

LESSON PLAN

Delayed Entry Program (DEP)

DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- I. Presentation
 1. Delayed Entry Program (DEP)
 - a. The purpose of the Delayed Entry Program is to establish minimum requirements for operation of an effective Delayed Entry Program that prepares and motivates DEP Recruits to complete recruit training, and creates a climate that generates DEP Referrals.
 - b. DEP Leadership is to optimize retention of individual DEP Recruits. Central to this purpose is the mentoring relationship established and maintained between the recruiter and recruit, and the continuance of that relationship through graduation of recruit training.
 - c. Recruiter/DEP mentoring relationship extends beyond the recruit, to the recruit's significant others, who have a substantial stake and influence in the decisions and successes of the recruit.
 - d. The RINC is responsible for the leadership of the Delayed Entry Program.
 2. Admin Responsibilities After DEP
 - a. Update DEP Status Board
 - b. Update School folder (if applicable)

Ref: 1133.2 series Recruiting Leadership and Management Manual

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- c. Update R-TOOLS record
 - d. Processing- Ask about treatment at MEPS
 - e. Make DEP Folder for DEPPERS
 - f. Schedule time for 72hr DEP indoctrination
3. 72 Hour DEP Indoctrination
- a. The purpose of the 72-hour DEP Indoctrination is to overcome buyer's remorse by reconfirming the sale, transition the DEP Recruit's family or significant others to the Navy Team, establish a mentoring relationship with the DEP Recruit as a shipmate, and schedule the first Monthly Mentoring Contact.
4. DEP Indoctrination Discussion Items:
- a. Navy's Zero Tolerance Policy
 - b. Stay in school policy (if applicable)
 - c. Maintaining BEERS Qualifications
 - d. Mentoring Contact
 - e. Provide quarterly schedule of monthly DEP Meetings
 - f. Explain Referral Recognition Program

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- g. DEP PQS
 - h. Initial Fitness Assessment (IFA)
 - i. Build relationship with parents/spouse of DEPper.
5. Initial Mentoring Contact Discussion Items:
- a. NIDT Drug Abuse Training modules (create record for DEPper on the NIDT reporting link on the Navy Recruiting Quarterdeck).
 - b. Developing a mentoring plan
 - c. DEP Recruit's goals
 - d. IFA requirements
6. Monthly Maintenance Mentoring Contacts
- a. All subsequent mentoring contacts are maintenance contacts.
 - b. Weight Tracking- DEP Recruits, who are near weight limits or who are experiencing transition difficulties, are Identified as high risk and should be contacted weekly.

RELATED INSTRUCTOR ACTIVITY

Ref: 1130.9 series MANDATORY PRE-
ACCESSION NON-INSTRUMENTED DRUG
TESTING OF DELAYED ENTRY PROGRAM
PERSONNEL

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7. Monthly Parental Contact
 - a. Conducted monthly by the recruiter with the parents/guardians of all DEP Recruits who are seniors in high school or reside with their parents. This contact may be conducted in person during area visits, at DEP Meetings, or via telephone.
8. Recruit Contact at RTC:
 - a. RTC letters (retain a copy in DEP folder)
9. DEP Re-certification Process:
 - a. DEP Recruit Re-certification Form
 - b. To be completed during each Monthly Mentoring Contact, DEP Custody Turnover, DEP Division Checkout and DEP transfer to Recruit Training Command.
 - c. Will be conducted at 30 days and 7 days prior to shipping.
10. Delayed Entry Program Personnel Qualification Standards (DEP PQS)
 - a. DEP PQS- To be accomplished 6 months from DEP-in date.

Ref: DEP Success Accelerator Guide PG 76

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11. DEP Referrals

- a. To be placed and tracked on DEPPERS R-tools record, and DEP folder.

12. DEP Custody Turnover

- a. To be done when Recruiter transfers or changes territory and when a RinC turnover occurs.
- b. Forward copy of results to NRD and retain copy at NRS.

13. DEP Audit

- a. This is to be done when new Zone sup, Chief Recruiter and Commanding Officer takes over or when directed.
- b. Also done when requested by Area Command or above.

14. DEP Division Check Out

- a. Last contact from NRD prior to shipping to RTC.

15. DEP Action Request (DAR)

- a. To report through immediate chain of command notification in any situation where a change in a DEP Recruit's status occurs or is desired, or a where a potential eligibility or shipping issues exists.

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- b. When a DEP Recruit's status changes, or a problem arises, it may be of nature that will require executive screening, a waiver, or possibly a DEP discharge/roll out.
- c. Rtools record must be updated indicating DAR submission and reason.

16. DEP Recruit Executive Screen

17. DEP Division Organization

18. DEP Meetings

- a. Planning the DEP meeting
- b. Flex DEP meetings
- c. DEP meeting attendance
- d. Avoid DEP pitfalls
- e. Publicize DEP meetings

19. Pre-accession drug screening

- a. The Pre-Accession Drug Screening Acknowledgement and Consent Form
- b. Members with a "presumptive negative" test results

RELATED INSTRUCTOR ACTIVITY

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- c. Members with a “presumptive positive” test results

RELATED INSTRUCTOR ACTIVITY