The Army has established a program to implement distance learning (DL) throughout both its Active and Reserve Component training systems and institutions. At the request of the Army’s Deputy Chief of Staff for Personnel (DCSPER), RAND Arroyo Center undertook a research project entitled “Personnel Policy Implications of Army Distance Learning.” The goals of this effort were to help the Army maintain readiness and manage personnel efficiently as it implements the various features of The Army Distance Learning Program (TADLP). In the first year of our effort, we presented findings analyzing the implications of TADLP for personnel policy; that analysis documented the need to examine further some of the ways to capitalize on DL to enhance various aspects of readiness.

This report, one of two documenting the results of the research, examines the potential of DL to expedite the Army’s efforts to redress personnel shortages in Army enlisted occupations. A companion report (Enhancing Stability and Professional Development Using Distance Learning, Henry A. Leonard et al., MR-1317-A, 2001) examines the effect of distance learning on soldier stability and professional development. This research should interest Army and defense policymakers and others responsible for training and human resources development in large, geographically dispersed organizations.

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