Biometrics in US Army Accessions Command

LTC Joe Baird

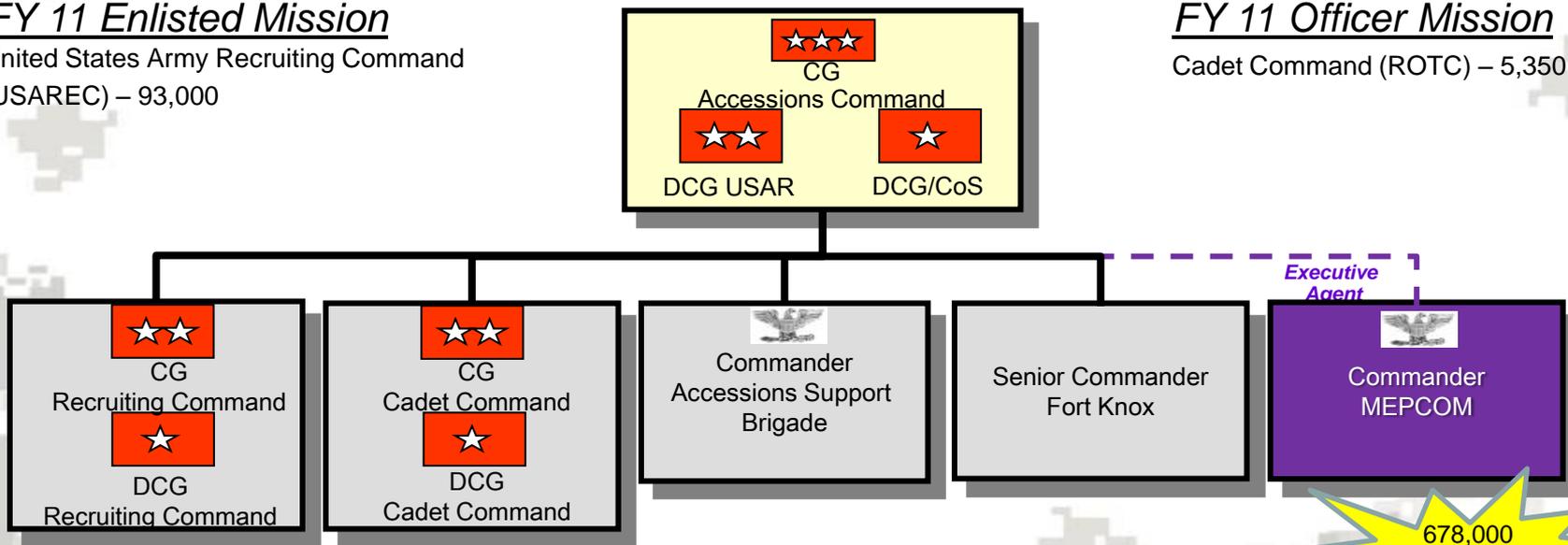Mr. Rob Height

Mr. Charles Dossett

Mission and Scope

Army Accessions Command (AAC) recruits the Active and Reserve enlisted force and recruits and trains officers for the Active component, Reserve, and National Guard.

FY 11 Enlisted Mission
United States Army Recruiting Command (USAREC) – 93,000

FY 11 Officer Mission
Cadet Command (ROTC) – 5,350

★★★
CG
Accessions Command

★★
DCG USAR

★
DCG/CoS

★★
CG
Recruiting Command
★
DCG
Recruiting Command

★★
CG
Cadet Command
★
DCG
Cadet Command

Commander
Accessions Support
Brigade

Senior Commander
Fort Knox

Executive Agent

Commander
MEPCOM

678,000 Applicants Annually

ARMY STRONG[sm]

Problems and Challenges

- Approximately 10% of the 17-24 Youth Market is not qualified to serve in the military due to **criminal history**.[1]

- Currently we don't get comprehensive resolution on an applicant's criminal background until after he or she goes to the Military Entrance Processing Station (MEPS) to enlist and gets fingerprinted.

- The information we do have is based on applicant disclosure and what can be discovered from local, no-fee, police checks.

- There are substantial resources wasted in terms of recruiter time, MEPS processing workload, and logistical costs when an applicant is found unfit to serve at the point of enlistment.

[1] **Source: Lewin Group 2007 Study; Developed by US Army Accessions Command G2/9, Center for Accessions Research (CAR)**

Biometrics-enabled Solution

- What we are doing:

  - **Capturing fingerprints electronically**
    - Hardware is in place, or postured for fielding this year, across the command
    - 271 locations in Cadet Command, over 1500 in USAREC

  - **Moving timeline for FBI checks to the left**
    - Formal fingerprint check with FBI is typically done at point of enlistment at the MEPS.
    - Currently running FBI checks on a limited scale (Tampa Recruiting Battalion and other selected companies) during the interview stage of the process.

Biometrics-enabled Solution

- The LiveScan implementation in the Tampa Recruiting Battalion has yielded significant improvements to efficiency, effectiveness and accuracy:

    – Fraudulent enlistment (from law violations) rates have gone from approx 50-70 per year to zero.

    – All charges are identified up front, including juvenile charges, without doing manual police checks (time intensive) or forfeiting information available in fee-based checks (incomplete).

    – Eliminates MEPS floor count losses and jobs unnecessarily pulled from the system due to fraudulent enlistments (from law violations).

Metrics

- How we are measuring success:

    - Hours spent by recruiter running police checks per applicant
    - Number of fraudulent enlistments from law violations
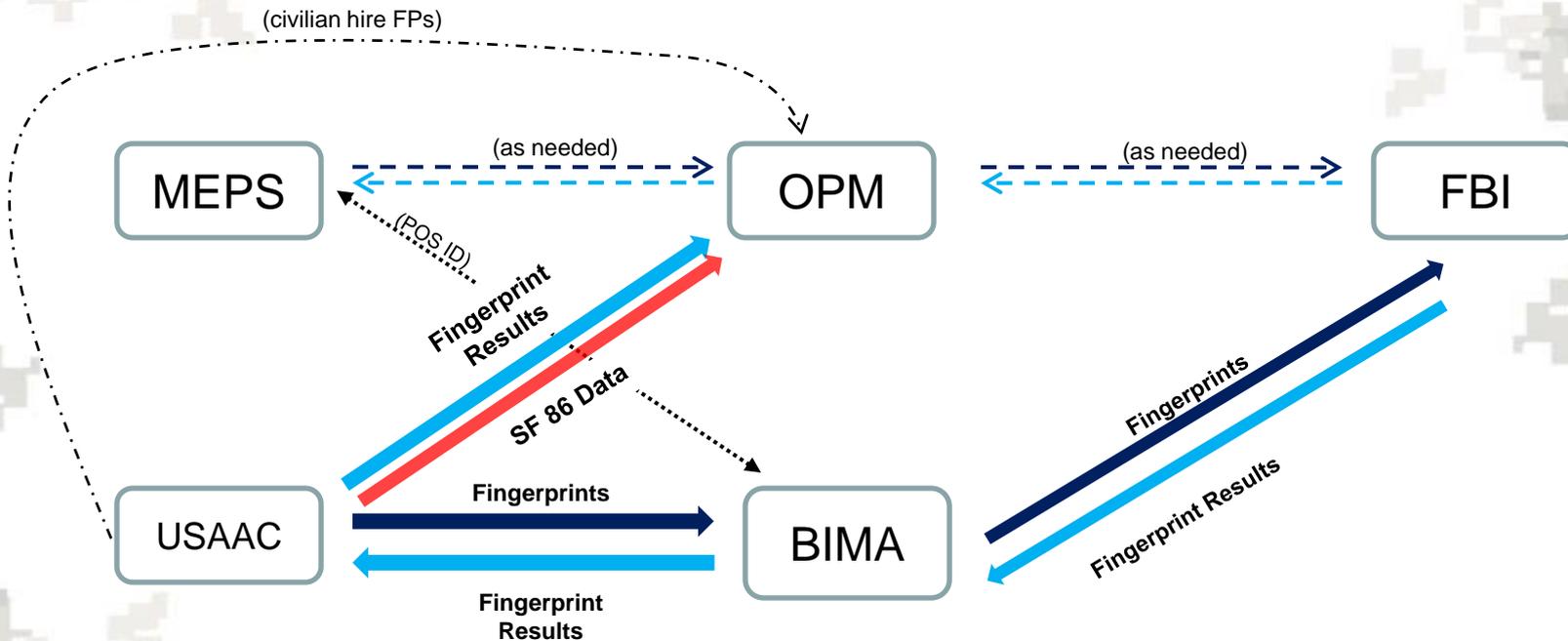   - Cost per applicant of providing background checks (future)

Challenges/Opportunities

- **Our implementation challenges:**
  - Software acquisition and configuration
  - Moving from thick client to thin client
  - Integration into the Integrated Accessions Architecture (IAA)
  - Policy that regulates which nodes can transmit and accept fingerprints and results

- **The way ahead:**
  - FBI checks conducted at the interview stage across the entire Accessions Command
  - Single repository for all biometric data in the command
  - Use captured fingerprints for positive identification in VIPS
  - Single channeling agent for all fingerprints going to the FBI
  - Collect fingerprints for geographically separated civilian hires
  - SF86 data paired with fingerprint results for each applicant/cadet security investigation prior to submission to the Office of Personnel Management (OPM)