

**Reorganization of the Associate Recruiter Program (ARP)**  
**January 29, 2009**

Overview:

As many of you know a moratorium for new applications to the ARP was initiated in January 2008. This decision was made by the Division of Commissioned Corps Recruitment (DCCR) due to recognized deficiencies and limited resources (human and capital) that supported the program over the previous 24 months. Consequently, a decision has been made to reorganize the current program to improve its operational goals/objectives and overall effectiveness as a national program. Effective April 2009, the current ARP will be reorganized and any officer wishing to participate will need to reapply. Participation in the revised program will be limited to a defined number of positions per professional category as outlined in a personal operations memorandum (POM) which will be forthcoming from DCCR. Information as to how to apply will be made available to each Professional Advisory Committee (PAC) through DCCR in the next two months.

Those members who have participated in the ARP since the policy was initiated in April 2006 will receive recognition commensurate with their level and years of participation. Those ARP participant's who have met eligibility criteria for the recruitment service ribbon (RSR), as outlined in the current ARP Policy, will be processed by OCCO/DCCR. The processing and authorization to wear this award will be done in accordance with the current awards policy (CC27.1.11; Section 8-6). If you have any further questions please contact your current AR Lead or LCDR Thomas Pryor, the ARP Coordinator at: [thomas.pryor@hhs.gov](mailto:thomas.pryor@hhs.gov); 240-453-6057.

Future of ARP:

The newly organized ARP is intended to be a more effective DCCR program that will better meet the recruitment and Corps awareness goals of the organization it serves. A fundamental component of the new program is support of the Recruitment Operational Plan (ROP) established by the Recruitment Working Policy Design Group (WPDG) as a part of Transformation activities in 2008. As a framework for the newly organized ARP those AR's who are selected by their professional category Recruitment sub-committees for 2009 will be determined in part based on the ten regions of Health and Human Services. (More details will be made available by DCCR to your respective PAC in the next two months).

A cornerstone of the new ARP is to establish a foundation on which to build a more viable program with strategic objectives/goals, measurable outcomes, participation incentives and sustainable growth. This means that the number of ARP slots per category may expand in future years based on available resources and program evaluation.

Objectives of the new ARP include but are not limited to:

1. Improving the overall effectiveness of the Associate Recruiter Program (ARP) as a viable recruitment tool within DCCR.
2. Establishing a collaborative and working relationship with key internal stakeholders (e.g. PAC Recruitment sub-committees, IRC, COA retirees, etc) as it relates to both targeted and general recruitment activities.
3. Developing a clearly defined business process within the ARP to include standard operation procedures (SOPs).

4. Instituting activities within the ARP to include recruitment goals (by category and AR), metrics and measurable outcomes as they pertain to centrally funded recruitment activities.
5. Developing a sustainable and effective training program that can be delivered in various modalities (e.g., audio, video, class-room training).

On behalf of DCCR and as the ARP Coordinator, I want to extend my gratitude to all officers (active, inactive, retired) and “friends of the Corps” who have demonstrated a willingness and desire to recruit both inside and outside of the ARP. It is my hope that as we move the ARP in a new direction we will continue to work collaboratively with all key stakeholders in getting the word out on the best kept secret our Nation has to offer-The U.S. Public Health Service!