



NATIONAL GUARD BUREAU

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ARNG-HRR

23 March 2018

MEMORANDUM FOR NG J1 RRF (All-Entire RRF)

SUBJECT: SMOM 18-034, Recruiting the 441

1. The purpose of this memorandum is to provide guidance to the ARNG Recruiting and Retention Force to fill RRNCO authorized vacancies and the 441 increase. While the hiring process is the responsibility of the RRB and their HRO/AGR Services, this SMOM provides ARNG-HRR specified guidance to RRBs.
2. FY18 NGB Guidance. Please reference attached FY18 FTS Guidance that directs: Fencing all Recruiter/RSP positions and 441 subject to reprogramming. Coordinating Instructions: Recruiting & Retention (R&R) production recruiters and Recruit Sustainment Program (RSP) authorizations are DARNG fenced and must be filled at 100%. The ARNG distributed an additional 441 production recruiter AGR authorizations to supplement earned requirements and authorizations. These additional recruiter positions will be managed separately and will be executed as "fenced" positions. These positions may not be migrated to any other work-center and are subject to immediate reprogramming by the DARNG.
3. Target Audience. The target audience for RRNCO new hires are ARNG Enlisted Soldiers in the ranks of SGT and SSG. By exception, E4s who are approved by ETP per SMOM 18-029 ARNG Non-Career (805B-SQ14) may be hired.
4. Hiring events. RRBs should conduct Recruiter hiring events and job fairs to generate qualified RRNCO candidates. Recommend recruiting M-day Soldiers at their drill period during collective IDT and AT events, PHAs, RTI courses, IDT weekends, and at training sites.
5. Job postings. RRBs are encouraged to advertise locally as well as request GKO national job postings and S1NET bulletins. A print-ready Recruiter flyer has also been designed and attached to assist in promoting your positions locally.
6. Soldier Referral. Word of mouth is a traditional and effective way to attract new talent. Be sure to disseminate the job vacancies to all current recruiters within the RRB and ask for recommendations. Consider an accession credit or recognition system if an on board Recruiter generates a new Recruiter hire. Please see enclosed white paper by the CAARNG on the use of detailed 'Recruit the Recruiter'.
7. ARNG-HRR's suspense for filling all 441 authorizations and vouchered RRNCO

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vacancies is 15 Apr 18. A Strength VTC will be conducted the following week with invites to the RRB CDR and their State/Territory leaders. The data call will include validation of assignment orders and FAZR account using ARISS, FTSMCS and the RM Branch's Personnel Report. RRB who are unable or do not fill their RRNCO authorizations are subject to reprogramming to other state and territory RRBs who can overdrive. Additional guidance on the data call and Strength VTC will be issued two weeks prior.

8. Point is CPT Rachel Davis at (703) 601-6887 or rachel.a.davis.mil@mail.mil.



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4 Encls

1. [PPOM 17-047 Recruiting and Retention Manning Initiatives.pdf](#)
2. [FY 18 FTS Manning Guidance.pdf](#)
3. [RecruiterFlyer.pdf](#)
4. [Recruit the Recruiter CAARNG.pdf](#)