

Summary Report for Individual Task  
805B-79T-5111  
Implement an Area Strength Maintenance Plan  
Status: Approved

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**Distribution Restriction:** Approved for public release; distribution is unlimited.

**Destruction Notice:** None

**Foreign Disclosure: FD1** - The materials contained in this course have been reviewed by the course developers in coordination with the RRS, Fort Jackson foreign disclosure authority. This course is releasable to students from all requesting foreign countries without restrictions.

**Condition:** You have a requirement to implement an Area Strength Maintenance Plan and have access to all company and battalion level elements, all applicable regulations, current State approved checklist, and command guidance. Standard MOPP 4 conditions do not exist for this task. See the MOPP 4 statement for specific conditions.

**Standard:** Implement a Strength Maintenance Plan that integrates training, marketing considerations, recruiting, retention and attrition events. Identify required resources that support the Strength Maintenance goals.

**Special Condition:** None

**Safety Risk:** Low

**MOPP 4:** N/A

<b>Task Statements</b>
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**Cue:** None

<b>DANGER</b>
None

<b>WARNING</b>
None

<b>CAUTION</b>
None

**Remarks:** None

**Notes:** None

## Performance Steps

1. Review the following for changes that will affect your Strength Maintenance Plan.

Implementation:

a. Current FY Accession Options Supplement and all applicable Strength Maintenance Operational Messages (SMOM).

b. Previous FY Strength Maintenance statistics:

(1) Production.

(2) Attrition management.

(3) Retention.

c. State End Strength Goals

(Note: Continuous assessment of the effectiveness of the plan providing feedback to your chain of command).

2. Set attainable goals that address SM areas for improvement or sustainment based off historical data:

a. Increase overall accessions:

(1) State marketing events (State Fair, NASCAR events).

(2) Local recruiting events (job fairs, community events).

(3) HS/College recruiting plans.

(4) Area Target marketing plans.

b. Reduce Attrition:

(1) Unit Family support/Retention events.

(2) Work with Units to ensure compliance of the Strength Maintenance Program.

(3) RSP/Unit Activities.

(4) Soldier Career Planning.

(5) Positive AWOL Recovery.

c. Increase Retention:

(1) Increase unit awareness of ARNG programs.

(2) Unit Family support/Retention events.

(3) Soldier Career Planning.

(4) Unit training meetings and assemblies.

3. Identify resources to support the goals established in step 2:

a. Local resources:

(1) Unit equipment.

(2) Unit personnel.

(3) Unit Retention personnel.

(4) Active Duty for Operational Support (ADOS) Recruiting Personnel.

(5) ROTC Programs.

(6) Family Readiness Group.

b. State resources:

(1) Marketing NCO.

(2) Education Office.

(3) Chaplain.

(4) Officer Strength Manager(OSM).

(5) Counter Drug Support Program.

c. National resources:

(1) MEPS Educational Support Specialist(ESS).

(2) NGB Mobile Event Teams.

(3) NGB Marketing (Mission Zone).

(4) Guard Recruiting Assistance Program

4. Execute your refined plan that supports the goals, activities and events through:

a. Monthly, Quarterly and/or Annual Goals.

b. Other related activities or events that support SM objectives.

5. Evaluate the revised plan and make adjustments as needed to ensure it supports the State Strength Maintenance Plan.

(Asterisks indicates a leader performance step.)

**Evaluation Guidance:** Score "GO" if soldier correctly performs all performance measures. Score "NO GO" if soldier incorrectly performs one or more performance measure. Provide on-the-spot correction, should the Soldier experience minor difficulty. Consider directing self-study or OJT for Soldiers who experience major difficulties in task performance.

**Evaluation Preparation:** This task may be evaluated by two methods: a. Self Evaluation. Perform the task on the job, using the materials listed in the Conditions statement. Evaluate yourself, using the performance measures, graded IAW the Evaluation Guidance section. b. Supervisor's Evaluation. Ensure that the soldier(s) have the material shown in the Condition statement to accomplish the task. When you feel they are able to perform the task on the job, have them do it. Grade them, using the Performance Measures, scored IAW the Evaluation Guidance section.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Reviewed the following for changes that will affect the Strength Maintenance planning strategy.			
2. Established attainable goals that address SM areas for improvement or sustainment.			
3. Identified resources to support the goals established.			
4. Executed plan in support of the goal, activities and events.			
5. Evaluated and made adjustments to your plan as needed to ensure it supports the State Strength Maintenance Plan.			

**Supporting Reference(s):**

Step Number	Reference ID	Reference Name	Required	Primary
	LG to AAR	A Leader's Guide to After Action Reviews (AAR)	Yes	No
	NG PAM 601-1	Personnel Procurement - Army National Guard Strength Maintenance Program	Yes	No

**Environment:** Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT. Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

**Safety:** In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.

**Prerequisite Individual Tasks :** None

**Supporting Individual Tasks :** None

**Supported Individual Tasks :** None

**Supported Collective Tasks :** None

**ICTL Data :**

ICTL Title	Personnel Type	MOS Data
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79T-ARNG Recruiting and Retention-SL5	Enlisted	MOS: 79T, Skill Level: SL5, ASI: V7, Duty Pos: REA, SQI: 4
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