



ARNG-HRR

3 October 2019

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

**SUBJECT: SMOM 20-002, Enlistment Eligibility and Processing of CAT IV-A and Foreign Language Recruiting Initiative Program (FLRI) Applicants**

**1. References.**

a. AR 601-210, Regular Army and Reserve Components Enlistment Program, 31 August 2016.

b. Memorandum, ARNG-HRH, 1 July 2019, subject, PPOM: 19-009, FY 19/20 Army National Guard (ARNG) Accessions Options Criteria (AOC), Change 1.

2. Eligibility. Effective 18 December 2019, Recruiting and Retention Force (RRF) will manage their CAT IV-A (Armed Forces Qualification Test (AFQT) 16-30) accessions provided they meet the criteria outlined below. CAT IV-A percentage levels for State, Territory, and the District of Columbia are set within REQUEST by the Recruiting Operations Branch. A complete list of percentages by State, Territory, and the District of Columbia is outlined in FY 20 CAT IV-A allocations (See enclosure 1). Recruiting and Retention Battalions can enlist CAT IV-A applicants if the State, Territory or District of Columbia and or National Guard Bureau percentages are not exceeded.

3. Weekly the NGB REQUEST Operations Center (ROC) will update Enclosure 1 and email it to all RRBs for situational awareness and planning purposes. This will provide the RRB with their current CAT IV-A percentage in the REQUEST system.

4. Trainability. CAT IV-A applicants will be Tier 1 education credential holders. Tier 2 applicants may be granted an exception based on the whole person concept. Requests to enlist a Tier 2 CAT IV-A will be sent to the ROC for review and a determination.

5. CAT IV-A applicants will be tested a minimum of 2 times regardless of AFQT score. Individuals categorized as CAT IV-A enlistees will ship to initial entry training within the current ship window in REQUEST, utilizing standard training. Renegotiations to ship dates will not be authorized unless it is for a moral or medical disqualification. Split training option is not available to CAT IV-As.

6. Aptitude Waivers. Applicants categorized as CAT IV-A may receive a line score waiver up to 5 points. These waivers are processed by the MEPS GC to the ROC.

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a. Telephonic or electronic overrides up to five points for select MOSs as outlined in the current ARNG Accession Options Criteria (AOC), are authorized and do not require an ASO suitability review.

b. Points are not authorized to be split between multiple line score categories.

7. Enlistment Waivers. Applicants categorized as CAT IV-A who require a TAG Level Moral or Administrative waiver may be considered for enlistment. Applicants categorized as CAT IV-A who require a NGB level conduct waiver are not eligible for enlistment.

8. The Army National Guard will not exceed the National 4% cap on CAT IV-A enlistments for all ARNG programs. States, Territories, and the District of Columbia can enlist up to their maximum CAT IV-A mark outlined in enclosure 1 until either their cap or the National 4% mark has been met, whichever comes first. The CAT IV-A cap may only be exceeded for non-primary English speaking applicants that enlist in the Foreign Language Recruiting Initiative Program (FLRI) enlistment option. Exception to exceed the CAT IV-A cap by result of FLRI requires prior approval from ARNG-HRR-O.

9. Foreign Language Recruiting Initiative Program (FLRI) enlistment option. The FLRI is an enlistment option that is available to all States, Territories and the District of Columbia. States, Territories, and the District of Columbia are encouraged to utilize the FLRI option for non-primary English speaking applicants. FLRI applicants will initially count towards the CAT IV-A allocation but will be taken off the record once the applicant retests and scores above 31 on the Armed Forces Clarification Test (AFCT).

a. Under this program, applicants who attain an AFQT score of 21-30 on the ASVAB with a qualifying line score of 54 in the AO subtest, whose primary language is not English, and who meet all other criteria for the program as outlined in the ARNG Accession Options Criteria, may enlist under the FLRI enlistment option as a 09C.

b. These applicants will be given the opportunity to attend English language training and retest on the AFCT to improve their "Score of Record". Applicants who improve their AFCT score to 31 or above will be given the opportunity to select an MOS for which they are qualified, and receive any available incentives.

c. The FLRI enlistment option is open to any non-primary English speaking applicant that score between a 40-74 on the English Comprehension Language Test (ECLT). Exceptions can be granted for applicants who score between 35-39 on the ECLT. Applicants whose primary language is other than English and can meet the requirement above, can enlist as a 09C and attend the English as a Second Language (ESL) course

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to learn to speak and write English proficiently. ESL teaches students from many different locations, not just Spanish speaking countries.

d. FLRI training path.

(1) Soldiers will arrive at Reception Station located at Ft. Sill, Oklahoma.

(2) Soldiers will attend the ESL at Lackland AFB, Texas. Students are scheduled for 30 weeks of ESC but can complete the course sooner based on their progress

(3) ESL is followed by Basic Training (BT) and Advanced Individual Training (AIT).

10. This memorandum remains valid until 30 September 2020, unless rescinded by this office.

11. The point of contact for this action is the REQUEST Operations Center NCOIC, MSG Larry Nmashie at (703) 607-0944, larry.a.nmashie.mil@mail.mil or Recruiting Operations Branch OIC, MAJ Shawn Pyer at (703) 607-5907, shawn.m.pyer.mil@mail.mil.



Encl  
FY 20 CAT IV-A allocations

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