



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



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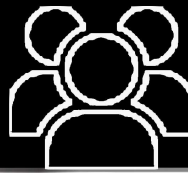
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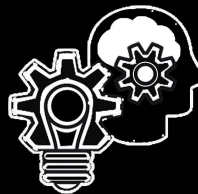
Upcoming Events



CTSSBs

Jun 17-21: Marketing

**Jun 24-18:
Company Pre-Command**



Working Groups

25-29 Mar: RLC Week 2 Validation

6-10 May: URNCO Course Design

13-17 May: RLC Week 3 Validation

3-7 Jun: URNCO Course Design

SMT
SOCIAL
MEDIA



Message From The Chief

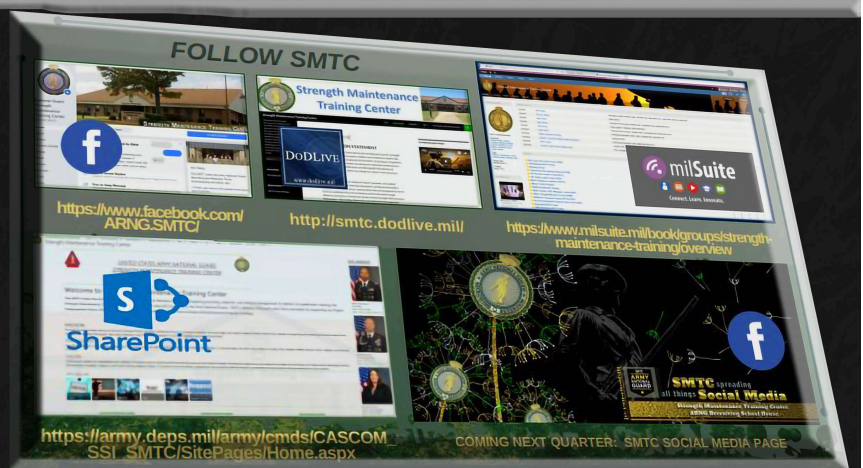
MAJ Carlos T Woodard
Chief, SMTC

The second quarter of FY19 has proven to be a busy time for SMTC and its staff. Between the SQI4 Course and SLC, we have graduated over 540 ARNG Recruiting Professionals.

Our Mobile Training Teams are fully engaged and have conducted training from Alaska to New York while providing the flexibility to adapt training to RRB needs.

As we move into the third quarter of FY19, SMTC loses a prominent member of its staff. SGM Dennis Allred is retiring after an outstanding career in the ARNG. As the person who has helped me in this role and has been the backbone of this training center, SGM Allred will be truly missed, and I wish him the best in his future endeavors.

SMTC still stands ready to support the needs of the Recruiting and Retention Force, and we encourage feedback and input as to how we can better serve our customers..... **YOU!**





COL Kuster

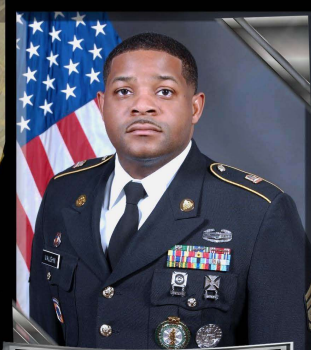
SGM Allred

Effective 1 June 2019, the Chief Instructor of the Strength Maintenance Training Center, SGM Allred is officially retiring after 27 years of exceptionally meritorious service. SGM Allred exploited the knowledge and experiences gained throughout his career providing Senior Leaders within the Strength Maintenance Division with sound advice and guidance that directly affected the end strength and readiness of the Recruiting and Retention Force of the Army National Guard. His reputation as an outstanding Soldier, Leader, and Mentor has been recognized throughout his career. He has willingly and faithfully carried out his duties and distinguished himself as a truly exceptional Soldier, NCO and Army Leader. SGM Allred's trademark qualities of discipline, mission accomplishment, and care for his Soldiers will be greatly missed.



MSG Faucette

The National Guard Bureau recognized MSG Raymond Faucette as the Reserve Component Career Counselor of the Year for FY 18 during the Director's Strength Maintenance Awards Ceremony. MSG Faucette contracted over 170 Soldiers from the Active Component to the Reserve Component while stationed at Fort Carson, CO. He is currently serving as a Team Chief at the SMTC.



SFC Vaughn

SFC Anthony Vaughn was selected as the SMTC Instructor of the Quarter for 1st Quarter. SFC Vaughn distinguished himself on countless occasions while serving as a Small Group Leader for the 79T Noncommissioned Officer Academy and facilitating instruction for future Officer Strength Managers supporting the 54 States and Territories. SFC Vaughn also was selected by the Professional Education Center as their Instructor of the Quarter.

Assignment Incentive Program in the Recruiting and Retention Force: Become an Instructor/Writer at SMTC

?
To Qualify

In a T32 AGR status, Non-Career Recruiter with SQI4, hold an active RSID, and be assigned to a valid production RRNCO position in an authorized TDA.

OR

In a T10 AGR status, hold MOS 79T, in the rank of SSG or SFC, hold SQI8, and be assigned to a valid SMTC Instructor/Writer position.



SMTC is inviting NCOs to make a difference as part of the SMTC family with the Assignment Incentive Program.

Earn \$300 per month for an active 12 month service obligation as an instructor/writer.

Assignment Incentive Program (AIP)

MSG Jeremy Allnutt, SMTC Chief of Training Development

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 (SQI4) and 79T SMTC Instructor (SQI8) 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 SQI4, 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 SQI8, 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 SQI8) 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; MSG Melton at kevin.d.melton3.mil@mail.mil or (501) 529-0525 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.

News from the Doctrine and Publication (DAP) Cell

Dominic Barnello, Doctrine & Publications Instructor/Writer

The intent of the Strength Maintenance (SM) DAP Cell is to work with the Branches within the SM Division (HRR) as well as the Recruiting and Retention Force to ensure the ARNG production recruiters are operating with the most up-to-date tools to assist with meeting the end strength goals for the FY. In addition, the SM DAP Cell works closely with the SMTC training developers to ensure classroom training incorporates current TTPs and lessons learned. It is important to provide students with the necessary tools to assist them with their assigned missions. Our MilSuite page went live on 28 February 2019 and is located at <https://www.milsuite.mil/book/groups/strength-maintenance-doctrine-cell>.

ARNG Accession Options Criteria (AOC) released as PPOM 19-009 on 28 February 2019 with an effective date of 1 March 2019. The previous AOC was an authorized extension of the FY17-18 AOC and was augmented by 48 different operational change messages. The release of the new AOC rescinds 21 of those messages and implements the relevant operational changes as new policy. The following SMOMs are rescinded with the release of FY 19/20 AOC.

- 13-009 - Policy for scanning document into ERM
- 13-021 - Prescreen ASVAB Internet-based Computerized Adaptive Testing (PiCAT) Pilot
- 13-042 - Student School Letter
- 14-003 - PiCAT availability
- 14-030 - Required Query of the National Sex Offender Public Website
- 14-031 - ARNG SMP Agreement, NGB Form 594-1
- 14-035 - Required use of college enrollment letter for verification
- 15-034 - Eligibility of Separating AC Army Officers and Warrant Officers for Appointment in the ARNG
- 16-008 - Use of PHA and separation history and physical examination for enlistment
- 16-016 - Processing of PS applicants discharged for homosexuality
- 17-012 - Updated suitability review procedures
- 17-037 - Implementation of the Modified PSBCT Course
- 17-044 - Required Query of the National Sex Offender Public Website
- 17-045 - Implementation of the Work Preference Assessment Special Purpose Test
- 17-046 - Updated High School Junior Senior Verification Letter and Policy Guidance
- 17-060 - DD 368 (Request for Conditional Release) Army Individual ready Reserve (IRR) Correction
- 18-012 - ARNG Recruit Force Pool Enlistment Option with Lawful Permanent Resident Guidance
- 18-021 - Operational changes to AR 601-210, para 2-10 and 3-8
- 18-054 - SMP and OCS enlistment option checklist

"The first official class will be RLC 20-001 from 7-25 October 2019 at the Professional Education Center (PEC) and will hold 16 students."

Recruiter Leader Course (RLC) Start

Deborah Tucker, SMTC Director of Trainin



The first official class will be RLC 20-001 from 7-25 October 2019 at the Professional Education Center (PEC) and will hold 16 students. The class will not show in ATRRS until after July 2019, so there will be little time to reserve a seat. The SMTC will send out a message to the Strength Maintenance Advisory Group as soon as the class opens in ATRRS.

The purpose of the RLC is to prepare current and future Recruiting and Retention Section Chiefs / NCOICs to evaluate the enlisted accessions as well as retention and attrition activities conducted by individual recruiters and the recruiting team. At the end of the course, learners will have the competencies, skills, and attributes to lead a recruiting team through the three major tenets of the Army National Guard Strength Maintenance Program: recruiting quality Soldiers, retaining MOS qualified Soldiers, and reducing first term Soldier losses through attrition management. RLC Pre-requisites: Students must be a 79T in the grade of E7 or E8. Also, they must be either assigned or projected to a RRSC

TDA position, or they must be a NCOIC or First Sergeant performing the responsibilities of a RRSC.

Students must have completed the ARNG Senior Leader Course, have been awarded the Expert Recruiter Badge prior to attending this course, and have a 3-digit RSID.

The SMTC hosted a Recruiter Leader Course working group in January, which included 12 NCOICs/Section Chiefs from across the nation. SFC Melendez (LA), MSG Jackson, (PA), SFC Hammond (OH), MSG Halan (WI), MSG Pitsch (MT), MSG Smigo (PA), MSG Knight (PA), MSG Juelfs (SD), MSG Bergener (UT), MSG Grandt (WI), MSG Goodballet (NV), and SFC Wingo (OK) received certificates for completing the HDNCOIC workshop and provided input to the how the first week of the RLC will run when it launches in October 2019.

The next working group will give NCOICs a chance to experience the second week of RLC training and provide input afterward. The RLC Week 2 is 25-29 March 2019 and will include: Perform QC

of Waivers & Suitability, Conduct QC of an Enlistment Packet, Evaluate the relationship between Talent Management and the Recruiting Team, Recommend a RRNCO for Hire, Issue a Strength Maintenance Mission, Evaluate Prospecting Activities, and Evaluate a School Program.

The final working group for the RLC will be from 13-17 May 2019 and will give NCOICs an opportunity to experience the third week of RLC training. Topics include: Evaluate a RRNCO's Unit Retention Activities, Evaluate a RRNCO Time Management Plan, Assess RRNCO Performance, Develop a 79T Recruiting Team Sustainment Training Plan, Conduct a RRNCO's Performance Counseling, and Discuss Contemporary Issues.

If you are an NCOIC interested in attending the last working group, please contact MSG Alan Myers, 79T Senior Career Management NCO at :

***alan.w.myers.mil@mail.mil
 or (502) 624-5223.***



**Why Working Groups
 and CTSSBs**
 MSG Alan Myers

As the 79T Proponent NCO, I am tasked with finding SQ14/79T Soldiers to attend the various CTSSBs and Working Groups conducted at SMTC. I am often asked by either State Leadership or the Soldier, "Why is this important? What is the benefit to doing these types of functions?" CTSSBs and Working Groups impact the ARNG Recruiting field as a whole. The direct impact is with the development and improvement of the courseware.

A second order effect of attending CTSSBs and Working Groups is the Soldier learns and understands the impact they can have on their own career field when it comes to the institutional domain. Through helping create a better educational package for a course, the Soldier is now taking ownership of their profession. Then, when one of their fellow Recruiters asks why something is taught in a course at SMTC, they can explain the reason behind it.

The third order effect comes in the aspect of leadership. The Soldier is influencing decisions that affect tasks and skills taught in the MOS 79T. The Soldier is being selfless and sacrificing their time to help with changing the organization as a whole. While the fruits of their labor isn't seen right away, it is felt across the force in the long term spectrum. This contribution is also a stellar NCOER bullet comment that many of the Soldier's peers won't have.

Critical Task and Site Selection Board

Jasmine Aquino, URNCO Training Development Specialist



Pictured left to right: SFC Jesse Fordyce (IN), Mr. Mike Langston (SMTC), SFC Tonya Bushee (SMTC), SSG Brad Kinsey (TN), SSG David Strandburg (PA), Ms. Jasmine Aquino (SMTC), SFC Henry Lane (TN), SFC Jeff Burkhardt (TN), and SSG James Sanders (PA)

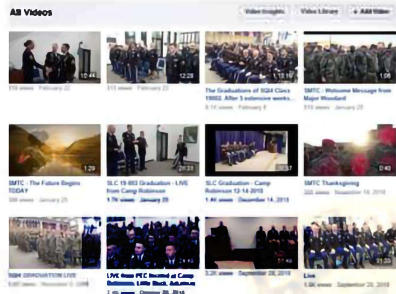
The SMTC facilitated the Unit Retention Non-Commissioned Officer Critical Task and Site Selection Board (CTSSB) at the Professional Education Center from February 11-15. A CTSSB is typically conducted every five years to lead the design, development, and implementation of training for Unit Career Counselors over the next several years.

SMTC would like to especially thank the voting board members: SFC Burkhardt (TN), SFC Fordyce (IN), SSG Kinsey (TN), SFC Lane (TN), SSG Sanders (PA), and SSG Strandburg (PA). Throughout the week, participants reviewed the job analysis survey results conducted earlier in the year, selected and analyzed individual critical tasks, and provided course recommendations. The 2019 CTSSB decreased the Individual Critical Task List (ICTL) from 8 to 7 critical tasks.

Facebook Live
Mike Langston, SMTc Knowledge Manager

Since August 2018, SMTc has been live-streaming the SQ14 Course and SLC graduations on our SMTc Facebook page. These videos have been well received from graduates' families and friends. Currently, these graduation videos have had over 29,000 views.

The thumbtacks to the right are just a few samples of some of the graduation videos available.



Students are provided the links to invite their family and friends to attend the graduation online. A sample invitation is shown above.



SMTc is proud to be able to provide this service to the Soldier's families. Shown here are just a few sample comments from family and friends. You can follow along with the comments as you watch the graduation.

Like our page, and you will receive invitations to all the graduations. The SMTc Facebook Page is @amg.smtc.



National Guard Strength Maintenance Training Center was live — at Millitia Hall.

Published by Eric Manuel (P) · February 8 · North Little Rock ·

The Graduations of SQ14 Class 19002. After 5 extensive weeks of training and classes, our SQ14 Soldiers are graduating. Join us to celebrate this achievement. Originally streamed LIVE via Facebook. Feb 8, 2019

01:10:19

Get More Likes, Comments and Shares
Boost this post for \$30 to reach up to 4,900 people.

12,610	4,370
People Reached	Engagements

279 Reactions · 245 Comments · 71 Shares

Performance for Your Post		
12,610	People Reached	
8,279	3-Second Video Views	
1,661	Reactions, Comments & Shares	
824	313	511
Like	On Post	On Shares
357	194	163
Love	On Post	On Shares
11	10	1
Haha	On Post	On Shares
3	1	2
Wow	On Post	On Shares
1	1	0
Sad	On Post	On Shares
1	1	0
Angry	On Post	On Shares
460	265	195
Comments	On Post	On Shares
76	71	5
Shares	On Post	On Shares
2,709	Post Clicks	
503	0	2,206
Clicks to Play	Link Clicks	Other Clicks

Page	Total Page Likes	From Last Week	Posts This Week	Engagement This Week	
YOU	1	1.8k	▲0.1%	3	3k
	National Guard Strength...				

National Guard Strength Maintenance Training Center shared a post.

Published by Shannon Gray (P) · March 14 at 11:20 AM ·

Post Insights

More words fail to express the pride, excitement and sense of...
March 15 at 7:38 PM
Posted by Shannon Gray

2.1K	2.3K
People Reached	Engagements

Engagement

Reactions	395
Comments	122
Shares	7
Photo Views	673
Other Clicks	1,190

Negative Feedback

View Profile @shannon1972

National Guard Strength Maintenance Training Center was live — at Millitia Hall.

Published by Shannon Gray (P) · March 4 at 4:37 PM ·

Welcome to MillSuite Monday- Are you interested in the ARNG Accession Option Criteria AOC Change released as PFCOM 19-009 on 23 February 2019? Do you want to know which SMOMS were recsided with release FY 1920 Accession Options Criteria? - See More

Post Details

Performance for Your Post

1,560	People Reached	
62	Reactions, Comments & Shares	
43	40	3
Like	On Post	On Shares
1	1	0
Wow	On Post	On Shares
11	11	0
Comments	On Post	On Shares
7	7	0
Shares	On Post	On Shares
174	Post Clicks	
53	3	118
Photo Views	Link Clicks	Other Clicks

NEGATIVE FEEDBACK

0 Hide Post · 1 Hide All Posts

0 Report as Spam · 0 Unlike Page

Reported stats may be delayed from what appears on posts

National Guard Strength Maintenance Training Center
Government Organization