Mobile Retention Training

The Army Retention Program
Army Retention Program

- Involvement
- Support
- Interest

By All Leaders!
Army Retention Program

Goals
Goals

Reenlist, on a Long Term Basis, Sufficient Numbers of Highly Qualified Active Army Soldiers
Quantity & Quality

- Objective Accomplishment
- BAR to Reenlistment
- Retention Eligibility
Goals

Enlist, or Transfer and Assign Sufficient Numbers of Highly Qualified Soldiers Who Are Separating From the Active Army Into Reserve Component Units, Consistent Within Geographic Constraints
Reserve Components

- Objectives
- Transition Management
  - ACAP
  - ACES
  - RC Career Counselor
Goals

Achieve and Maintain Army Force Alignment Through the Retention, Transfer, or Enlistment of Highly Qualified Soldiers in Critical Skills and Locations
Force Alignment

➡️ Options

🔹 BEAR

🔹 Bonuses
Goals

Adequately Support Special Programs Such as the U.S. Military Academy Preparatory School (USMAPS) and ROTC “Green to Gold” Programs
Special Programs

- USMAPS / West Point
- Green to Gold / ROTC
- OCS
- WOCS
Army Retention Program

Goals
Army Retention Program

The Army Career Counseling System
Integration

- Welcoming to Unit
- Basic Human Needs
- Personnel Issues
- Finance Issues
- Sponsorship
- Counseling Sessions
Professional Development

- Promotion
- Education
- Recognition
- Reclassification / BEAR
- Special Programs
- Counseling Sessions
Sustainment Phase

- Eligibility
- Bonuses
- Options
- Benefits
- Counseling Sessions
Eligibility for Discharge

- Within 3 to 24 Months of ETS
- Service Remaining Requirement
- BEAR
Eligibility for Reenlistment

- Age
- Citizenship
- Trainability
- Education
- Medical & Physical Fitness
- Rank
- Moral & Administrative
Sustainment Phase

- Eligibility
- Bonuses
- Options
- Benefits
- Counseling Session
Sustainment Phase

Ceremony
Career Development

- Establish Short / Long Range Goals
  - Promotions
  - Education
  - Recognition
  - Reclassification
  - BEAR
  - Special Duty Assignments

- Counseling Sessions
Army Retention Program
The Army Career Counseling System
Bars to Reenlistment

- Rehab Tool
- Deny Reenlistment
- Deny Re-Entry
Bars to Reenlistment

- Leadership Tool to Improve Quality
- Puts Marginal Performer “On Notice”
- Prevents Soldier From Reenlisting or Transitioning to the Reserve Component
- Any Commander May Initiate at Any Time - the Earlier the Better
- Initiate Elimination After Second 3 Month Review
Army Retention Program

The Retention Team
The Retention Team

Responsibilities
The Commander

- Is the Retention Officer
- Implements and Aggressively Supports the Army's (Commander’s) Program
- Assigns "Fair-share" Objectives
- Establishes Awards & Incentive Programs
- Monitors Program
  - Statistics
  - Counseling
  - Training
  - Staffing / Utilization
Command Sergeant Major

- Retention NCO for The Command
- Catalyst for Senior NCO Involvement
- Immediate Supervisor of the Career Counselor
Regular Army Career Counselor

- Advises Commander and CSM
- Counsels Soldiers
- Publishes Statistics
- Supervises Additional Duty Reenlistment NCOs
- Prepares and Conducts Formal Training
- Conducts Briefings to Officers and NCOs to Stimulate Interest in and Support for Program
- Coordinates With RC Career Counselor
- Transition Duties in Absence of RC Career Counselor
- Conducts SAVs / Quarterly Inspections
- Determines Reenlistment / Extension Eligibility
Reserve Component Career Counselor

- Assists CDR / CSM Accomplish the Transition Mission
- Counsels Transitioning Soldiers
- Encourages Soldiers to Remain on Active Duty
- Conducts Pre-Separation Briefings
- Publishes Statistics on the Transition Program
- Conducts Formal Training
- Encourages Reserve Component Affiliation
- Conducts SAVs / Quarterly Inspections
- Determines Enlistment / Transfer Eligibility
Company
Reenlistment
NCO

- Advises Commander and 1SG
- Provides Statistics to the Commander
- Maintains Reenlistment Data Cards (DA Form 4591-R)
- Coordinates Retention Ceremonies
- Assists With Preparation of Bar to Reenlistment
- Contacts and Counsels Soldiers
- Prepares Reenlistment / Extension Request
- Coordinates Referrals of Transitioning Soldiers With RC Career Counselor
- Coordinates With Career Counselor for Bonuses or Leave Payment Through Finance
- Maintains Unit Retention Bulletin Board
The Retention Team

Selection
The Retention Team

Relief and Court Martial
Success

- Mission Accomplishment With:
  - Minimum Number Of:
    - Waivers
    - Exceptions to Policy
    - Movement Options
  - Improvement of:
    - Readiness
    - Competency
    - Force Alignment
Mobile Retention Training

The Army Retention Program
Retention - The Leader’s Job

The Success of the Army Retention Program Depends on Effective Leadership, Vigorous Command Involvement, and Aggressive Retention Programs at All Organizational Levels. This Success Is a Direct Indicator of the Quality of Leadership Exhibited by the Unit’s Officers and Noncommissioned Officers.