



## Intern Programs as a Human Resources Management Tool for the Department of Defense

By Susan M. Gates, Christopher Paul

RAND. Paperback. Book Condition: new. BRAND NEW, Intern Programs as a Human Resources Management Tool for the Department of Defense, Susan M. Gates, Christopher Paul, Presents findings and policy recommendations on internships in support of DoDOs goal of determining effective ways to recruit the civilian workforce it needs to replace the large number of retiring workers and to respond to the workforce changes likely to accompany the impending U.S. military transformation. The Department of Defense faces a challenge: how to replace a large number of retiring civilian workers and provide the larger civilian workforce likely to be needed for the impending U.S. military transformationOs new force structure. One goal in meeting this challenge is to find effective recruitment methods. The authors offer policy recommendations for DoD intern programs based on interviews with managers of public- and private-sector intern programs, literature reviews, and personnel data analyses.



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