



NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE
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ARNG-HRR

2 October 2019

MEMORANDUM FOR Army National Guard (ARNG) Recruiting and Retention Force (RRF)

SUBJECT: SMOM 20-001, Recruit Sustainment Program Performance Metrics Fiscal Year 20 Update

1. References.

a. Memorandum, ARNG-HRR, 19 April 2017, subject: SMOM 17-042, Recruit Sustainment Program Performance Metrics Update.

b. Memorandum, ARNG-HRR, 9 September 2016, subject: Command Reply to USAAA Draft Report on the Audit of Army National Guard Recruit Sustainment Program (Project A-2015-MTH-0117).

2. SMOM 17-042 is rescinded.

3. Purpose. This message addresses the Recruit Sustainment Program (RSP) Performance Metrics, located under the presentations tab in the Director's Personnel Readiness Overview (DPRO) system.

4. FY20 Revisions. Based on analysis and input from States/Territories, Army National Guard Staff, and the U.S. Army Audit Agency, the formula for weighting the RSP Performance Metrics has been updated per the tables below. These updates will be reflected in the RSP Performance Metrics Report on DPRO at the earliest available update. NGB RSP will provide a monthly manual update to all States/Territories until DPRO is updated. The revisions for FY20 are listed below.

Performance Metric	Previous Weight	Current Weight
Enlisted Training Pipeline Success	25%	70%
Initial Active Duty Training (IADT) Success Rate	25%	30%
Training Seat Management Rate	20%	0%
RSP Negative End Strength Percent	15%	0%
Shipper Quality Control Rate	15%	0%

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5. On an annual basis, NGB goals and the weighting of these metrics are assessed. The review process ensures the goals are appropriate, realistic, achievable, and correlate with increasing overall training pipeline success. The metric descriptions, percentages, calculation methods, and the data sources that provide the information are listed below.

a. Enlisted Training Pipeline Success Rate (12 months rolling).

(1) Definition. The total of Enlisted Training Pipeline graduations during the past 12 rolling months divided by the total number of Enlisted Training Pipeline RSP resolutions during the past rolling 12 months, to include both graduations and attrition losses.

(2) Calculations: Based on the total population of Initial Entry Training (IET) graduations (ATRRS 12 months) divided by that same population plus the total numbers of Training Pipeline Attrition losses (12 months) [graduates / graduates + losses].

(3) Data Obtained From: ATRRS, Keystone, TAPDB-G.

(4) Period: 12 month rolling.

(5) Goal $\geq 84\%$.

b. Enlisted Training Pipeline IADT Success Rate (12 months rolling):

(1) Definition. The total number of IADT graduations during the past 12 rolling months divided by the total number of IADT resolutions during the past 12 months, to include both graduations and attrition losses.

(2) Calculations. Based on the total population of IADT Graduations (ATRRS 12-months) divided by that same population plus the total numbers of IADT attrition losses at training (12 months) [graduates / graduates + at training losses].

(3) Data Obtained From: ATRRS, Keystone, TAPDB-G.

(4) Period: 12 month rolling.

(5) Goal: $\geq 94\%$.

6. This message is valid until 30 September 2020 unless rescinded by this office.

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