



Connecting SMTC to the 54

A Quarterly Newsletter from
The Strength Maintenance Training Center (SMTC)



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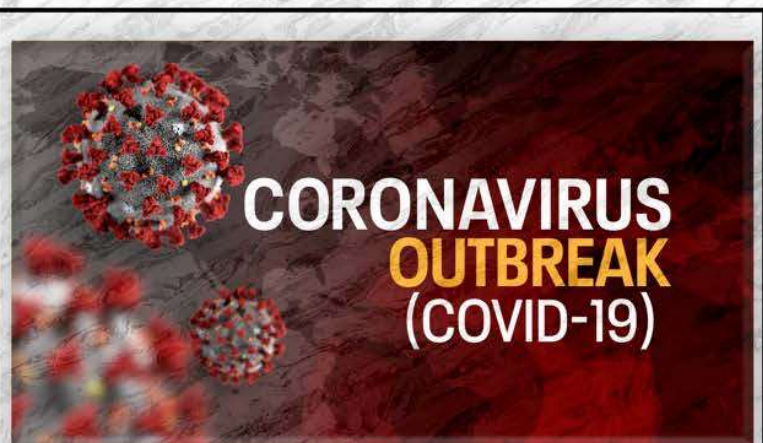
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**All Upcoming Events Have Been Cancelled
Until Further Notice:**

**Army Enterprise Accreditation Standards (AEAS)
Critical Task and Site Selection Board (CTSSB)
3rd Quarter, FY20 Working Groups**

Message From The Chief

MAJ Carlos T Woodard
Chief, SMTC

SMTC began the New Year with a continued focus on the new Non-Career Recruiter SQI4 Course. January marked the second full iteration of the new course and we continue to place effort into refining the lesson plans and instruction.

SGM Alara and I had the pleasure of attending the Director's Strength Maintenance Awards Ceremony in San Antonio. During our time in San Antonio, we engaged the Strength Maintenance Advisory Group (SMAG) Executive Council (EC) and briefed them on course seat utilization, upcoming changes to the Senior Leader Course (SLC) and the forthcoming 79T Soldier Training Publication (STP).

SMTC hosted two Retention NCO workshops and trained over 170 Soldiers. SMTC assisted the Forward Deployed Career Counselor (FDCC) Team in standing up a Unit Retention NCO Course in Kuwait. The first class conducted in February and we expect this to be a continuing effort for the FDCC. SMTC and the 79T NCOA continue to stand ready to support the needs of the Recruiting and Retention Force. As the Chief, I welcome the opportunity to assist in providing quality training for the States and Territories.



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<https://www.milsuite.mil/bookgroups/strength-maintenance-training/overview>

https://army.deps.mil/armylemids/CASCOM_SSI_SMTC/SitePages/Home.aspx

COMING NEXT QUARTER: SMTC SOCIAL MEDIA PAGE





SMTC (CAC not required)

<http://smtc.dodlive.mil/>

SMTC SharePoint (CAC required):

https://army.deps.mil/army/c-mds/CASCON_SSI_SMTC/SitePages/Home.aspx

MilSuite: <https://www.milsuite.mil/>

[book/groups/strength-maintenance-training/overview](https://www.milsuite.mil/book/groups/strength-maintenance-training/overview)

Facebook:

<https://www.facebook.com/ARNG.SMTC/>

Doctrine & Pub:

<https://www.milsuite.mil/book/groups/strength-maintenance-doctrine-cell>

Recruiting & Retention Team Leader

SGM Karen Alara, SMTC Chief Instructor
Deborah M. Tucker, SMTC Director of Training

The Recruiting and Retention Team Leader Course (R2TLC) is a quarterly training program designed to establish leadership and recruiting foundation skills for Soldiers assuming the role of Recruiting and Retention Team Leader or Senior Recruiting and Retention NCO (RRNCO). This class broadens the scope of the recruiter's technical and tactical knowledge, leadership, education, and duty responsibilities. 79T graduates of the R2TLC will receive NCOPDS-ALC constructive credit when applicable.

The SMTC held a working group from 2-6 March to design the course map as well as the purpose and scope of the course. The course will include 55 hours of the NCO Common Core Competencies (NCO-C3) topics developed by the NCO Leadership Center of Excellence and 25 hours of technical training. Students will develop skills in written and oral communications using the be-know-do model through a holistic approach. Additionally, students will train on critical technical skills necessary to the three tenets of strength maintenance and the operating environment in the Recruiting and Retention Battalion. As a result students will be able to lead Non-Career Recruiters and junior RRNCOs on a Recruiting and Retention Team.

The Strength Maintenance Advisory Group (SMAG) regional Master Trainers will instruct the R2TLC after they have undergone certification training. The SMTC anticipates a launch of the first operational trial for the R2TLC in October 2020.

The States can help this process by providing four Master Trainers, per SMAG region, to become certified as small group leaders for the R2TLC. To certify, the Master Trainer must be appointed in writing, complete the Common Faculty Development – Instructor Course (CFD-IC), and go through the SMTC-provided R2TLC Train-the-Trainer. The SMTC will provide more information at the SMAG Executive Council.

Please contact SGM Karen Alara, SMTC Chief Instructor at 501-212-4711 or 501-319-5039 if you have immediate questions or concerns.

**Assignment Incentive Program (AIP)
MSG Jeremy Allnutt, SMTC Chief of Training Development**

ARMY
NATIONAL
GUARD

**ASSIGNMENT INCENTIVE PAY
(AIP)**

There is a considerable incentive being offered to select individuals in the Recruiting and Retention Force (RRF). At the end of February 2019, the Assignment Incentive Program (AIP) was announced, which will pay a rate of \$300 per month for an active 12-month service obligation. The AIP was put into place to help alleviate the strain on difficult-to-fill duty assignments, specifically, Non-Career Recruiter (SQ14) and 79T SMTC Instructor (SQ18) assignments.

To be eligible for the AIP, you must meet suitability requirements and AR 600-9 standards; also, you must not be flagged and must not be under any administrative or AR 15-6 investigation. In addition, you must be in one of the following two categories:

- 1) In a T32 AGR status, Non-Career Recruiter with SQ14, hold an active RSID, and be assigned to a valid production RRNCO position in an authorized TDA or**
- 2) In a T10 AGR status, hold MOS 79T, in the rank of SSG or SFC, hold SQ18, and be assigned to a valid SMTC Instructor/Writer position.**

As a certified SMTC Instructor, you will receive SDAP level 1 pay at \$75.00 and an additional AIP payment of \$300.00 for 12 months. BLUF: You will receive \$375 per month for the first 12 months (after receiving SQ18) and then go back to the SDAP level 1 pay for the remainder of your assignment.

We are inviting NCOs to make a difference as part of the SMTC family. If you have the Senior Recruiting and Retention Badge and you want to have positive effect on training and education for the RRF, contact MSG Allnutt at Jeremy.j.allnutt.mil@mail.mil or (501) 765-8013 to inquire about putting in an instructor packet today or to ask questions.

Points of contact for the AIP are Recruiting & Retention (ARNG-HRR) at 703-607-8738 or Incentive Oversight (ARNG-HRM-I) at 703-607-4349.

**MSG Christopher M. Latham, 79T Senior
Career Management NCO**

**SFC Anthony Vaughn, SMTC Chief of
Training Development**

Human Resource Management - Certified Professional (SHRM-CP)

The Personnel Development Division and Senior Career Managers for Career Management Field (CMF) 79 (79R, 79S, 79T, 79V) have teamed together with the Society for Human Resources organization to develop an institutionally delivered civilian credential: Society for Human Resource Management-Certified Professional (SHRM-CP) for CMF 79. The credential will help enhance the CMF 79 skillsets that are aligned with the SHRM-CP model which will result in professional development that enriches our NCO's knowledge, aptitude, and performance.

Earning your SHRM-CP credential makes you a recognized expert and leader in the Human Resources (HR) field—and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills. Earning the SHRM-CP credential will help you accomplish the following:

- Provides you the opportunity to prove not only what you know but also how you can apply that knowledge on the job.
- Directly link to on-the-job scenarios and realistic work situations.
- SHRM-CP certification is applicable across industries, geographic borders, job responsibilities and career levels.
- More than 5,000 employers are seeking SHRM-CP credential-holders every month. The SHRM-CP and SHRM-SCP credentials are based on the current HR landscape, focusing on the competencies and knowledge HR professionals need to lead in today's business community.
- SHRM-CP certification is the only HR certification offered by the world's largest HR membership organization. As the industry leader in HR professional development, SHRM-CP has supported more than 100,000 employers representing 140 million employees worldwide.

To qualify for the SHRM-CP credential you must have the following:

- Currently hold 79T as your primary MOS
- AGR Soldier on either Title 10 or Title 32
- Meet the minimum educational and experience to take the SHRM-CP exam (this is assessed individually through the 79T Senior Career Management NCO)

**POC: MSG Christopher Latham, 79T Senior Career Management NCO, at 502-624-5223 or
christopher.m.latham.mil@mail.mil**

SMTC Volunteers at Habitat For Humanity at their ReStore



Thank-you to the following Contributors:



- Major Carlos Woodard; Chief SMTC: Written Contribution
- Deborah Tucker; Director of Training SMTC: Written Contribution
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- SFC Anthony Vaughn, SMTC Chief of Training Development: Written Contribution
- MSG Jeremy Allnutt, SMTC Chief of Training Development: Written Contribution
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- Shannon Gray: Design/Layout