

THE WIRE

Connecting SMTC to the 54 

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



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UPCOMING EVENTS



CTSSBs

NOV 5-9: LIASON/IADT

DEC 3-7: PRE-COMMAND

FEB 11-16: URNCO

JUN 17-21: MARKETING

JUN 24-28: CO-PRECOMMAND



SLC SURGE

NOV26-DEC 14

CLASS 19-002 WILL HAVE
160 STUDENTS



Working Groups

Oct 22-23: OSM

Oct 29-Nov 2: SLC

Nov 26-30: LIAISON/IADT

Jan 28-Feb 1: RLC

Feb 4-8: LIASON/IADT

Message from the Chief

MAJ CARLOS WOODARD - CHIEF, SMTC

As the new Strength Maintenance Training Center (SMTC) Chief, it is an honor to serve in a position of such great responsibility. I have been on ground for three months, and the environment here at SMTC is full of excitement and anticipation in expectation of Fiscal Year (FY) 19. The Director of the Army National Guard has placed great emphasis on meeting annual Recruiting and Retention goals, and the Strength Maintenance Division (HRR) continues to allocate resources to meet those goals. The SMTC has been tasked to train over 2,300 individuals during FY19. This will prove to be a very busy time for the SMTC, and several courses will be conducted away from the Professional Education Center (PEC) via Mobile Training Teams. This will provide the SMTC cadre the opportunity to interact with RRB Leadership for customizable training and enable the SMTC to maximize throughput at the PEC for our core courses. The SQI4 Non-career Recruiter Course is scheduled to train over 1200 Recruiters during FY19. The Senior Leaders Course will provide Professional Military Education (PME) for over 400 Soldiers. The instructors and staff here at SMTC are all prepared to meet the challenges of FY19. The SMTC stands ready to train and educate the Recruiting and Retention Force of the ARNG, and I stand ready to support the needs of SMTC to ensure the best training and instructors are provided for ARNG Recruiters!



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MSG ALAN MYERS
79T SENIOR

CAREER MANAGEMENT NCO

79T PROPONENT OFFICE

As the 79T Career Field has shifted to a new way of converting an SQI4 Recruiter to a PMOS 79T Career Recruiter I would like to clear up frequently asked questions I have received from the field.

1. Is there an exception to policy for the 18 months of successful production requirement? No. This is a set requirement without exception. It is imperative that the Soldier has a track record of success as a SQI4 Recruiter.
2. Is there an exception to policy for the Soldier needing to have the Senior Recruiting Badge? No. This is a set requirement without exception. The Senior Recruiting Badge is a direct reflection of the success the Soldier had as an SQI4 Recruiter.

1There are updates to the 79T MOS requirements in the DA PAM 611-21 that are being input into MILSUITE. Along with the updates for our MOS requirements, we also updated the Physical Demands requirement by removing the need to lift and carry the full combat load for awarding of the MOS.

I welcome any feedback or recommendations on ways to improve the 79T Career Field. If you have any questions, concerns, or feedback please contact MSG

Alan Myers at
alan.w.myers.mil@mail.mil.t.



**SGM Dennis
Allred
Chief
Instructor,
SMTC**

Chief Instructor's Corner

I hope everyone across the Recruiting and Retention Force is doing well! It is my pleasure to be a part of the first ever edition of the Strength Maintenance Training Center (SMTC) Newsletter. I truly hope this publication will have an impact for all who read it.

The SMTC has more than doubled the size of our staff and are poised to significantly increase our footprint on the Professional Education Center's (PEC) campus in the way of square footage. This expansion is in response to the ARNG's need to increase the operational force by thousands of personnel and is the number one priority for the Director, ARNG.

The increase in end-strength mission requires additional Recruiting and Retention NCOs be hired and trained. The SMTC will expand its operations across the

parking lot into Lexington Hall.

Once this expansion is complete, SMTC will occupy three buildings on the PEC campus (Sergeant Young Hall, Aleutians Hall and Lexington Hall).

The expansion of both the SMTC footprint and our staff will result in a massive increase in the amount of personnel we train each year. We will have trained over 1,500 Recruiting and Retention Force professionals by the end of FY18 but in FY 19, we are poised to significantly increase that number to more than 2,300

In order to meet the training demands, I ask that everyone do their part to prepare Soldiers for training, particularly for the SQI-4, Non-Career Recruiter Course. We will require all Soldiers' packets to be accurate and any Exceptions to Policy (ETPs) be sent up no later than 5 working days prior to class.

Additionally, all PULHES in MEDPROS must meet 79T MOS minimum requirements and please ensure all line score waivers are correctly submitted thru appropriate channels. If you have any questions or feedback please contact MSG Christopher Setterstrom, Senior Instructor/Writer, at christopher.h.setterstrom.mil@mail.mil.

It has been an absolute pleasure being able to serve in multiple roles at the SMTC. I have no doubt the staff here truly cares about the mission of the ARNG and meeting the intent of the DARNG!

**NATIONAL
GUARD**



FROM LEFT TO RIGHT SFC WINGO (OK), MSG GLADBACH (MO), MSG WILSON (OH), 1SG NEWTON (IL), MSG SHIVER (AL), AND SFC BLAS (CO)

NEW COURSE AT THE SMTC

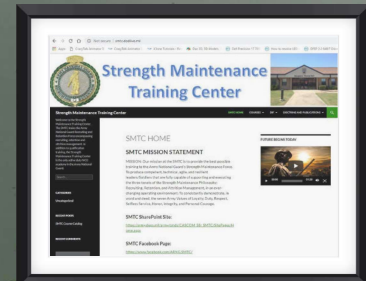
The Recruiter Leader Course (RLC) is designed to train Recruiting and Retention Section Chiefs (RRSCs) / NCOICs to communicate professionally with subordinates and leaders in order to translate strategic ARNG end-strength goals to targeted mission requirements; give targeted feedback and training to sustain or improve performance; analyze the operational environment to help RRNCOs efficiently manage resources and time; and adapt to ever-changing personnel recruitment policy. This course is scheduled to begin in October 2019 with the first class being RLC 20-001. To that end, the SMTC will host a validation of RLC Week 1 from 28 January – 1 February 2019 at the Professional Education Center (PEC), which will include the High Definition Noncommissioned Officer in Charge

workshop as well as two other Conduct Quality Control of Waivers and Suitability and Conduct Quality Control of Enlistment Packets. We are seeking ten to fourteen Expert Badge RRSCs/NCOICs in the rank of SFC/MSG/1SG to take part in this training and give feedback on the course; those interested in validation participation should NOT have had the HDNCOIC workshop. The SMTC recently hosted a RLC Working Group in July 2018 where six RRSCs/NCOICs provided valuable expertise within the Recruiting and Retention Force operating environment to help validate grading rubrics and course content. These NCOs have helped to shape the way forward for training RRSCs/NCOICs in the future. Please contact MSG Alan Myers, 79T Senior Career Management NCO, at alan.w.myers.mil@mail.mil to sign up for the RLC Week 1 validation.

NEW STRENGTH MAINTENANCE BRANCH DIVISION: DOCTRINE AND PUBLICATION BRANCH

The Doctrine and Publication Cell is a new branch of the Strength Maintenance Division (HRR), assigned to the Strength Maintenance Training Center, which will work directly with the different branches located within the Strength Maintenance Division at the National Guard Bureau. This division will oversee the publication and revision of regulations, pamphlets, manuals, and operational messages that have a direct impact on the Recruiting and Retention Career Management Field. Recruiters are encouraged to keep track of up-to-date operational messages located on the SMTC DOD Live portal by selecting the Doctrine and Publications tab. Suggestions and questions may be directed to Mr. Dominic Barnello or SFC Javoris Smiley, Doctrine and Publications NCOIC, at 501-212-4594 or NG Camp Robinson NGB ARNG PEC List ARNG-GSS-Doctrine.

<http://smtc.dodlive.mil>



UPDATED ACE ACCREDITATION AND UNIVERSITY PARTNERSHIPS FOR THE RECRUITING AND RETENTION FORCE

DEBORAH M. TUCKER
DIRECTOR OF TRAINING, SMTC

HQDA EXORD 214-15 directed each proponent to partner with at least three schools as part of a Continuing Education directive.

Since April 2018, the SMTC, with assistance from the Recruiting and Retention College (RRC) has partnership agreements with five universities: American Military University, Columbia Southern University, University of the Cumberlands, Post University, Southern New Hampshire University, and Waldorf University.

Each of these universities offers an Associates and a Bachelors pathway for MOS 79T. For more information, please visit the SMTC MilSuite site.

In May 2018, the SMTC staff went to Fort Knox, KY to participate in the American Council on Education (ACE) Accreditation. The ACE council (educators from 8 different universities) reviewed seven courses from the SMTC: Liaison/IADT Manager, Unit Retention NCO, MEPS Guidance Counselor, Company Pre-Command, Recruit Sustainment Program, Automation NCO, and Officer Strength Manager. After reviewing our courses, they gave each course three lower level credit hours. These credit hours will show

up on the Joint Services Transcript (JST) after a Soldier completes the course. Over 2,000 universities across the country use the ACE recommendations on the JST to award college credit toward degree plans. Today, 11 of 13 SMTC courses, have at least 3 lower level credit hours while the last two courses are not eligible for ACE accreditation review.

Every member of the SMTC staff and faculty and every Soldier that attended a SMTC course in the last two years played a part in gaining ACE Accreditation. The ACE team reviewed Program of Instruction (POI), Lesson Plans, rubrics, tests, Blackboard gradebook, PowerPoints, videos, references, student papers, student briefings, etc... in deciding whether SMTC courses should receive credit. This shows that whether you are involved in attending class as a student, facilitating classes, writing course materials and creating Training Requirements Analysis System (TRAS) documents, grading rubrics & creating student records, maintaining the information technology network, maintaining SharePoint, blackboard, or ATRRS – your actions and the paper trail you leave is important, not just to the school, but to the entire 79T MOS.



WHAT'S NEW AT THE 79T NCO ACADEMY?

As the 79T Non-Commissioned Officer Academy (NCOA) focuses efforts on mastering fundamentals of a Senior Recruiting and Retention NCO, the NCOA is constantly reviewing the curriculum to ensure it meets the needs of the force while remaining progressive and sequential. The Senior Leader Course (SLC) is a three-week course that prepares NCOs to perform duties and execute responsibilities expected of Recruiting and Retention professionals in a leadership role. The course focuses on cultivating leaders who are proficient in character, competence, and commitment. Some of the key areas discussed in the course are effective coaching, counseling, mentoring, and writing skills. One key upcoming event for the SLC is a "Surge" class in late November to help reduce the backlog of NCOs needing the course for promotion or to remain compliant with regulatory guidance. The NCOA also hosted a SLC Working Group in September when Expert Badge Recruiters from around the nation came to the Professional Education Center to give input for updates. I look forward to more feedback so the SLC curriculum remains relevant to field needs. The instructors and staff at the NCOA want to ensure that we provide the best training possible to improve the professional military education of the NCOs. If you have any questions, contact MSG Kevin Melton, NCOA Deputy Commandant, at kevin.d.melton4.mil@mail.mil.

Sustaining the Force: Mobile Training Teams

Strength Maintenance Training Center's (SMTC) Mobile Training Team (MTT) is made up of five Military and four Contract Military Equivalent (CME) instructors who will conduct mobile training events throughout the nation for all SMTC soft courses and specialized sustainment training. The soft course training is for both traditional and AGR Soldiers to assist the 54 States and Territories in achieving their Recruiting, Retention, and Attrition Management missions. The soft courses are: Unit Retention NCO course; Officer Strength Manager course; Liaison / IADT Manager course; Recruit Sustainment Program Cadre course; Company Pre-Command course; Pre-Command course; and the Marketing course.

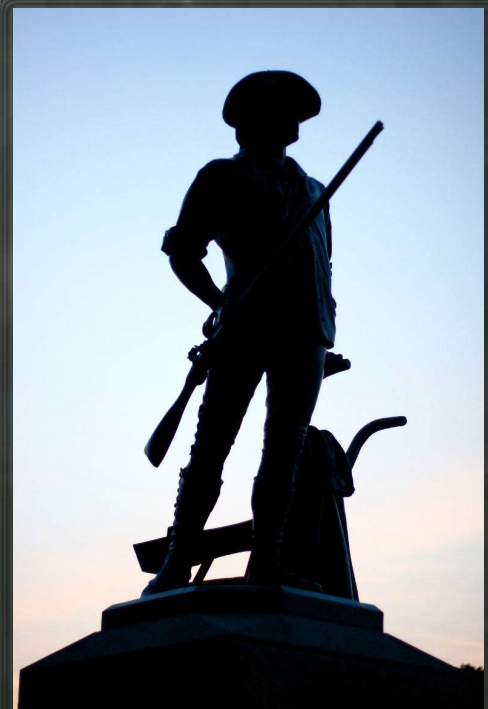
The Retention/ Attrition training specifically addresses Retention/Attrition maintenance for all levels of command to ensure that the State's and Territories start to close the back door.

Our current specialized sustainment training is for Recruiting and Retention personnel. It offers training on a variety of subjects such as communication, eligibility, and ARISS. The Mobile Training Team will tailor any training to fit an individual State/Territories specific needs while simultaneously re-emphasizing the Strength Maintenance Philosophy. If you would like to request training email MSG Raymond Faucette at raymond.f.faucette2.mil@mail.mil or call (501) 212-6864.



MSG Raymond
Faucette III

Team Chief, Mobile Training Teams



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