



# Strengthening AMERICAN DEMOCRACY through **SERVICE.**

National Commission on Military, National, and Public Service

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# About the National Commission on Military, National, and Public Service

**With the decision to open all combat roles to women in 2015, questions arose over whether to require all Americans to register with Selective Service System**

- The idea of extending registration for military conscription to women led to broader questions around service
- Senators McCain and Reed saw the need to promote the notion of service above self

**The Commission was created through the FY2017 National Defense Authorization Act to:**

- Conduct a review of the military selective service process;
- Consider methods to increase participation in military national, and public service to address national security and other public service needs of the Nation

## Our Mission

*"This Commission will listen to the public, learn from those who serve, and recommend to the President, Congress, and the American people ideas to foster a greater ethos of military, national, and public service to strengthen American democracy."*

**The first holistic and comprehensive review of service – the Selective Service System and military, national, and public service.**



# About the Commission

**Our Vision:** Every American will be inspired and eager to serve.

We were formed to address two important questions:

- Do we still need the Selective Service System and, if so, does the current system require modifications?
- How can we, as a nation, create an ethos of service and increase participation in military, national, and public service?







# National Mobilization

Recommendations focus on three major goals

## ***Defense of the Nation***

To meet the future national security needs of the nation in the event of a national emergency, we should maintain the Selective Service System.

## ***Modernization***

Our recommendations will modernize the national mobilization system to prepare for the nation's defense in the event of a national emergency and educate the public of their solemn and civic duty.

## ***Qualified and Capable Force***

Our recommendations will ensure we have the most qualified and capable people to meet our national security needs in a national emergency.



# Reaffirming the American Approach for Defending the Nation



## Key Components:

- Maintain pre-mobilization registration
- Develop and implement methods to convey the solemn obligation of registration
- Issue a Presidential call for volunteers before exercising a draft contingency

**Goal:** To sustain the readiness of the SSS and the American public for a potential national emergency, while recognizing the national mobilization continuum and leveraging the American spirit to respond through voluntary mechanisms before resorting to conscription.





# Addressing the Need for Critical Skills



## Key Components:

- Generate and maintain a list of the needed skills and roughly the quantity required
- Authorize a Critical Skills Individual Ready Reserve
- Create national roster of individuals willing to volunteer in and national emergency

**Goal:** To address DoD's critical skill personnel needs in time of an emergency while preserving fairness and equity.



# Improving the Readiness of the National Mobilization System



**Goal:** To ensure that the SSS can operate as an effective “insurance policy” by holistically reviewing institutional and organizational functions and roles and implementing new standard operating procedures.

## Key Components:

- Conduct SSS mobilization exercises, including a public awareness campaign communicating purpose
- Conduct interagency mobilization exercises to develop strategies and operational concepts for all stakeholders involved in the mass mobilization process
- Designate a lead national mobilization official within the National Security Council and the Office of the Secretary of Defense
- Update DoD personnel requirements and timeline for obtaining draft inductees
- Develop a joint DoD-SSS plan for responding to a large influx of volunteers
- Include a section on the state of SSS and total mobilization in future Quadrennial Defense Reviews and National Defense Strategies





# Expand Selective Service Registration

## Key Components:

- Amend MSSA to eliminate male-only registration and expand draft eligibility to all individuals of the applicable age cohort
  - **Approach:** standards first
  - Women **qualified** for all forms of military service
  - Leave **flexibility** with DoD, but sustain **quality**
  - **Message:** what do female servicemembers and potential recruits hear?



**Goal:** To leverage the full range of talent, skills, and abilities available during a national emergency and extend a fundamental civic obligation.





# Military Service

Recommendations focus on two major goals

## ***Strengthen the Military***

To meet current and future national security needs, our recommendations will create a more resilient, capable, and stronger All-Volunteer Force (AVF)

## ***Narrow the Civil-Military Divide***

Our recommendations will raise awareness and support pathways to military service, helping narrow the civil-military divide and increase the long-term sustainability of the AVF



# Current trends pose challenges to the long-term viability of the AVF

## ***Increasingly isolated***

Civilian and military communities are increasingly isolated from each other, leading to lack of awareness and misunderstanding of the breadth of opportunities and benefits of military service

## ***Ineligible youth***

71% of youth ages 17 to 24 are not eligible to join the military because they don't meet physical and mental health standards, educational requirements, or other reasons

## ***Not geographically diverse***

68% of all recruits come from the South and West, and five states provide 40% of all new active duty enlisted accessions

## ***"The Family Business"***

Veterans are twice as likely to have a son or daughter join the military





# Military Service

## Key Findings:

- Civil-military divide hampers propensity and threatens sustainability of the All-Volunteer Force
- Inequitable outreach
- Underutilized talent management approaches

## Recommendation Areas:

- Improve Military Outreach Around the Country
- Increase Opportunities for Youth to Explore Service
- Strengthen Military Recruiting and Marketing
- Develop Educational Pathways for Military Service
- More Effectively Manage Military Personnel



# Improve Military Outreach Around the Country



**Goal:** To increase public understanding of the military, and particularly of the broad spectrum of career opportunities available and represented in military service.

## Key Components:

- Increase civilian access to military installations, such as through tours
- Increase engagement with community-based youth programs (cadet, athletic, virtual, etc.)
- Develop incentives to increase outreach in historically low-propensed areas
- Call on State governors and local officials to remove barriers of access, especially in schools
- Use Guard and Reserve units to develop community partnerships and increase exposure
- Call on Members of Congress, as well as Federal, State, local, and Tribal officials to use their offices and goodwill to increase awareness of military service opportunities





# Increase Opportunities for Youth to Explore Service



**Goal:** To go beyond marketing to increase exposure, striving to educate and inspire by providing more meaningful opportunities to explore the nuances of military service.

## Key Components:

- Increase JROTC to 6,000 units by 2031, ensuring equitable distribution across the country and adapting curriculum to include exposure to all service opportunities
- Provide service-learning opportunities for youth through existing programs such as JROTC, cadet corps, Starbase, and Youth ChalleNGe
- Share best practices for State academies of leadership in middle schools
- Promote ASVAB CEP administration



# Strengthen Military Recruiting and Marketing



## Key Components:

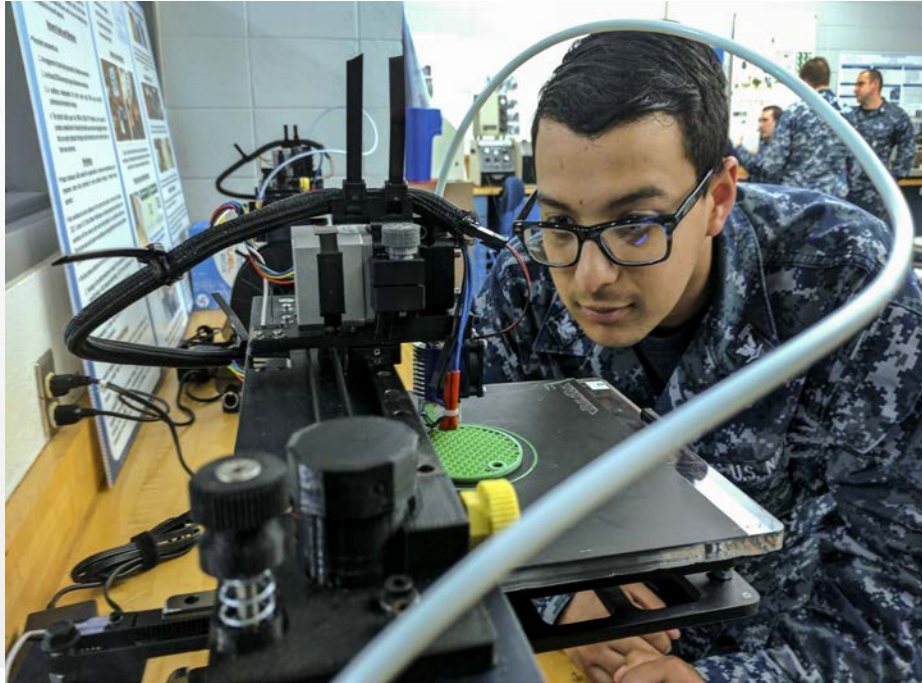
- Invest in and incentivize Hometown Recruiting Programs
- Fund multiyear military marketing and advertising
- Study the efficacy of legacy models and identify ways to use modern information platforms

**Goal:** To improve the sustainability of the AVF by making recruiting and marketing more cost-effective, innovative, and dispersed to appeal to men and women from all regions of the United States, and across the socioeconomic spectrum.





# Develop Educational Pathways for Military Service



**Goal:** To counter the perception that one must choose to pursue postsecondary education or military service and to advance the skill set of the existing force.

## Key Components:

- Expand opportunities for education prior to and during military service by:
  - Providing tuition grants for pre-service professional degrees and certifications in exchange for service
  - Establishing pilot programs partnering with community colleges and vocational schools
  - Applying tuition assistance in a more consistent manner
  - Leveraging private-sector certifications
- Strengthen existing platforms for growing digital talent by:
  - Expanding access to the Cyber Leadership Development Program
  - Funding and expanding Cyber Institutes



# More Effectively Manage Military Personnel

**Goal:** To develop new processes and fully utilize existing authorities for recruiting advanced specialists and for accommodating civilian career models in order to attract and retain key talent with critical skills.

## Key Components:

- Promote greater permeability between the public and private sector and the military
- Call for new personnel management structures for specific occupations (i.e. cyber and engineering)
- Promote the use of warrant officers as non-command track specialists
- Establish permanent billets at Defense Digital Service and similar entities
- Establish options for cyber talent that leave service to be called back when needed, or on part-time basis
- Collect data on the usage of FY 2019 NDAA authorities and report to Congress
- Conduct more robust individual performance data and administer standardized exit surveys
- Track annual use of recruitment and retention bonuses and report to Congress





# What's Next?



# Congressional Activity

## H.R.6415 - Inspire to Serve Act of 2020

To build on America's spirit of service to nurture, promote, and expand a culture of service to secure the Nation's future, address critical needs of the Nation, and strengthen the civic fabric of American society.

### Sponsor:

Rep. Jimmy Panetta (D-CA-20)

### Co-sponsors:

Rep. Don Bacon (R-NE-2)

Rep. Chrissy Houlahan (D-PA-6)

Rep. Mike Waltz (R-FL-6)

Rep. Seth Moulton (D-MA-6)

Rep. Gilbert Ray Cisneros Jr. (D-CA-39)

Rep. Denver Riggleman (R-VA-5)

Rep. Salud O. Carbajal (D-CA-24)

Rep. Jason Crow (D-CO-6)

Rep. Max Rose (D-NY-11)

Rep. Lucille Roybal-Allard (D-CA-40)

116TH CONGRESS  
2d Session

## H. R. 6415

To build on America's spirit of service to nurture, promote, and expand a culture of service to secure the Nation's future, address critical needs of the Nation, and strengthen the civic fabric of American society.

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2020

Mr. PANETTA (for himself, Mr. BACON, Ms. HOULAHAN, Mr. WALTZ, Mr. MOULTON, Mr. CISNEROS, Mr. RIGGLEMAN, Mr. CARBAJAL, and Mr. CROW) introduced the following bill, which was referred to the Committee on Education and Labor, and in addition to the Committees on Armed Services, Foreign Affairs, Agriculture, Natural Resources, Ways and Means, Oversight and Reform, Veterans' Affairs, Homeland Security, Intelligence (Permanent Select), House Administration, the Judiciary, and Energy and Commerce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

## A BILL

To build on America's spirit of service to nurture, promote, and expand a culture of service to secure the Nation's future, address critical needs of the Nation, and strengthen the civic fabric of American society.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled.*





Strengthening  
American Democracy  
Through Service

***Our vision:***

"Our vision is that by working together, every American will be inspired and eager to serve."  
Join us in making this vision a reality.

***Check out:***

Reports, fact sheets, public hearing videos, policy memos, and public comments on the Commission's  
Research page, [www.inspire2serve.gov/content/research](http://www.inspire2serve.gov/content/research)