

Annex 6

MILITARY RECRUITING AND RECRUITER IRREGULARITIES Report for 2008

Source: U.S. Department of Defense

1. The All-Volunteer Force (AVF) has served the nation for over 35 years, providing a military that is experienced, well-trained, disciplined, and representative of America. Service recruiters are asked to seek out the best and brightest of America's youth to staff the AVF. These recruiters have answered the call working long and unusual hours at great sacrifice to their families.
2. Since recruiters are often the only exposure that many communities have to members of the military, it is critical that they represent the military and their Service in a very professional and ethical manner. While the overwhelming majority of recruiters are most ethical, a very small number choose to engage in inappropriate recruiting techniques in their attempts to enlist new members. These actions negatively affect all of the Services' recruiting efforts and each of the Services takes this issue very seriously.
3. The Government Accountability Office (GAO) report (MILITARY RECRUITING: DOD and Services Need Better Data to Enhance Visibility over Recruiter Irregularities, GAO-06-846, August 2006) made several recommendation on how the Department could do a better job tracking and reporting recruiter irregularities. To this end, the Department formed a working group to standardize the terms and reporting requirements across the Services. This report is the first that applies GAO's recommendations as well as the Services' input and will provide the Department better oversight regarding recruiter irregularities.
4. In Table 1, the new Office of the Secretary of Defense (OSD) guidelines were used to compare the number of substantiated claims to the total number of accessions. Department-wide, in FY2008, less than one-fifth of one percent of our accessions (518 out of 324,737) were involved in a substantiated claim of recruiter irregularity. While we strive for zero irregularities this number, when put in perspective, is extremely low.
5. The Department understands that behind these claims are young men or women who are excited about serving their country. Any inappropriate action taken by a recruiter that adversely effects the processing of these young people is a concern and is inconsistent with our values. DoD-wide, about 7 out of 10 substantiated claims resulted not from inappropriate criminal or sexual misconduct but, instead, from recruiters concealing/falsifying information or not paying close enough attention in the quality control aspects of the contracting process.
6. When incidents of recruiter irregularity occur, the Services have mechanisms in place to remedy violations and limit future occurrences. Each Service has an office that provides recruiter oversight regarding misconduct and unethical behavior. Unethical behavior not only breaks down the recruiting process, but it also fosters distrust of the military. Such distrust makes recruiting for all even more difficult. Recruiters guilty of recruiting improprieties are subject to punishment under the Uniform Code of Military Justice. Possible punishments range from a court martial to non-adverse administrative action depending on the severity of the offense and the recruiter's record of service.
7. The Department will continue to monitor this issue to help minimize the occurrences of recruiter irregularities. It is important to remember that the military Services employed approximately 23,000 production recruiters who accessed almost 325,000 young men and women for the active and reserve forces in FY2008. These recruiters have earned and deserve America's respect.

Table 1

Accessions and number of claims

Fiscal Year -- 2008								
	DoD	Army/Army Reserves	Army Guard	Marine Corps/Marine Corps Reserves	Navy/Navy Reserves	Air Force	Air Reserves	Air Guard
Total Accessions	324,737	120,387	65,192	45,619	47,619	27,848	7,323	10,749
Average Number of Recruiters	23,208	8,845	5,100	3,083	4,328	1,178	169	505
Irregularities								
Number of Claims	2,338	1,681	114	118	369	24	30	2
Claims Substantiated	518	253	66	71	101	17	8	2
Percent of Accessions with Substantiated Claims	0.16%	0.21%	0.10%	0.16%	0.21%	0.06%	0.11%	0.02%
Substantiated Claims per Recruiter	0.02	0.03	0.01	0.02	0.02	0.01	0.05	0.00
Number of Claims Still Open	37	5	3	6	18	4	1	0

Fiscal Year -- 2007								
	DoD	Army/Army Reserves	Army Guard	Marine Corps/Marine Corps Reserves	Navy/Navy Reserves	Air Force	Air Reserves	Air Guard
Total Accessions	319,229	116,141	66,652	43,562	47,988	27,801	7,110	9,975
Average Number of Recruiters	24,458	10,281	5,027	3,131	3,633	1,580	342	464
Irregularities								
Number of Claims	2,459	1,832	85	211	253	40	38	0
Claims Substantiated	656	345	67	119	89	25	11	0
Percent of Accessions with Substantiated Claims	0.21%	0.30%	0.10%	0.27%	0.19%	0.09%	0.15%	0.00%
Substantiated Claims per Recruiter	0.03	0.03	0.01	0.04	0.02	0.02	0.03	0.00
Number of Claims Still Open	0	0	0	0	0	0	0	0

Fiscal Year -- 2006								
	DoD	Army/Army Reserves	Army Guard	Marine Corps/Marine Corps Reserves	Navy/Navy Reserves	Air Force	Air Reserves	Air Guard
Total Accessions	317,866	115,014	69,042	40,393	46,401	30,889	6,989	9,138
Average Number of Recruiters	21,979	8,287	4,850	2,650	4,027	1,390	399	376
Irregularities								
Number of Claims	2,602	1,710	28	192	471	155	39	7
Claims Substantiated	638	321	15	102	159	14	20	7
Percent of Accessions with Substantiated Claims	0.20%	0.28%	0.02%	0.25%	0.34%	0.05%	0.29%	0.08%
Substantiated Claims per Recruiter	0.03	0.04	0.00	0.04	0.04	0.01	0.05	0.02
Number of Claims Still Open	0	0	0	0	0	0	0	0

1. Note: Accessions include non-prior service and prior service accessions and are a total of Active, Guard, and Reserve components.