



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



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Upcoming Events



CTSSBs

1ST Quarter, FY20 CTSSBs

**18-22 NOV 2019: RESERVE COMPONENT
TRANSITION**

**18-22 NOV 2019: OFFICER STRENGTH
MANAGER**

**9-13 DEC 2019: RECRUIT
SUSTAINMENT PROGRAM CADRE**



Working Groups

**4TH Quarter, FY19 WORKING
GROUPS**

**29 JUL - 2 AUG: COMPANY
PRE-COMMAND**

5-9 AUG: UNIT RETENTION NCO

26-30 AUG: MARKETING

**26-30 AUG: UNIT
RETENTION NCO**

9-13 SEP: PRE-COMMAND

**1ST Quarter, FY20 WORKING
GROUPS**

**7-11 OCT: LIAISON / IADT
MANAGER**

21-25 OCT: PRE-COMMAND

**28 OCT - 1 NOV: MEPS GUIDANCE
COUNSELOR**

**29 OCT - 1 NOV: COMPANY
PRE-COMMAND**

**2-6 DEC: LIAISON / IADT
MANAGER**

2-6 DEC: PRE-COMMAND

Message From The Chief

MAJ Carlos T Woodard
Chief, SMTC

As we enter the FY19 PCS/Promotion season, I would like to thank the Soldiers who will be leaving SMTC. The Staff and Faculty here are all standard bearers, and it shows in the numerous individuals who were selected for promotion to the next higher grade. Your contributions and accomplishments during your time here at SMTC have left a tremendous impact on the training center and set an example for those who follow in your footsteps. In the coming months, SMTC will welcome new personnel and continue to deliver top notch service to the Soldiers and civilians who attend our courses.

As we move toward the fourth quarter of fiscal year 2019, the Staff and Faculty at the SMTC continue to prepare for the constantly changing operational environment of Recruiting and Retention. We continue to evaluate our courses to ensure we are providing relevant and timely training to our students. We are currently conducting an individual trial for a revamp of the SQI4 Non-Career Recruiter Course. The Recruiter Leader Course is currently on track to begin in FY20 with enrollment through ATRRS available around mid-July.

We continue to offer customizable Sustainment Training through our Mobile Training Teams, and I encourage any interested Recruiting Command to contact us with any questions and to schedule training. As always, we stand ready and prepared to assist the ARNG Recruiting and Retention Force.



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Social Media

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<https://www.facebook.com/ARNG.SMTC/>



<http://smtc.dodlive.mil/>



<https://www.milsuite.mil/bookgroups/strength-maintenance-training/overview>



<https://army.deps.mil/army/cascom/SSI/SMTC/SitePages/Home.aspx>



COMING NEXT QUARTER: SMTC SOCIAL MEDIA PAGE



Welcome, SGM Karen Alara

SGM Allred has officially retired, and the Strength Maintenance Training Center is happy to announce that SGM Karen Alara will be returning to the SMTc as the new Chief Instructor. SGM Alara is bringing a wealth of knowledge to the team. While serving the SMTc from May 2007 to Aug 2011, she instructed multiple courses and conducted

Farewell, SGM Kevin Melton 1SG Alan Myers, 79T NCOA Deputy Commandant

SGM Melton has spent the last two years turning the 79T NCOA into one of the most professional NCO Academies throughout the Army. SGM Melton has now moved on to Fort Hood to serve as the Command Reserve Component Career Counselor of III Corps.



Quality Assurance. She also served as a Team Chief, NCOA Branch Chief, and as the Training Development Chief. Since then, SGM Alara has performed duties for the NGB as the Accessions Branch NCOIC, Recruiting Operations Center NCOIC, Senior Liaison at Ft. Benning, and the Command Reserve Component Career Counselor SGM at Ft. Campbell. In addition to her assignments, she has

knowledge as a Senior NCO will impact the 79T NCOA for years to come.

As I step into the role of Deputy Commandant of the 79T NCOA, I am excited to continue building on his legacy. As the 79T career field moves towards 2020, there will be many changes to the courseware and look of our esteemed 79T NCOA. What makes our MOS unique to all others in the Guard is the 79T MOS is the only MOS that the Guard truly

also completed her Bachelor's degree in Sociology and Master's Degree in Organizational Management. In July, while SGM Alara is transitioning from Ft. Campbell to the SMTc, MSG Setterstrom will be the Chief Instructor point of contact at: 501-212-4914 or via email at christopher.h.setterstrom.mil@mail.mil.

owns and manages. I pledge to the States that the NCOA will reflect this truly amazing and unique aspect of our career field. Please never hesitate to reach out to me personally on any matters pertaining to the 79T NCOA, leadership, or education of our professional Senior NCOs. 1SG Alan Myers, Deputy Commandant, POC at: 501-212-4694 or via email at alan.w.myers.mil@mail.mil.

Company Precommand CTSSB

Deborah M. Tucker Director of Training, SMTC

The Company Pre-Command CTSSB concluded on 28 June 2019 and included voting members from four States: CPT Jeffrey Hopkinson (NV), 1SG Manuel Inacio (CA), 1SG Kedric Lambert (IL), MSG Daniel Harris (UT), MSG Brent Bergener (UT), and MSG Curt Hoepfner (UT). 1SG Joshua Lowery was a non-voting SME and served as the panel chair for the CTSSB. The panel members reviewed 7 tasks from the 2012 Individual Critical Task List (ICTL). They voted to delete 2 tasks and add 7 tasks resulting in 12 tasks on the ICTL. The final tasks are

1. Develop a Company / Region Strength Maintenance Plan
2. Develop a RRNCO Apprenticeship Program
3. Conduct Company / Region Market Share Analysis
4. Brief RSP Metrics to the RRB Commander
5. Provide RSP Training Schedule Guidance
6. Review Waivers in ARISS
7. Organize a Mobile Training Team for ARISS Systems Training
8. Develop a Company / Region Incentives Program
9. Develop an Enlisted Recruiting Mission for a Company/Region
10. Implement Command Supply Discipline Program
11. Implement a Yearly Training Plan
12. Administer Soldier/Family Welfare Programs

Recommendations for the course going forward included adding 2 days of systems training to support the ICTL. The systems training will include: ARISS applications, DPRO, and RMS. Additionally, the panel members recommended several updates to NGR 601-1 and NG Pam 601-1, which will go to the Strength Maintenance Division Doctrine and Publications section for vetting.



Welcome, MSG Christopher Latham

1SG Alan Myers, 79T NCOA Deputy Commandant

I want to start by thanking everyone who has worked with me and provided input for our MOS regarding career progression. Representing the 79T MOS at the 79CMF Proponent level was a privilege and an honor. My time, like it always does with the Army, has come to an end with this assignment. I look forward to starting a new challenge as the 79T NCOA Deputy Commandant.

Please welcome the new 79T proponent NCO, MSG Christopher Latham. He has just completed a tour as the Reserve Component Career Counselor for 8th Army in South Korea. Before his duty in South Korea, MSG Latham worked at NGB, which included time with the Recruiting Standards Branch. He has also worked with the Patriot Academy along with recruiting duties in the State. MSG Latham is passionate about our career field and is eager to make positive impacts to the MOS.

I ask that you be patient with the MOS conversion packets for the next couple of weeks with the transition. You can contact MSG Christopher Latham at 502-624-5223 or Christopher.m.latham.mil@mail.mil.

" The Non-Career Recruiter Course (SQI4), went through an Individual Trial during Class 19-005 and will undergo an Operational Trial during Class 19-006 ".



SQI4 Individual and Operational Trial

Deborah Tucker, SMTC Director of Training

The Non-Career Recruiter Course (SQI4), went through an Individual Trial during Class 19-005 and will undergo an Operational Trial during Class 19-006. The intent of the Individual Trial is to collect qualitative data concerning the content, training materials, delivery and timing of the instruction. The intent of the Operational Trial is to collect quantitative data to statistically verify that the training materials and resulting instruction enable the students to achieve the standard.

Class 19-005 (Individual Trial), graduated 23 of 25 students (one academic and one administrative drop) and included students from the following States: AL, AR, CA, GU, IA, IN, KS, KY, MO, MT, NC, OK, PA, PR, SD, NE, and TN. SSG Charmayne Burton (MT) earned the Honor Graduate with a grade point average (GPA) of 99% and SGT Jerromy Cissell (NE) earned the Iron Soldier award with an APFT score of 300 and a GPA of 97%. This class was instrumental in providing the qualitative data to make improvements prior to releasing the updated courseware to all students.

The intent of the new course design is to allow learners the opportunity to master each task during the evaluations while the written exams are the building blocks to ensure learning of regulatory requirements for eligibility, suitability, waivers, options, incentives, extensions, and immediate reenlistment. While there is still only one test and one re-test opportunity for written exams, there are multiple retest opportunities for performance evaluations by allowing learners to improve and show mastery over time.

Changes to the course include doubling the amount of time spent on Enlistment Eligibility, Waivers, Suitability, Prospecting, Attrition, and Retention. There is an added block on Product Knowledge which includes ARNG branding, RRNCO branding, and competition. There are also added blocks on Evaluating the Recruiting Area, Social Media, and Establishing an RRNCO Work Plan.

By the end of the course, the learners will have created a job aid detailing the history, role, and mission of the ARNG and their State.

The job aid includes the State MOS list, top 10 list, ARNG and State incentives and benefits, as well as the learner's personal story and accomplishments. The learners will write a memorandum for record detailing the State mission requirements, the demographics for their area, the marketing materials available, and the plan to establish presence in their area. The learners must plan a market display in their area detailing their research and preparation, execution plan, lead generation plan and how they will follow up. Learners provide the retention and attrition status for one of their units as well as recommendations to improve. Learners progress through GuardX for prospecting and interviewing as well as retention interview. They also conduct a school presentation, and process an applicant. Finally, the learners are required to input the plans/strategies they developed throughout the course into an actionable calendar for when they return to their unit.

SMTC IKR0me

Mike Langston, SMTC Knowledge Manager

Next time you are on IKR0me, check out the new SMTC IKR0me page. You will see the link to the site on NGB IKR0me Home Page.



National Guard Bureau

Home

Quick Links

ARISS Training & Support Team

DCA

ARISS System Resources

ROB & ASO

System / Account Issues

SMTC

You can go directly to the page using this URL: <http://ikrome.usaac.army.mil/group/smtc>

SMTC will be using this page to provide Links to all our sites, POC information, and answers to Frequently Ask Questions. Some of the FAQs on the site are shown below:

-SMTC MTT Team Questions-

How do I request a SMTC MTT for my state?

-Blackboard Questions-

Where can I find my welcome letter?

How do I register for a course on ELLC Blackboard?

How do I blank out / hide my PII on a source document?

How do I upload documents to Blackboard?

I only see one question, or something is not looking right in Blackboard. How do I fix it?

-SharePoint Questions-

How do I request access to SMTC SharePoint, and what is the site address?

I am getting a popup window with a big F5 when I try to login to SMTC SharePoint. Do I need to request access again?

How do I access and/or upload my information using the SMTC Student Personal Data Sheet?

Marketing NCO CTSSB

Deborah M. Tucker
Director of Training, SMTC



The Marketing NCO Critical Task and Site Selection Board (CTSSB) concluded on 21 June 2019 and included voting members from five States: SFC Geoffrey Allen (MA), SFC Elvis Arroyave (SC), SFC Johnathon Bates (NC), SFC Nick Marshall (OR), and SFC Courtney McCullough (VT). SFC Thomas Paul was a non-voting SME and served as the panel chair for the CTSSB. The panel members reviewed 8 tasks from the 2014 Marketing Individual Critical Task List (ICTL). The panel members deleted 3 tasks, changed the title of 2 tasks, and added 4 tasks resulting in 9 tasks on the ICTL. The final tasks are:

1. Identify the Marketing Organizational Structure
2. Analyze Area Statistical Data
3. Develop a Marketing Plan
4. Administer a Marketing Budget
5. Evaluate the Effectiveness of State Marketing Efforts
6. Process a Marketing Request
7. Develop Recruiting Promotional Items
8. Approve a Social Media Campaign
9. Develop a Marketing Strategy

Recommendations for the course going forward include adding a Distributed Learning Phase I consisting of 14 lessons which are necessary within the first 6 months on the job. Some of the topics include roles and responsibilities, mandatory sources, funding sources, budgeting, marketing materials, national marketing programs, branding guidelines, fiscal law, marketing applications and programs, and processing marketing requests for support. This Phase I would support the Phase II resident program, which includes the tasks from the ICTL.



Thank-you to the following Contributors:

Major Carlos Woodard; Chief SMTC: Written Contribution
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1SG Alan Myers; 79T NCOA Deputy Commandant: Written Contribution
Mr. Mike Langston; SMTC Knowledge Manager: Written Contribution
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