Ronald D. Fricker,C. Christine Fair,2003 Describes RAND's evaluation of performance of a prototype military recruiting station located in an outlet mall in northern Virginia during its first year of operation. Evaluation includes statistical information on performance indicators, description of

services' use of station, conclusions on MERS concept potential, and recommendations for experimental use of prototype station.

*Recruiting Minorities* Beth J. Asch, Paul Heaton, Bogdan Savych, 2009-09-08 Since 2000, black representation among high-quality recruits in the Army has decreased, while Hispanic representation has increased; in the Navy, black representation has remained stable and Hispanic representation has increased. The authors identify factors that explain these trends and consider which policies are likely to be most effective in increasing high-quality enlistments among black, Hispanic, and white youth.

**Recruiter Journal** ,1984

**Terminology and Definitions** United States. Army Recruiting Command,1984

**Human Resource Management and Army Recruiting** James N. Dertouzos, Steven Garber, 2006-12-12 U.S. Army Recruiting Command is faced with the challenge of ensuring that the flow of qualified volunteers is adequate to meet future active-duty accession requirements. This report documents research methods, findings, and policy conclusions from a project analyzing human resource management options for improving recruiting production. It details research designed to develop new insights to help guide future recruiter management policies.

**Identifying Opportunities to Recruit More Individuals Above the Age of 21 Into the U.S. Army** Michael S. Pollard, Louay Constant, Joe Cheravitch, Ryan Haberman, Katherine L. Kidder, Christina Panis, 2022-04-30 Older recruits, as a group, score higher on Army qualification tests and are more likely to reenlist and to be promoted. RAND researchers examined the potential for recruiting individuals older than 21 and derived actionable recommendations.

**Marine Recruit** Herb Brewer, 2014-11-14 *Marine Recruit: Tears in the Sand* is an epic novel of a Marine Corps boot camp (San Diego); a compelling, unabridged account of recruit training as told by the drill instructor. Author of chronicles of a marine rifleman, retired first sergeant, Herb Brewer, USMC, now brings to life this outstanding, all-encompassing, witty, honest, caringly brutal, human, and timeless narrative. Combining two stories into one, he takes you all the way from the grueling view of the recruit to the panoramic mission and perspective of the Drill Instructor. At MCRD, you can count on two things: the recruit is green, the marine drill instructor is legendary. First Sergeant Brewer captures the essence and awareness of what it means to be both. *Marine Recruit* is a rare and unparalleled look into MCRD. Enter now the revered birthplace of the Marines where every drill instructor was once a recruit.

**Attracting College-Bound Youth Into The Military. Toward the Development of New Recruiting Policy Options** ,1998 The armed services prefer to recruit high quality youth because they perform better and have lower attrition rates. Yet competition for this group is increasing because of fundamental changes in the civilian opportunities that these youth face. One of the most dramatic of these changes is the enormous increase in the relative returns from attending college that have occurred over the last 20 years. This report summarizes the findings of the first year of a two-year project that seeks to provide input necessary for the development and expansion of programs

intended to improve the services' ability to compete against post-secondary institutions and subsequent civilian skilled employment. Specifically, the report examines trends in college attendance and the economic returns from attending college, describes the options that the military currently offers to combine service and college, and enumerates the types of issues that would need to be considered in developing and expanding recruiting programs that target college-bound youth.

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## Table of Contents Recruit2 20

1. Understanding the eBook Recruit2 20	Subscription Services	◦ Minimizing Distractions
◦ The Rise of Digital Reading Recruit2 20	◦ Recruit2 20 Budget-Friendly Options	◦ Managing Screen Time
◦ Advantages of eBooks Over Traditional Books	6. Navigating Recruit2 20 eBook Formats	11. Cultivating a Reading Routine Recruit2 20
2. Identifying Recruit2 20	◦ ePub, PDF, MOBI, and More	◦ Setting Reading Goals Recruit2 20
◦ Exploring Different Genres	◦ Recruit2 20 Compatibility with Devices	◦ Carving Out Dedicated Reading Time
◦ Considering Fiction vs. Non-Fiction	◦ Recruit2 20 Enhanced eBook Features	12. Sourcing Reliable Information of Recruit2 20
◦ Determining Your Reading Goals	7. Enhancing Your Reading Experience	◦ Fact-Checking eBook Content of Recruit2 20
3. Choosing the Right eBook Platform	◦ Adjustable Fonts and Text Sizes of Recruit2 20	◦ Distinguishing Credible Sources
◦ Popular eBook Platforms	◦ Highlighting and Note-Taking Recruit2 20	13. Promoting Lifelong Learning
◦ Features to Look for in an Recruit2 20	◦ Interactive Elements Recruit2 20	◦ Utilizing eBooks for Skill Development
◦ User-Friendly Interface	8. Staying Engaged with Recruit2 20	◦ Exploring Educational eBooks
4. Exploring eBook Recommendations from Recruit2 20	◦ Joining Online Reading Communities	14. Embracing eBook Trends
◦ Personalized Recommendations	◦ Participating in Virtual Book Clubs	◦ Integration of Multimedia Elements
◦ Recruit2 20 User Reviews and Ratings	◦ Following Authors and Publishers Recruit2 20	◦ Interactive and Gamified eBooks
◦ Recruit2 20 and Bestseller Lists	9. Balancing eBooks and Physical Books Recruit2 20	
5. Accessing Recruit2 20 Free and Paid eBooks	◦ Benefits of a Digital Library	
◦ Recruit2 20 Public Domain eBooks	◦ Creating a Diverse Reading Collection Recruit2 20	
◦ Recruit2 20 eBook	10. Overcoming Reading Challenges	
	◦ Dealing with Digital Eye Strain	

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