

**CRM LESSON PLAN REPORT**

**ARNG - SQI4- DISCUSS ARNG ENLISTMENT OPTIONS, PROGRAMS, AND OBLIGATIONS  
805B-79T-0005 / 3.1 ©**

**Proposed  
15 Jun 2015**

**Effective Date: N/A**

**SCOPE:**

None

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**Distribution Restriction:** None  
**Destruction Notice:** None  
**Foreign Disclosure:** - None

**SECTION I. ADMINISTRATIVE DATA**

**All Course Masters/POIs Including This Lesson**

**Courses**

| <u>Course Number</u> | <u>Version</u> | <u>Title</u> | <u>Phase</u> | <u>Status</u> |
|----------------------|----------------|--------------|--------------|---------------|
|----------------------|----------------|--------------|--------------|---------------|

None

**POIs**

| <u>POI Number</u> | <u>Version</u> | <u>Title</u> | <u>Phase</u> | <u>Status</u> |
|-------------------|----------------|--------------|--------------|---------------|
|-------------------|----------------|--------------|--------------|---------------|

None

**Task(s) Taught(\*) or Supported**

| <u>Task Number</u> | <u>Task Title</u> | <u>Status</u> |
|--------------------|-------------------|---------------|
|--------------------|-------------------|---------------|

**Reinforced Task(s)**

| <u>Task Number</u> | <u>Task Title</u> | <u>Status</u> |
|--------------------|-------------------|---------------|
|--------------------|-------------------|---------------|

**Knowledge**

| <u>Knowledge Id</u> | <u>Title</u> | <u>Taught</u> | <u>Required</u> |
|---------------------|--------------|---------------|-----------------|
|---------------------|--------------|---------------|-----------------|

None

**Skill**

| <u>Skill Id</u> | <u>Title</u> | <u>Taught</u> | <u>Required</u> |
|-----------------|--------------|---------------|-----------------|
|-----------------|--------------|---------------|-----------------|

None

**Administrative/Academic Hours**

The administrative/academic (50 min) hours required to teach this lesson are as follows:

| <u>Academic</u> | <u>Resident Hours / Methods</u> |        |                             |
|-----------------|---------------------------------|--------|-----------------------------|
| Yes             | 1 hr                            | 0 mins | Cooperative Learning Groups |
| Yes             | 1 hr                            | 0 mins | Conference/Discussion       |

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Total Hours(50 min): 2 hrs 0 mins

**Instructor Action Hours**

The instructor action (60 min) hours required to teach this lesson are as follows:

Hours/Actions

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Total Hours (60 min): 0 hrs 0 mins

**Test Lesson(s)**

| <u>Hours</u> | <u>Lesson Number Version</u> | <u>Lesson Title</u> |
|--------------|------------------------------|---------------------|
|--------------|------------------------------|---------------------|

None

**Prerequisite Lesson(s)**

| <u>Hours</u> | <u>Lesson Number Version</u> | <u>Lesson Title</u> |
|--------------|------------------------------|---------------------|
|--------------|------------------------------|---------------------|

None

**Training Material Classification**

Security Level: This course/lesson will present information that has a Security Classification of: U - Unclassified.

**Foreign Disclosure Restrictions** None

**References**

| <u>Number</u> | <u>Title</u>                                     | <u>Date</u> |
|---------------|--|-------------|
| AR 601-210    | Active and Reserve Components Enlistment Program | 01 Feb 2013 |

**Student Study Assignment**

Complete ARNG Enlistment options and programs distance learning (DL), read AR 601-210, FY 12/13 AOC, and SMOMs.

**Instructor Requirements**

SMTC Qualified Instructor(s)

**Support Personnel Requirements**

none

**Additional Support Personnel Requirements**

| <u>Name</u> | <u>Student Ratio</u> | <u>Qty</u> | <u>Man Hours</u> |
|-------------|----------------------|------------|------------------|
| None        |                      |            |                  |

**Equipment Required for Instruction**

| <u>ID - Name</u>   | <u>Student Ratio</u> | <u>Instructor Ratio</u> | <u>Spt</u> | <u>Qty</u> | <u>Exp</u> |
|--|----------------------|-------------------------|------------|------------|------------|
| 6130-01-C12-1514 - Power Supply Assembly, TYX: Battery Back Up UPS APC                   | 1:5                  | 1:1                     | No         | 0          | No         |
| 6730-01-C07-0756 - Projector, LCD/DLP: ELP7200 Epson                                     | 0:0                  | 1:1                     | No         | 0          | No         |
| 6730-01-C13-1784 - Screen Projection, Rear/Fixed or PT: 980S Quartet                     | 0:0                  | 1:1                     | No         | 0          | No         |
| 702101C056576 - COMPUTER, PERSONAL WORKSTATION   | 0:0                  | 1:1                     | No         | 0          | No         |
| 702101C161319 - COMPUTER MICRO LAP TOP PORTABLE AC                                       | 1:1                  | 0:0                     | No         | 0          | No         |
| 7025-01-559-1352 - Display Unit: Smartboard White 64                                     | 0:0                  | 1:1                     | No         | 0          | No         |
| 7520-01-186-3605 - Marker Assortment, Tube Type  | 1:1                  | 5:1                     | No         | 0          | Yes        |
| 7520-01-C12-6434 - Easel, portable with/without Access TY SZ AA: QRT500TE Quartet        | 1:5                  | 1:1                     | No         | 0          | No         |
| 7730-01-C09-7569 - Television Large Screen, with Stereo Speakers: Regza 42RV530U Toshiba | 0:0                  | 2:1                     | No         | 0          | No         |

(Note: Asterisk before ID indicates a TADSS.)

**Materials Required**

*Instructor Materials:*

1. 601-210
2. FY 12/13 Accession Options Criteria
3. Applicable SMOMs
4. Instructor CD

*Student Materials:*

1. 601-210
2. FY 12/13 Accession Options Criteria
3. Applicable SMOMs
4. Student CD

**Classroom,  
Training Area,  
and Range  
Requirements**

| <u>ID - Name</u>   | <u>Quantity</u> | <u>Student<br/>Ratio</u> | <u>Setup<br/>Mins</u> | <u>Cleanup<br/>Mins</u> |
|--|-----------------|--------------------------|-----------------------|-------------------------|
| 17120-M-1600-40<br>Classroom, Multipurpose, 1600 Square Feet,<br>40 Students |                 | 1:25                     | 10                    | 10                      |

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**Ammunition  
Requirements**

| <u>DODIC - Name</u> | <u>Exp</u> | <u>Student<br/>Ratio</u> | <u>Instruct<br/>Ratio</u> | <u>Spt<br/>Qty</u> |
|---------------------|------------|--------------------------|---------------------------|--------------------|
| None                |            |                          |                           |                    |

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**Instructional Guidance/  
Conduct of Lesson**

**NOTE:** Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.  
Instructors must ensure the Operating Environment (OE) is addressed throughout the lesson.  
Read AR 601-210, FY 12/13 AOC, and SMOMs

**Proponent Lesson  
Plan Approvals**

| <u>Name</u> | <u>Rank</u> | <u>Position</u> | <u>Date</u> |
|-------------|-------------|-----------------|-------------|
| None        |             |                 | NO DATA     |

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## SECTION II. INTRODUCTION

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Method of Instruction: Conference/Discussion

Mode of Delivery:

Instr Type (I:S Ratio): None

Time of Instruction: 5 mins

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### Motivator

#### Show VU #1: Title Slide

How many of you would have joined the National Guard under a different program if you knew it was available to you? How would you feel if you could have enlisted at a higher rank, but your recruiter didn't know or never told you about it? As RRNCOs, and as leaders, we must take care of our applicants and Soldiers. This means showing them every option available to them, explaining each one in detail, and guiding them to make informed choices. Our product knowledge can often times make or break the difference between making a sale or not. Ultimately, it can make the difference between failing and being successful. By knowing and understanding the different options available for potential recruits in which to enlist, you become more versatile and a better recruiter.

#### Show VU #2: TLO

### Terminal Learning Objective

**NOTE.** Inform the students of the following Terminal Learning Objective requirements.

At the completion of this lesson, you [the student] will:

|                                  |   |
|----------------------------------|---|
| Action:                          | Discuss enlistment options and programs with qualified ARNG applicants  |
| Conditions:                      | In a classroom environment, given an RWS, AR 601-210, FY Accession Options Criteria (AOC) and all applicable SMOMs. |
| Standards:                       | Students must receive 70% or higher on a scenario-based, written comprehensive examination                          |
| Learning Domain - Level:         | None assigned   |
| JPME I Learning Areas Supported: | None  |

### Safety Requirements

In a training environment, leaders must perform a risk assessment in accordance with FM 5-19, Composite Risk Management. Leaders will complete each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil consideration, (METT-TC).

No food or drink is allowed near or around electrical equipment (CPU, file servers, printers, projectors, etc.) due to possible electrical shock or damage to equipment. Exercise care in personal movement in and through such areas. Avoid all electrical cords and associated wiring. In the event of an electrical storm, you will be instructed to power down equipment. Everyone is responsible for safety. A thorough risk assessment must be completed prior to every mission or operation.

In the event of a tornado, or other adverse weather, designated storm shelters provide protection. In SGT Young Hall, the designated storm shelters are: all latrines and GuardX

Rooms.

**Risk Assessment  
Level**

**Low - Power and Data Cables on the floor.**

Assessment: Power cords and data cables may cause a potential tripping hazard.

Controls: Tape or secure cables to the floor.

Leader Actions: Inspect classroom prior to training. Periodically remind students to look down before they move their feet.

**Low - Food or drink near computer and electrical equipment.**

Assessment: Food or drinks may spill into electrical equipment and cause an electrical shock and damage equipment.

Controls: Do not allow food or drink around electrical or computer equipment.

Leader Actions: Inspect classroom prior to training. Identify and correct violations.

**Low - Electrical storm**

Assessment: During an electrical storm, surges of electricity can be passed through electrical equipment and can pose a hazard to equipment users.

Controls: Power down all electrical equipment.

Leader Actions: Locate fire extinguisher(s) and first aid kit(s) and ensure they are functional.

**Low - Inclement Weather**

Assessment: Tornadoes or other inclement weather can pose a huge safety risk.

Controls: In an emergency, move towards designated storm shelters.

Leader Actions: Identify storm shelters in the building and brief students.

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**Environmental  
Considerations**

**NOTE:** Instructor should conduct a Risk Assessment to include Environmental Considerations IAW FM 3-34.5, Environmental Considerations {MCRP 4-11B}, and ensure students are briefed on hazards and control measures.

Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT. It is the responsibility of all Soldiers and DA Civilians to protect the environment from damage.

**Instructional  
Lead-in**

Now that we have learned Enlistment Eligibility, we will look next at the different Enlistment Options and Programs available to applicants.

### SECTION III. PRESENTATION

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TLO - LSA 1. Learning Step / Activity TLO - LSA 1. By the end of this activity, students will have identified the attributes of the available enlistment options

Method of Instruction: Cooperative Learning Groups

Mode of Delivery:

Instr Type (I:S Ratio): 79T Certified Instructor, (1:25)

Time of Instruction: 1 hr

Media Type: None

Other Media: Unassigned

Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

**NOTE:** Break students into small groups and assign each group one of the options listed below. The instructor will be responsible for covering the remaining options not assigned to the small groups.

Options:

- a. Recruit Force Pool (RFP)
- b. Split Training Option (STO)
- c. Civilian Acquired Skills Program (CASP)
- d. Officer Candidate School (OCS)
- e. Simultaneous Membership Program (SMP)
- f. Warrant Officer Candidate School (WOCS)
- g. High School to Flight School
- h. 09L - Native / Heritage Speaker

- a. Recruit Force Pool (RFP)

Key Points:

- (1) Must ship within 485 days
- (2) Enlist into active status 120 days from the IET ship date
- (3) Soldier will not be issued a Military ID Card
- (4) RFP enlistment is appropriate for recruits who cannot ship to their initial entry training (IET) for more than 120 days after becoming eligible to enlist in the NRNG

- b. Split Training Option (STO)

Key Points:

- (1) Soldiers will remain assigned to the RSP
- (2) The Soldier may attend Annual Training between Phase I and II at the discretion of the RRB Commander and unit Commander
- (3) The STO is the only authorized training option for CIHSJR
- (4) Phase I high school students will have their MRD annotated on their

IADT orders

- (5) CIHSJR, HSSR, College students, and seasonal workers are eligible
- (6) 6X2 and 8X0 are the only authorized period of enlistments
- (7) Must enter IADT (phase I) within 270 days of enlistment
- (8) GNPS/PS are not eligible for the STO, unless they enlisted in the USAR and were originally scheduled to train under the STO

c. Civilian Acquired Skills Program (CASP)

Key Points

- (1) Currently only 09L, 35P, 42R, and 68W are authorized for CASP
- (2) Available to Prior Service and Non-Prior Service
- (3) Have had either the training or the experience in the civilian acquired skill within the preceding 24 months of the effective date of enlistment
- (4) Table 7-2 lists training options available to persons qualifying for CASP
- (5) Applicants who meet training and work experience requirements (Table 7-1) and satisfy all other enlistment criteria will be enlisted in pay grade E-4/SPC

d. Officer Candidate School (OCS)

General Requirements

1. Be a U.S. Citizen
2. Have a GT score of 110 or higher on the ASVAB
3. Must contract for a minimum of six years (NPS) or three years (PS) applicants
4. Secret clearance is required prior to commissioning

(1) Federal OCS

- (a) Be at least 18 years of age and not reached your 34th birthday prior to enlistment and able to complete the Federal OCS course prior to age 37
- (b) Possess a Baccalaureate Degree

(2) State OCS

- (a) Be at least 18 years of age and not have reached your 35th birthday prior to enlistment and be able to complete the State OCS course and commissioning requirements prior to reaching age 42. Prior service personnel are eligible to enlist after age 35, if otherwise eligible based on prior Active or Reserve service computation and be eligible for non-regular retirement by age 60
- (b) Have at least 90 semester hours from an accredited college or university

(3) Accelerated OCS

- (a) Be at least 18 years of age and not have reached your 35th birthday prior to enlistment. Be able to complete the Accelerated OCS course and commissioning requirements prior to reaching age 42. Prior service personnel are eligible to enlist after age 35 if otherwise eligible based on prior Active or Reserve service computation and be eligible for non-regular retirement by age 60
- (b) Have at least 90 semester hours from an accredited college or university

e. Simultaneous Membership Program (SMP)

Key Points

- (1) Meet the criteria for enrollment in MS II, MS III, or MS IV
- (2) Are of good moral character as evidenced by record in home community
- (3) Must be a citizen of the United State
- (4) Must be at least 17 years of age. Applicants must be young enough that they will not be 30 years old or older at the projected time of commissioning. The Professor of Military Science may consider waivers for applicants through age 32 at the projected time of commissioning.
- (5) Must meet medical fitness standards in AR 40-501, chapter 2
- (6) Have a minimum grade point average of 2.0 on a 4.0 scale
- (7) Must have a AFQT score of 31 or higher
- (8) PS applicants must enlist for a minimum term of service of four years. NPS applicants must enlist for an eight year term of service (minimum 4X4 option).

**NOTE: Refer students to SMOM 15-038 Use of DoDMERB Physicals for SMP Enlistments and discuss.**

*"Effective immediately, DoDMERB physical examinations are no longer acceptable for accessing ROTC Cadets into the 09R MOS through the Simultaneous Membership Program (SMP). The DoDMERB physical does not perform mandatory tests of HIV status, urinalysis, drug and alcohol testing, and pregnancy testing for females. All SMP accessions must have a MEPS physical examination to ensure all SMP candidates are accessed to AR 40-501, Chapter 2 standards."*

f. Warrant Officer Candidate School (WOCS)

Key Points

- (1) Must have served in any Active or Reserve Component of the U.S. Armed Forces, including ARNGUS and ANGUS with no more than a 12 month break in service from last separation
- (2) Must be a citizen of the United States
- (3) Must have a GT score of 110 or higher on the ASVAB

- (4) Pass the three event standard APFT
- (5) Meet medical standards of AR 40-501, chapter 2
- (6) Less than 44 years of age
- (7) Able to attain security clearance required for qualification in WO MOS
- (8) Possess an enlisted feeder MOS for the warrant officer vacancy

g. High School to Flight School

Key Points

- (1) Must be a high school senior or a high school graduate
- (2) Meet all prerequisites for appointment to Warrant Officer and for flight school
- (3) If the Soldier does not complete flight school they may come back to the ARNG and attend AIT and be retained as an enlistment member

h. 09L - Native / Heritage Speaker

Key Points

- (1) Score at least a 50 on the English Comprehension Language Test (ECLT). If otherwise qualified and score from 50 to 79 on the ECLT, applicants will be scheduled for training at the Defense Language Institute Center (DLIELC)
- (2) Must score a 10 or above on the ASVAB
- (3) Will enlist up to the pay grade of E-4/SPC

**NOTE:** Students will have approximately 15 minutes to research their assigned option and record their data on a flipchart. After the 15 minutes have expired, each group will assign a spokesperson to brief back their findings (no more than 5 minutes). Students are encouraged to follow along in the regulation. After all groups have conducted their brief-back, the Instructor will discuss the remaining options.

Check on Learning: Use brief backs as check on learning.

Review Summary: During this lesson you learned many valuable options and programs that you can use to change your prospect to an applicant.

TLO - LSA 2. Learning Step / Activity TLO - LSA 2. Initiate a Q&A Session with the students to discuss all areas of this lesson plan

Method of Instruction: Conference/Discussion  
Mode of Delivery:  
Instr Type (I:S Ratio): 79T Certified Instructor, (null:null)  
Time of Instruction: 40 mins  
Media Type: None  
Other Media: Unassigned  
Security Classification: This course/lesson will present information that has a Security Classification of: U - Unclassified.

**Note:** Spend 40 minutes facilitating a discussion and allowing students ask questions about ARNG enlistment options and programs. Have class look up answers along with you.

Check on Learning:

**Show VU #3: Three OCS enlistment options**

1. What are the three OCS enlistment options?

Answer: State, Federal, and Accelerated

Ref: AOC Para 9-10 a. (1) b, c, d

**Show VU #4: U.S. Citizen**

2. Do you have to be an U.S. citizen to do the Warrant Officer program?

Answer: Yes

Ref: AOC Para 9-10 b. (1) b (2)

**Show VU #5: Native/Heritage Speaker**

3. To be initially accepted into the Native/Heritage Speaker program what must you score on the English Comprehension Language Test?

Answer: 50

Ref: AOC Para. 9-22 b (1) (a)

**Show VU #6: RFP**

4. What is the earliest a person can come out of the RFP and enlist into active status with the ARNG?

Answer: 120 days

Ref: AOC Para 5-30a (2)

**Show VU #7: Seasonal Worker**

5. Can a seasonal worker do the split training option?

Answer: Yes

Ref: AOC Para 5-63b (1)(b)

Review Summary:

The Army National Guard Accession Options Criteria FY, First Edition guides you as to what requirements a person needs to meet to enlist. Using this as your guide, you will

become proficient at helping your recruit choose the best option and program.

**Show VU #8: TLO**

**SECTION IV. SUMMARY**

|                        |                       |
|------------------------|-----------------------|
| Method of Instruction: | Conference/Discussion |
| Mode of Delivery:      | None                  |
| Instr Type(I:S Ratio): | None                  |
| Time of Instruction:   | 5 mins                |

**Check on Learning**

none

**Review/ Summary**

none

## SECTION V. STUDENT EVALUATION

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### Testing Requirements

NOTE: Describe how the student must demonstrate the accomplishment of the TLO. Refer student to the Student Evaluation Plan.

### Feedback Requirements

Schedule and provide immediate feedback in context to the material presented. Answer students' questions, correct misunderstandings, and provide remedial training as needed.

**Appendix A - Viewgraph Masters**

**ARNG - SQI4- Discuss ARNG Enlistment Options, Programs, and Obligations  
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| <b>Sequence</b> | <b>Media Name</b> | <b>Media Type</b> |
|-----------------|-------------------|-------------------|
| None            |                   |                   |

## **Appendix B - Assessment Statement and Assessment Plan**

**Assessment Statement: None.**

**Assessment Plan: None.**

**Appendix C - Practical Exercises and Solutions**

**PRACTICAL EXERCISE(S)/SOLUTION(S) FOR LESSON 805B-79T-0005 Version 3.1 ©**

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**Appendix D - Student Handouts**

**ARNG - SQI4- Discuss ARNG Enlistment Options, Programs, and Obligations  
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| <b>Sequence</b> | <b>Media Name</b> | <b>Media Type</b> |
|-----------------|-------------------|-------------------|
| None            |                   |                   |