KINETICDATA

CASE STUDY · DEFENSE

Army INSCOM halved recruiter workload by replacing an 85-page paper packet

Candidates used to print, fill in and mail back an 85-page PDF. Now they apply through a secure portal with CAC sign-in, and recruiters handle the same number of applicants in half the time.

50%
Less recruiter workload

25 → 12.5 hrs
Recruiter admin time per week

IL5
Deployed in a DoD IL5 environment, with CAC sign-in

> Kinetic Data significantly enhanced our recruiting process, reducing manual workload and improving data security. Recruiters can now process the same number of applicants in half the time while gaining visibility into performance metrics.
>
> U.S. Army INSCOM

How it fits together BUILT ON KINETIC

EXPERIENCE LAYER
CAC-secured recruiting portal for candidates

WORKFLOW LAYER
Pre-screening, routing and progress tracking

INTEGRATION LAYER · SYSTEMS THAT STAY IN PLACE
CAC sign-in | DoD IL5 environment

Overview

Army INSCOM recruits for special operations missions. Its process ran on an 85-page PDF packet, and recruiters spent more than half their week on paperwork instead of on candidates.

How recruiting used to work

A candidate received the 85-page PDF, printed it, filled it in by hand and returned it. The recruiter read it, flagged what was missing and went back to the candidate. Then the recruiter typed the relevant details into one internal system, checked them against another, and physically routed the packet to the next reviewer.

Every step was a handoff, and every handoff was a chance for delay. Good candidates who couldn't see where they stood often gave up.

What that cost:

- **Paper at every step.** Each candidate's 85-page packet was completed, printed, routed and reviewed by hand.
- **The same data typed twice.** Recruiters entered information into more than one system, which took hours and introduced errors.
- **25 hours a week of admin per recruiter.** More than half of their working time.
- **Candidates dropping out.** The slow, opaque process lost qualified people before they finished.
- **No view of the pipeline.** Leadership could not see where candidates were stuck or how recruiters were doing.
- **Sensitive data on paper.** Personally identifiable information moved around in printed packets.

What INSCOM built

INSCOM replaced the packet with a recruiting portal built on Kinetic and deployed in a DoD IL5 environment.

- **A guided digital application.** The 85 pages became a step-by-step online application. Candidates enter each piece of information once, and it follows them through every later step.
- **Automatic pre-screening and routing.** Applications are checked against requirements and sent to the right next step without a recruiter sorting them.
- **Status for everyone.** Recruiters and leadership can see where every candidate is at any time.

- **One place for candidate data.** Reporting on throughput and recruiter performance became possible for the first time.
- **CAC sign-in and controlled access.** Users authenticate with their Common Access Card, and access to personal data is tightly controlled.

Results

- **Recruiter workload fell by 50%.** Admin time dropped from about 25 hours a week to about 12.5.
- **The same number of applicants in half the time.** Throughput held steady while the effort behind it halved.
- **No more double entry.** Data entered once moves through the whole workflow.
- **PII off paper.** Sensitive information now sits in an access-controlled system with an audit trail.
- **Pipeline metrics for leadership.** Dashboards show processing times, bottlenecks and recruiter productivity.

Why INSCOM chose Kinetic

Recruiting at INSCOM happens under strict rules for data handling and system access. A custom application would have taken a development team, a long build and years of maintenance. Replacing the systems that hold candidate records and manage access was not an option either, because they are part of wider Army infrastructure. Kinetic let INSCOM configure the workflow on top of those systems instead of writing it from scratch, and change it as recruiting needs shift.

Before and after

	Before	After
Application	85-page PDF packet	Guided digital portal
Review and routing	Manual review, physical routing	Automatic screening and routing
Recruiter admin time	About 25 hours a week	About 12.5 hours a week
Pipeline visibility	None beyond manual tracking	Real-time reporting
Data security	PII on paper	DoD IL5 environment, CAC sign-in
Data entry	Typed into several systems	Entered once

NEXT STEP

Bring us one process that crosses your systems

In a free two-hour working session we map one of your processes, from the first request to the last system update, and send you a written plan for building it.

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Kinetic Data is the build platform for AI-enabled business. Its Kinetic platform lets organizations build applications, workflows and agent-ready processes on top of the systems they already own, with AI generating the experiences and workflows and people and agents working in the same process.

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