

Low Cost Initiative to Counter the Loss of Valued Military Members

I. Many military members leave because they assume things will be better on the outside, they will get paid better, work fewer hours, have more flexibility, etc. Additionally, some leave because they see no other way to resolve personal issues such as taking care of ill or needy family members.

A. Often those who leave find it isn't as wonderful as they thought on the outside. Civilian jobs often lack:

1. Camaraderie
2. Work with a purpose more important than just money

B. Those who leave don't come back because:

1. Don't know how to come back
2. Don't want to admit they prefer the military life
3. Recruiters offer them something less than what they were making or other career fields (that may be all recruiters have quotas for at that time)

II. The Central Intelligence Agency (CIA) began sending letters to Women Agents who had left 1-2 years earlier asking them if they would consider returning.

III. The military's Career Intermission Program (CIP) could be used as a model for a program to bring people back in. While the CIP requires participants to apply and be accepted before they leave rather than after they separate, it does have some similarities which could be useful.

- A. Allows participants to return after stepping aside from their careers for 12-36 months.
- B. Career is "frozen" at the paygrade and time in grade they left.
- C. Navy study showed CIP Participants had same rates of selection for promotion and other boards e.g. command.

IV. Send letters to women and other targeted groups (e.g. cyber security specialists) offering them to come back in at the same level they left.

V. Use CIP or similar method to bring individuals back onto active duty.

VI. Possible issue: Who takes the lead? Transition, Recruiting or Community/Program Managers for critical fields.