Introduction
1. The Engagement Panel is tasked with developing an ATDP recruitment strategy for transitioning ADF members.
2. This paper presents some thoughts offered by a (limited) number of ADF members and younger veterans.

Target Population
3. Transitioning and recently discharged ADF members fall into several easily discernible categories:
   a. Involuntary discharges:
      (i) medical or
      (ii) administrative
   b. Voluntary discharges:
      (i) retirement age
      (ii) employment opportunity
   c. Older Veterans
      (i) Vietnam and later conflicts
   d. Spouses (partners) of all of the above.

Analysis of Target Populations
4. Involuntary discharges might generally be considered unsuitable for recruitment. However, within the cohort there are like to be suitable candidates. Those administratively discharged are unlikely to be suitable or motivated towards supporting members or ex-members of an organization that they did not ‘fit’ or which unjustly discharged them. Those medically discharged might fall into two categories:
   a. Those medically discharged for service related conditions attracting either a Class A Comcare disability pension or for which Permanent Impairment/Incapacity payments are payable. In either case unless those payments enable lifestyle maintenance and recovery from the injury or disease is sufficient to enable effective ATDP involvement the target population would be expected to be limited regardless of motivation.
   b. Those medically discharged for reasons not related to service, unless with significant service and personal savings, are likely to be involved in gaining and participating in gainful employment restricting their flexibility to engage in welfare or compensation volunteer activities.
5. **Voluntary discharge** personnel:
   
a. at retirement age are the most likely to have the financial stability necessary to undertake significant commitment to veteran welfare and compensation support.

b. those not at retirement age leaving the ADF at own request are generally taking up an employment opportunity to enable greater stability, increased capacity to meet financial commitments (mortgage, children schooling etc.) and are therefore probably restricted in their ability to volunteer.

6. **Older veterans** are either already involved or disinterested (unable) to become involved. It is important to note that almost twenty years passed between the conclusion of the Vietnam war and the next significant ‘operational’ conflict. There is, therefore, a significant age gap in the ‘older’ veteran population; the younger Vietnam veterans being now around 70 years of age and the older veterans of later operational service being around 55 – 60 say. This has resulted in a dearth of volunteers recently because the younger ‘older veterans’ are still engaged in fulltime employment. Nevertheless, the ESO groups covering this ‘gap’ period such as APPVA need to be engaged.

7. **Spouses/Partners** of (ex)serving ADF members would seem to be a largely unrecognized potential recruitment pool. It would be worthwhile to engage with this group to better understand the potential for recruitment in both the welfare and compensation fields.

**Conclusion**

8. The purpose of this paper has been to provide some direction in respect of our recruitment strategy responsibilities. It is hope that it will promote further input resulting in a realistic recruitment strategy.

RWG
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