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a fundamental goal of the air force personnel system is to ensure that the manpower inventory by air force specialty code and grade matches requirements however there

are structural obstacles that impede achieving this goal to remove one of those obstacles the authors propose a methodology that would marginally modify grade authorizations within skill levels to make it possible to better achieve manpower targets

the california department of social services asked rand to study the state s policy for sanctioning welfare program participants who do not comply with statutory requirements of the welfare to work program researchers found that sanctions were weak in practice and that caseworkers were reluctant to sanction clients making sanction swifter stronger and safer are possible directions for reforming sanction policy and practice

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