



Recruiting

Question: Should the Commission address the issue of consolidating recruiting functions within the components?

Why this issue?: In its written response to commission questions, USAREC stated:

We believe it is inevitable, given budgetary constraints, unity of effort, desire to standardize processes and systems, and the direction of Soldier for Life with Soldiers flowing in and out of components, that the three compos recruiting efforts be consolidated.

USAREC further explained that in 2012 the SecArmy directed a study to consider possibly combining ARNG recruiting with USAREC. The study recommended several areas in which it would be possible to gain efficiencies but the CSA challenged the study results concerning legal constraints on combining ARNG recruiting with USAREC.



Recruiting: Legal Analysis

- While Title 10 establishes the SecDef's and SecArmy's authority and responsibility to recruit for the Regular Army and Army Reserve, there are no federal statutes directly related to ARNG recruiting.
- Traditionally, ARNG recruiting has remained a state responsibility because the ARNG is a direct descendant of the states' militia.
- However, ARNG recruiters are all AGR and are funded with Title 32 money.
- All ARNG recruiters and state RRCs follow NGR 601-1.
- The Army has pursued efforts to combine Regular Army and Reserve Component recruiting at least twice since 1975 (1975 and 1991)
- In both instances, OTJAG and Army OGC advised that, while it was permissible to pursue some steps to achieve efficiencies, Congress has not authorized the Regular Army to assume responsibility for ARNG recruiting.



Recruiting

Initial Thoughts:

- While USAREC believes that ARNG recruiting should be consolidated with USAREC, there is no indication that the NGB or states share this belief.
- In the past, OTJAG has advised that further consolidation of RA and ARNG recruiting would require legislation.
- We may need USAREC to provide further information about how exactly they would like to see ARNG recruiting consolidated with USAREC.