

## Recruiting and Training for the Morrow Project:

The rule book goes into a little detail, about the recruitment, and training processes. It mentions that potential candidates were subjected to strenuous physical and psychological testing prior to active training. These persons would also be single, with little or no family ties to speak of. Previously married persons would be considered, but those with children wouldn't. I absolutely agree, but I think that this is nowhere near the end of the story. To put my thoughts into order I've tried to delineate what recruiters would have been looking for in the various teams. I will approach the topic from that standpoint.

First and foremost the recruitment of a single individual had to take a VERY long time. The following would have to be necessary first steps in every recruiting effort.

1. Background
  - a. Physical
  - b. Psychological
  - c. Financial
  - d. Personal
  - e. Genetic
2. Career Goals
3. Adaptability
  - a. Physical
  - b. Psychological
4. Active recruitment
5. Revelation
6. Training
  - a. Weapons and Hand to hand
  - b. Systems
  - c. Survival
  - d. Field Conditions and Miscellaneous
  - e. Application of Degree skills
  - f. Psychological Factors
  - g. Physical factors and hazards
  - h. Law and Ethics

All steps involved in the process, would have to be kept a very close secret until the Revelation phase. All of the background investigation and following steps leading to the Revelation phase would be done after the recruit was already hired by a Morrow Industries front company. Even if the individual was washed out, he or she could still serve good purpose in a compartmentalized support function. Under no circumstances would the real goals of the project be revealed until after all previous tests had passed. Even then, a panel of qualified judges would review all records, and data to make the final decision.

#### Background:

Physical: this would be a background check into the medical background of the individual. This would include a check into the medical history of the recruit and his immediate family. Problems that couldn't be corrected by the advanced medical technology available to the project might constitute enough of a rationale to exclude the applicant. This would be done under the cover of a hiring physical examination. This would be a VERY thorough exam, follicle to orifice.

Psychological: This would also be conducted under the guise of an employment physical. Testing would be through already accepted means of mental health survey, with emphasis on problem solving, attitude, flexibility, creative thinking, and past issues. This would serve to weed out potential loose cannons, wackos, war-lords or wimps.

Financial: This examination would serve to weed out those personnel who would be inclined to use their access to advanced technology to their own good. A person under the stresses of financial depression could be persuaded to provide information to unqualified or hostile factions. In order for the Project to do its job effectively, secrecy was paramount.

Personal: This investigation would be the one, to take the longest. This search would entail, but not be limited to criminal records, past employment, political affiliations, sexual preferences, family history etc. Any of these factors and others that the P.D. may want to put into effect, would be enough to exclude a candidate. In the face of it, these factors would weigh the least but, in the final weeding out, might be the straw that...

Genetic: A genetic screening would be conducted at the time of the initial medical check and subsequent reviews. These people were going to have to live in the world left over. As such, passing along the genetic weaknesses and problems of today to generations un-born, could not be allowed. This would include viability, fertility, and identification of genetic faults or latent problems. This also would not be a determining factor in itself, but as above could be a last straw. If an individual was found to be non-viable, then the possibility of sterilization would be put forth, [as an option and counseling provided, otherwise](#), if all other factors were acceptable.

#### Career Goals:

Measurement of the recruits' career goals would indicate the level of commitment inherent in the applicant. This examination would serve to continue the maintenance of security and make known to the company the level of compartmentalization needed to continue secrecy; in the event of a wash out.

#### Adaptability:

Physical: This measurement could be taken during corporate retreats, and in house training exercises. An emphasis on physical fitness would be placed on potential recruits, to ensure a level of fitness consistent with projected stresses involved, during recovery. At a minimum aerobic and weight training would be allowed and encouraged. Possible inducement could include: pay incentives, time off awards, etc.

Psychological: This would be a continual process of evaluation, by giving the recruit certain jobs and responsibilities and then measuring their responses, effectiveness, stress level, time to completion, and

performance. Remember these people were going to be faced with VERY hard decisions and problems every day. Their ability to make quick and accurate choices would literally make the difference between life and death.

#### Active recruitment:

This phase would be handled by qualified individuals with extensive psychological backgrounds. Their responsibility would cover all of the previously mentioned areas, and would attempt to answer one question. Will this recruit be able to handle the truth? If so, then the next phase comes into play.

#### Revelation:

This is the stickiest step involved in a very sticky business. This step is where the potential recruit is actually informed of the history and goals of the project; and their place in it. A very difficult, extremely dicey situation. If all previous steps have been completed successfully, then this will be much easier. Any deviation or loosening of the very strict standards of the project, will show up at this point. This is also to be completed by highly trained professionals only. Any candidates that fail to pursue this will be cashiered, and warned about maintaining secrecy. If the recruit divulges information about the project to anyone not cleared for the data, [they will be dealt with. This would include, discrediting them, medical/surgical memory alteration, or in extreme cases, death. This could also include an option to be placed in a Frozen Watch team, or to “vanish” them, with no explanation forthcoming. This vanishing would be a process, where they would be taken and cryogenically suspended to be awakened by Prime base.](#) No exceptions. These options may seem harsh, but try to remember the stakes these people are playing for. Surveillance of the recruit during this time, is at its highest level. Surveillance teams will quite literally know what the recruit had for breakfast, etc.

Training: The actual training regimen of the recruits. This would only take place after the recruit had passed through the revelation phase in an acceptable manner. This training would identify current abilities to hone them, and teach other necessary skills. At a minimum this training would require at least one year, or in the case of special teams, much longer.

Weapons and Hand to hand: A good majority of the recruits in the Science teams would have little training in this area. An intense training routine to establish accuracy and safety with weapons is essential. Preliminary training would identify what small arms the recruit had an affinity for, and seek to develop those skills. A basic operational knowledge of all project weapons, is also highly encouraged. Hand to hand skills, would be taught, at a basic level with encouragement to actively pursue additional training and practice. After reviewing martial arts disciplines, the emphasis was placed on the following: Aikido, with Judo, and Ju Jitsu. These forms concentrate on sub-dual and control of the attacker, not on harming them. MARS teams would concentrate on more lethal forms and silent death techniques. Science teams would not have a great emphasis placed on this as they were supposed to be protected by Recon and MARS elements. Recon teams were the unhappy medium ground. Designed to establish the need for and capabilities of encountered populations. As first contact personnel, they would be required to have acceptable knowledge levels in many areas. Their weapon skills would, by necessity, be diverse. [This training would emphasize the cautious approach. Similar to those taken by police forces today. Respond with force intelligently, and to use non-conventional tactics and strategies to persevere. This would include the use of non-lethal combat, and equipment, and the importance of good intelligence prior to action.](#)

Systems: This covers everything from flashlights to Auto-navs. The effective use, care, and replacement of field equipment is essential. Having the ability to effect field repair of systems and equipment is a life saver or taker. Knowledge of the equipment and its capabilities will make the job much easier. This includes the safe use of MP vehicles, and equipment, and maintenance issues, related to them.

Survival: The basic nuts and bolts of living in the wilderness. How to find good water, what plants may be poisonous etc. This would also cover such things as orienteering, compass, and map reading skills, fire building etc. There wouldn't be a large emphasis placed on this as it was assumed that project teams, would live and work with local indigenous population soon after wake up. ☺

Field Conditions and Miscellaneous: Living in the field and in primitive conditions. This area of study will familiarize the team with field sanitation, hunting and fishing, would go hand in hand with Survival training. The Miscellaneous portion of the training would cover such things as basic survivor psychology, salvage, scrounging, dowsing etc.

Application of Degree skills: The existence of degree skills is well and good, but without the capability to use them in practical ways, they are useless. This course of study will train the recruit in how to use the knowledge they already possess. This focus will be in a part time capacity as the project hopes that their recruits will use this time thinking creatively. Also, many problems to be faced by survivors, will be unique and not able to be pre-planned. Science teams will be the primary focus group for this type of training.

Psychological Factors: This involves stress management for both the team and those survivors they encounter. This will also cover such areas as crowd control, and identifying first contact protocols. This area would not be covered extensively in the case of Science or MARS teams but would be essential for Recon teams.

Physical factors and hazards: This class will attempt to identify and address those physical factors such as weather, erosion and other hazards such as; toxic waste dumps, and hot zones. Recon teams are the target group for this training as they will be the first into the fray, in their scout mode. Science teams are secondary in this training application with MARS teams coming in last.

Law and Ethics. While this is covered last, it is by no means the least important. It is added here to explain and indoctrinate the recruits, in basic law and ethical behavior. The major emphasis would be on extolling those values most important to the project. Justice, fairness, and liberty. This training would also require, the necessity and development of training these concepts to others.

Now that we've covered the recruitment and training phases the other portion of this naturally come to mind. What were recruiters looking for? This would be different for each team type being recruited. As follows:

Mars: Recruiters were looking for well trained warriors with experience. Combat experience will have taught these people the hard lessons. Whenever possible, recruiters would seek out those persons with advanced training or special forces types. These people are not the slope headed, drooling double YY chromosome killers, you might initially think of. These folks had to be smart. It has been said that battle, is the true test of IQ, the smart survive. Recruiters were not adverse to recruiting from unconventional sources either. The organized crime syndicates were a very fertile ground to obtain the type of person, willing to get the job done. Make no mistake, the MARS teams are killers. They would have been utilized to handle any required wet work the project needed in those rare instances where a person just couldn't keep quiet. Many of these incidents would be set up as accidents, when possible, or as random killings when not. This could explain many of the unsolved murder cases around the country. The project ALWAYS used murder as a last resort. When necessary though, these hombres, were the ones to do it. They are also the ones to do the hard things, after wake-up. Recon teams wouldn't normally have a MARS team member assigned, however most Science teams would have at least two assigned. Their orders would be very simple; keep the geeks alive. No one could possibly have known what would really happen.

Science: These persons would be the easiest to recruit. Most recruiting would be accomplished during college. Those persons with the grades, skills, and talents to be a benefit to the project would be very carefully mentored and “brought along”. This would be accomplished by professors and graduate students previously recruited into the project. After completion of their primary work in school, they would be hired into the project family. Final analysis and recruiting would be done at this point. Soft sciences were acceptable, but they had to deal with the reality of the situation. If a degree being pursued wasn’t applicable, the person wasn’t approached. Science personnel had to be physically fit, but the real emphasis on these people was on what they know, not what they can shoot, blow up etc. Teams fielded with Science One vehicles were trained differently than those without. Their grasp of the capabilities and systems in use with this machine would necessitate more in-depth training in it.

Recon: Possible the hardest nut for recruiters to crack. These people had to, be experts on everything. Quite literally Jacks of all Trades, masters of none. Mental and physical flexibility were paramount. Military experience was not a mandatory pre-requisite but it had definite benefits. Skills with weapons systems, both in the project and out of it, were to be expressed whenever possible. Soft skills, such as psychology and first contact were of absolute necessity. These people by their very nature were free thinkers, and problem solvers. Where a science team might want to spend time researching and a MARS team would destroy or blow up the cause; these guys had to think sideways. Many teams consisted of RECON members only with occasional MARS or Science support. RECON Team members were also assigned to other teams. Usually, Science teams, had one member assigned as a forward scout and first contact person. With MARS teams one or two members were assigned to act as forward scouts, first contact personnel and most importantly as diplomats. Recruited from colleges and ROTC candidates, these people tended to be the oldest assigned. Formal skills, degree skills, and military training were preferred. Older candidates were found to have the patience and careful attitudes required to do this work well. The experiences garnered over their lifetimes and through successful careers, honed natural talent to a fine edge. These persons were the only ones exempt from the no family rules. While not recruited when they had dependent children; some were recruited after their kids were grown, or after their kids and or wives had moved on or died. The level of dedication expected from these people was often the main selection factor. Skill proficiency could and routinely was waived in these persons, if this was evident. An emphasis on vehicle skills and riding skills was seen to be also very important in these people.

Nuts and Bolts: What does all this dreck mean to the P.D? I highly recommend use of the excellent character background material compiled by, Richard Spake as found on Gary Gore’s Supply bunker web page. Long ago there was a skills supplement to the Morrow Project that Timeline published. It gives a very good explanation of skills used and minimum skills as a result of formal training. If you can obtain it I also highly recommend its use. If it is not available the character creation matrix I developed works very well. It can also be found on Gary’s web site.

Be generous with your skill point allocations. My formula, which is not the standard by any means, is as follows:

Age is determined as follows:  $18 + 3d10$  in years. This gives you a range of 21-48 years old.

In the case of characters over 40, reduce strength, and constitution scores by –2. Over 45 further reduce dexterity by –1.

SKILL POINTS: Are based on Age group.

AGE:	Group	Formula: <u>All basic attributes added together X Age group = Skill Points.</u>
21 - 30	1	
31 - 40	2	
41 - 50	3	

All points on 1 - 1 Basis.

**No starting Skill Above 80%.**

Choose Background.

If military use chart below.

Chance of Being a Veteran	Rank	Combat Veteran
Mars	75%	1 - 4 Enlisted 50%
Recon	50%	5 - 6 Officer 25%
Science	20%	10%

Former Enlisted: +5% in rifle, CSW, bayonet, first aid, hide, climb, swim, jump

Former Officer: +5% in oratory, camouflage, +10% in handgun, SW, mapmaking

Combat Time: +5% in rifle, SW, knife, listen

Spec. Forces: +10% in rifle, mg, hand to hand, SW, camouflage, +15% in hide, climb, swim, jump, move silently, and tracking

Basic Stat Modifiers:

	0 - 7	8 - 12	13 - 17	18 +
Strength	-5	-	+5	+10
Dexterity	-5	-	+5	+10
Intelligence	-5	-	+5	+10

Strength Modifies: climb, swim, jump, bayonet

Dexterity Modifies: handgun, rifle, mg, knife, bayonet, move silently

Intelligence Modifies: CSW, SW, first aid, map making, tracking, camouflage, hide

Degrees: Roll 1D6  
1 - 3 = 20% in one Degree Field  
4 - 5 = 40% in one, or 20/20 split in two degree fields  
6 = 60% in one, or 20/40 split in two degree fields

**50 point allocation in Hobby/non-combat skill/skills**

Skills	RECON	MARS	SCIENCE
HANDGUN	10	15	10
SHOTGUN	20	25	20
MG	10	20	10
CSW	15	20	10
SW	10	20	15
BAYONET	10	20	10
KNIFE	15	20	10
RIFLE	25	30	25
HAND TO HAND	20	30	20
DRIVE MPV	40	40	30
ELECTRICAL	15	10	30
MECHANICAL	15	10	30
FIRST AID	30	30	50
MAPMAKING	20	15	10
TREAT POISON	10	10	20
TREAT DISEASE	10	10	20
TRACKING	10	10	20

ORATORY	20		
HIDE	20	20	10
CAMOUFLAGE	20	15	10
LISTEN	20	20	10
MOVE SILENTLY	20	20	10
CLIMB	30	30	30
JUMP	30	30	30
SWIM	20	25	10

Accuracy is the same as your Dexterity score.  
 SMG's treat as Rifle for skill, pistols for range.  
 MG skill is from LMG to HMG, for weapon type.

Example:

A 35 year old RECON Team Member with a special forces military background, enlisted, with combat experience, would have starting skills as follows.

Basic training (all have these skills):

Rifle	10
Hand-to-Hand	10
Knife	10
Bayonet	10
Swim	10
Wheeled Vehicle	10
Thrown Wps	10
Survival	10
First Aid	10

Special Forces, Officer and Enlisted:

Rifle	20
Handgun	20
Hand-to-Hand	20
Knife	10
Thrown Wps	10
Foraging	10
Recon	20
Ambush	10
Navigation	10
Interrogation	10
Leadership	15
Computer Ops	10
Map Making	10

Former Enlisted: +5% in rifle, CSW, bayonet, first aid, hide, climb, swim, jump

Combat Time: +5% in rifle, SW, knife, listen

Spec. Forces: +10% in rifle, mg, hand to hand, SW, camouflage, +15% in hide, climb, swim, jump, move silently, and tracking

Strength: 15 (+5)

Dexterity: 17 (+5)

Intelligence: 18 (+10)

Strength Modifies: climb, swim, jump, bayonet

Dexterity Modifies: handgun, rifle, mg, knife, bayonet, move silently

Intelligence Modifies: CSW, SW, first aid, map making, tracking, camouflage, hide

Totals with RECON Training as shown in above table plus *note*:

Handgun – 35  
Rifle – 80  
Hth – 50  
Knife – 45  
Bayonet – 35  
Swim – 60  
Vehicle – 50  
Thrown weapons – 38  
Foraging - 28  
Recon – 38  
Ambush - 28  
Navigation - 28  
Interrogation - 28  
Leadership - 33  
Computer Ops – 28  
Survival – 28  
First aid – 55  
Map making – 40  
Climb – 55  
Jump – 55  
Hide – 50  
Csw – 30  
Sw – 35  
Listen – 25  
Mg – 25  
Camouflage – 40  
Tracking – 35  
Move silently – 40

No skill should be over 80, by using this formula, if it is, either throw out extra points, or allow them to be spent in other areas. Other skills listed in main table are as originally listed, with no enhancement. In any case all other untrained skills, including degree skills; are equal to the characters intelligence score.

*Note: in the case of a trained skill level of 20 or less, add in the characters' intelligence score. Optional.*

The provision of Hobby points will allow your players the opportunity to personalize their characters.

**UNDER NO CIRCUMSTANCES SHOULD YOU LET THEM SPEND HOBBY POINTS ON COMBAT SKILLS...** These points represent the persons' ties with the past. They should be spent on things such as knitting, story telling, crochet, role playing games, anything but other combat skills. As P.D.s' we all have to deal with the player who wants to be the Ex-Green Beret, former Yakuza assassin, rocket scientist/genetic engineer. A careful review of the character sheet prior to play, will allow you to place constraints as needed on your players. This is also a great opportunity to custom select the weapon loads assigned to your team.

Well that's all. Good luck and have a Nice Nuclear Hell Day!!!