



# The Army Reserve Careers Division (ARCD)



## Command Brief

**COL Kevin C. Luke**  
**Commander, ARCD**





# Agenda



- **ARCD Vision / Mission / METL**
- **Task Organization / Battalion Commands**
- **Army Reserve Accessioning and Transitioning Agencies**
- **Theater Retention Support**
- **Army Reserve Career Counselor Responsibilities**
- **Mission Status**
- **End Strength Concerns / AR Gains**
- **Areas of Emphasis**



# Army Reserve Careers Division



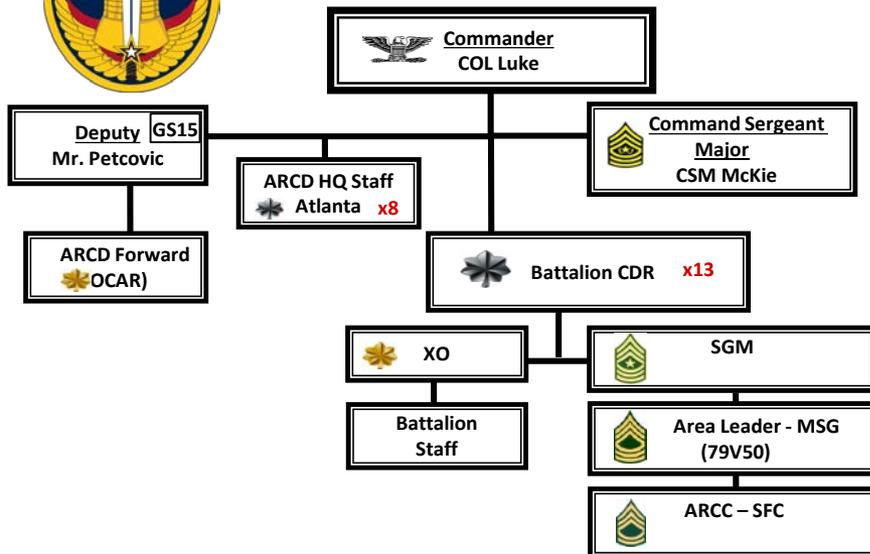
## Mission

Shape and sustain the strength of the Army Reserve through aggressive retention, transition, and career management programs to support continuum of service and human capital requirements.

## METL Functions

1. Reenlist Army Reserve Soldiers
2. Transition Soldiers from the Individual Ready Reserve (IRR) to the Selected Reserve (SELRES)
3. Prospect and packet Soldiers for Army Reserve officer producing programs (Warrant Officer, Direct Commission, and Reappointment)
4. Assist units in the recovery of Unsatisfactory (UNSAT) Participants
5. Provide Troop Program Unit (TPU) officer career management assistance

## Organization



## Vision

Develop a command of highly motivated professionals that enable the Army Reserve to provide skill-rich operational forces to Combatant Commanders.





# Accessioning & Transitioning Agencies



## FY 16 Data for USAREC, USACC, and HRC thru 31 October 15

### - United States Army Recruiting Command (USAREC)

- ✓ Officers (OCS, medical, Chaplain) – 1,186 msn for FY16 (ach 44 / 105 / 42% YTD)
- ✓ Non-prior service enlisted – 14,000 msn for FY16 (ach 919 / 957 / 96% YTD)
- ✓ Prior service civil life gains – 1,000 msn for FY16 (ach 71 / 78 / 91% YTD)



### - Cadet Command (USACC)

- ✓ ROTC officers – 750 msn for FY16 (ach 0 / 0 / 0% YTD)



### - Human Resources Command (HRC)

Reserve Component Career Counselors (RCCC) responsible for transitioning:

- ✓ AC to RC officers – 500 msn for FY16 (ach 62 / 34 / 182% YTD)
- ✓ AC to RC enlisted – 4,500 msn for FY16 (ach 534 / 389 / 137% YTD)



### - Army Reserve Careers Division (ARCD) - FY 16 data for ARCD thru 31 October 15

Army Reserve Career Counselors (ARCC) responsible for:

- ✓ Officers (IRR-SELRES, ODC, WO) – 2,095 msn for FY16 (ach 141 / 140 / 101% YTD)
- ✓ Enlisted (IRR-SELRES) – 6,000 msn for FY16 (ach 573 / 535 / 107% YTD)





# Theater Retention Support



## - Theater Retention Manager at ARCENT plus 5 ARCCs

- Krygystan - Closed Feb14
- Afghanistan - 2 ARCCs at Bagram  
Kandahar closed Mar14
- Kuwait - 1 TRM & 2 ARCCs at Camp Arifjan  
1 satellite office at Camp Buehring

## - FY15 Production Status:

541 Soldiers reenlisted/extended in the AOR (286 first term, 220 career, 36 extensions)

## - FY16 Production Status (thru 13 NOV 15):

38 Soldiers reenlisted/extended in the AOR (16 first term, 18 career, 4 extensions)



# AR Career Counselor Responsibilities



- Transition Soldiers from the IRR to SELRES - Officer and Enlisted
- Reenlist Army Reserve Soldiers:
  - ✓ Determine eligibility / prepare and distribute contracts
  - 36% of Soldiers in their first-term reenlistment window are currently flagged for APFT and/or height and weight**
  - ✓ Reenlistment bonuses paid via RMS (paper contracts no longer accepted by DFAS)
- Be a Career Counselor - understand and explain all opportunities the Army Reserve has to offer:
  - ✓ Warrant Officer Program / Officer Direct Commission / AGR
  - ✓ Interviews and Counseling: reception, retention, reenlistment and exit
  - ✓ Expert on Army Reserve incentives and benefits
- Recover unsatisfactory participants



# ARCD FY 16 Mission Status



ARCD	Mission	Lead Line		Current Status	
ENL IRR to SELRES	6,000	535	8.9%	573	9.6%
OFF IRR to SELRES	1,650	140	8.5%	141	8.5%
Total IRR to SELRES	7,550	675	8.9%	714	9.5%
1st Term	5,503	515	9.4%	521	9.5%
Career	6,746	630	9.3%	852	12.6%
Total Reenlistment	12,249	1,145	9.3%	1,373	11.2%
Warrant Officer	420	0	0.0%	0	0.0%
ODC/OCS/Reappt	25	0	0.0%	0	0.0%
UNSAT Participants	< 5%	< 5%		8,178	4.6%
<b>ARCD Data thru: 31 October 2015</b>					
<b>"The Army Reserve – Training Soldiers and Growing Leaders"</b>					



# AR End Strength Concerns



- **TPU Strength Imbalance**
  - ✓ Junior enlisted (E1-E4) population at 128%
  - ✓ Mid-grade enlisted (E6-E7) population at 72%
  - ✓ Mid-grade officer (CPT-MAJ) population at 71%
  
- **ARFORGEN driven**
  
- **PS focus to better shape AR strength**
  
- **Right grade, right MOS for the right vacancy**

Data as of 15 November 15



# CSMM



- The **Commander's Strength Management Module (CSMM)** employs reports, dashboards, and presentations to provide information on Strength, Personnel Readiness, and Resource Management
- **Key Features provide flexible reporting and performance metric reporting**
  - Metric logic creates common operating picture .. one answer to one question
  - Drill down to Soldier-level detail and/or to subordinate unit detail
  - Subscribe to key information
  - Metric comparisons against time, mission, or peers
  - Data source of record for personnel readiness statistics
- **Access CSMM from the RCMS Portal:**  
<https://rcms.usar.army.mil/v3/Portal/RibbonMenu.aspx>
  - From the portal click on the CSMM link
  - First time users will be prompted to request access
- **Requesting assistance:**
  - Help desk email: [usarmy.usarc.ocar.mbx.rcms-helpdesk@mail.mil](mailto:usarmy.usarc.ocar.mbx.rcms-helpdesk@mail.mil)
  - Help desk Phone: 1-800-339-0473



# Areas of Emphasis



- TPU Officer Career Management
- Execution of OPORD Full Court Press
- Unsatisfactory Participant Recovery



## Purpose of the Career Management Office:

To provide comprehensive career management to TPU officers and warrant officers in order to maximize the number of educationally qualified and professionally developed Army Reserve officers prepared for career progression and successful military careers.



# CMO Responsibilities



- 2LT – LTC; WO1 – CW4
- Center of gravity focus is “at risk” officers lacking civilian or military education required for promotion
- Conduct telephonic counseling on civilian and military education requirements for promotion
- Provide professional military education information
- Assist officers with military education enrollment process (ATRRS)
- Identify officers that require command involvement
- Scrub promotion files



# Operation Full Court Press (OFCP)



- UNSATs
  - ✓ Assist OFTS commands in the recovery of UNSATs
  - ✓ Identify best practices” for contacting and recovery of UNSATs
  
- Facilitate and support the OFTS retention mission
  - ✓ Assist in the recovery of reenlistment eligible “flagged Soldiers”
  - ✓ Utilize RMS v3 and CSMM to assist OFTS commands with name tag management of their reenlistment population
  - ✓ Promote OFTS reenlistment ceremonies & provide retention publicity items in support of ceremonies
  
- Career Management Office facilitate officer retention
  - ✓ Provide proactive career & promotion advice
  - ✓ Promote professional education



# OFCP Support Programs



- Command Career Counselor (CCC) Training
  - ✓ Synchronizes the AR retention program
  - ✓ Ensures CCCs have the skills and tools necessary to advise their command and facilitate Soldier retention
  
- RP2 (Retention Partnership Program) Pilot
  - ✓ Provides the CCCs with job knowledge and a support system.
  - ✓ Bridges the gap between the CCCs and ARCD 79Vs, allowing them to work together to attack the Army Reserve End Strength Objective
  - ✓ Places a E9 / SGM or E8 / MSG at a two star command level to advise and support the OFCP mission
  
- Duty Appointed Retention NCO (DARN) Program
  - ✓ Determines reenlistment and incentive eligibility with the assistance of the Army Reserve Career Counselor (ARCC)
  - ✓ Conducts reenlistment interviews and documents on DA Form 4856
  - ✓ Evaluates Soldiers' experiences during Battle Assembly (BA) and Annual Training (AT)
  - ✓ Informs the unit Command Leadership Team on individual Soldier retention



# Unsatisfactory Participant Recovery



- Intervention strategy to engage Soldiers before they become unsatisfactory participants
- Systematic approach thru Unsat Module in RMS
  - ✓ Soldier identified after 4 “U’s”
- ARCC validates recovery efforts thru chain of command; recommends disposition:
  - ✓ Soldier recovered
  - ✓ Soldier recommended for transfer to the IRR and affiliated
  - ✓ Soldier recommended for transfer to another TPU
  - ✓ Soldier recommended for discharge
- Discharge and transfer authority remain with commanders



# Contact Information



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**LTC Melissa Nelson – Chief of Staff: (404) 469-4174**

**LTC Steve Lampkins - Chief, Operations, ARCD: (404) 469-4807**

**LTC Leroy Carr III - Chief, Career Management: (404) 469-4877**



# ODA / WO Minimum Requirements



## **OFFICER DIRECT COMMISSION:**

- U.S. Citizen
- GT Score 110
- Must pass a Chapter 2 Physical
- Eligible for a Secret Clearance
- Minimum 60 college credit hours prior to Commissioning
- Must have Bachelor's Degree prior to promotion to Captain
- Age: Minimum age is 18. Maximum age 42

## **WARRANT OFFICER:**

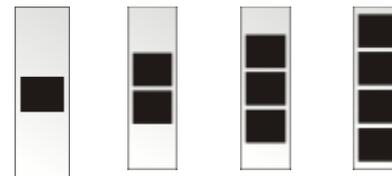
- U.S. Citizen
- Feeder MOS
- GT Score 110 or Higher
- Rank of SGT or Higher
- Must pass a Chapter 2 Physical
- Eligible for a secret clearance
- Pass 3 Event APFT
- Less than 46 years of age (Possible waiver to 50)



# ARCD Career Managers (AGRs)



**CMO WEBSITE:**  
<http://www.usarc.army.mil/cmo/cmo1.html>



DUTY BRANCH	RANK	NAME	Office	e-mail
Chief	LTC	Carr, LeRoy	404-469-4877	<a href="mailto:leroy.carr.mil@mail.mil">leroy.carr.mil@mail.mil</a>
Deputy	MAJ	Morrison, Eric	404-469-4883	<a href="mailto:eric.i.morrison3.mil@mail.mil">eric.i.morrison3.mil@mail.mil</a>
AG	CPT	Lee, Mark	404-469-4832	<a href="mailto:mark.t.lee.mil@mail.mil">mark.t.lee.mil@mail.mil</a>
AG	MAJ	Boone, Joshua	404-469-4831	<a href="mailto:joshua.c.boone.mil@mail.mil">joshua.c.boone.mil@mail.mil</a>
CM/FA46	CPT	DeLaHoya, Dino	404-469-4838	<a href="mailto:dino.p.delahoya.mil@mail.mil">dino.p.delahoya.mil@mail.mil</a>
AV/FA/AD/AR/IN	MAJ	Davis, Christopher	404-469-4846	<a href="mailto:christopher.g.davis.mil@mail.mil">christopher.g.davis.mil@mail.mil</a>
CA/PO	MAJ	Mace, Brandon	404-469-4852	<a href="mailto:brandon.r.mace.mil@mail.mil">brandon.r.mace.mil@mail.mil</a>
EN	CPT	Candelaria-Ramos, Eli	404-469-4827	<a href="mailto:eli.candelaria-ramos.mil@mail.mil">eli.candelaria-ramos.mil@mail.mil</a>
EN	CPT	Currier, Dana	404-469-4830	<a href="mailto:dana.d.currier.mil@mail.mil">dana.d.currier.mil@mail.mil</a>
FI	MAJ	Augustine, Melissa	404-668-7055	<a href="mailto:melissa.a.augustine.mil@mail.mil">melissa.a.augustine.mil@mail.mil</a>
LG	CPT	Dummitt, Stephen	404-469-4850	<a href="mailto:stephen.m.dummitt.mil@mail.mil">stephen.m.dummitt.mil@mail.mil</a>
LG	CPT	Ayala-Quinones, Javier	404-834-0674	<a href="mailto:javier.a.ayalaquinones.mil@mail.mil">javier.a.ayalaquinones.mil@mail.mil</a>
LG	CPT	Cosom, Nysha	404-469-4884	<a href="mailto:henry.j.lauten.mil@mail.mil">henry.j.lauten.mil@mail.mil</a>
MI	MAJ	Morrison, Eric	404-469-4883	<a href="mailto:eric.j.morrison3.mil@mail.mil">eric.j.morrison3.mil@mail.mil</a>
MI	MAJ	Saari, John	404-469-4213	<a href="mailto:john.j.saari.mil@mail.mil">john.j.saari.mil@mail.mil</a>
MP	MAJ	Morrow, Jason	404-469-5202	<a href="mailto:jason.m.morrow.mil@mail.mil">jason.m.morrow.mil@mail.mil</a>
MP	MAJ	Nguyen, Thinh	404-721-5625	<a href="mailto:thinh.d.nguyen.mil@mail.mil">thinh.d.nguyen.mil@mail.mil</a>
SC	MAJ	Cooper, Cynthia	404-469-4849	<a href="mailto:cynthia.j.cooper13.mil@mail.mil">cynthia.j.cooper13.mil@mail.mil</a>

Warrant Officers	RANK	NAME	Office	E-mail
920	CW3	Bing, Nahtasha	404-469-4817	<a href="mailto:nahtasha.n.bing.mil@mail.mil">nahtasha.n.bing.mil@mail.mil</a>
120-180, 640, 670, 740	CW4	Guy, Gregory	404-469-4856	<a href="mailto:gregory.l.guy2.mil@mail.mil">gregory.l.guy2.mil@mail.mil</a>
250,350,890,920-23	CW4	Hecht, Vikki	404-469-4848	<a href="mailto:vikki.j.hecht.mil@mail.mil">vikki.j.hecht.mil@mail.mil</a>
131, 140, 150-155, 180, 270	CW4	Heilman, Terry	404-469-4845	<a href="mailto:terry.l.heilman.mil@mail.mil">terry.l.heilman.mil@mail.mil</a>
311, 420, 880-2, 913-9, 948	CW4	Russell, Carla	404-469-4855	<a href="mailto:carla.b.russell.mil@mail.mil">carla.b.russell.mil@mail.mil</a>



# CMO Responsibilities



Educational  
Empowerment

PME Enrollment  
Instructions

Information  
Empowerment

CMO Web Site

Conduct OPDs

Opportunity  
Empowerment

REQUEST  
Vacancy Locator

Provide Career Map  
Guidance

Marketing of Program

## Full Time Career Management Office (CMO)

- ✓ Provide full-time service to 2LT - LTC; usually requests requiring more immediate attention
- ✓ Ensure TPU managers are knowledgeable and understand the basics of career management
- ✓ Maintain contacts with HRC; ability to be proactive Career Managers to the Officers
- ✓ Provide guidance and review promotion board files to avoid non-selection due to missing or incorrect board file documents
- ✓ Disseminate information to all populations

## TPU Career Managers

- ✓ Respond to inquiries via e-mail while disseminating non-timely information from full time career managers
- ✓ Coordinate with Host Unit for Officer Career Forums
- ✓ Provide professional development model guidance and locate key development positions that enhance promotion potential



# CMO Forums FY 2015 Next 45 Days



## FY 2015 3rd Quarter Forums

HQS	BRANCH	DATE	TDY TYPE	LOCATION	# OFFICERS SCHEDULE	CMOS ATTENDING
<b>Apr</b>						
	LG	01-03 APR	OD BOLC	Ft. Lee, VA	35	CPT Dummitt
	MI	2-4 APR	MICCC	Ft. Huachuca, AZ	25	MAJ MORRISON, MAJ SAARI
	MI	7-9 APR	MI WOES	Ft. Huachuca, AZ	25	CW4 Hecht
	WO	12-15 APR	BD BUMP	Ft. Knox, KY		CW4 Guy, CW4 Heilman, CW4 Russell, CW3 Bing, CW4 Hecht
	LG	15-17 Apr	LGCCC	FT LEE, VA	30	CPT AYALA
	LG	22-24 APR	TC & QM BOLC	Ft. Lee, VA	45	CPT Dummitt
	N/A	13-24 Apr	SARC/SHARP Training	Ft Hood, TX	N/A	CPT Currier
<b>May</b>						
	MI	7-9 May	MICCC	Ft. Huachuca, AZ	25	MAJ MORRISON, MAJ SARRI
	LG	13-15 May	OD, TC & QM BOLC/ LGCCC	Ft. Lee, VA	50/30	CPT Dummitt/CPT Ayala
<b>Jun</b>						
	LG	10-12 Jun	LGCCC	FT LEE, VA	30	CPT AYALA
	MI	15-17	MI WOBC AND WOAC	Ft. Huachuca, AZ	25	CW4 HECHT
	LG	24-26 JUN	OD, TC & QM BOLC	Ft. Lee, VA	50	CPT Dummitt



# CMO Website – Internet Home Page



## Promotion Board Dates

**CAC REQUIRED**



**To Chief Warrant Officer**

**Three, Four & Five**

**Convenes: 21-APR-15**

**Recess: 1-MAY-15**

**MILPER [15-025](#), [15-026](#)**



**To Captain**

**Convenes: 02-DEC-14**

## TPU Career Management Office

### Welcome to Your Career Management Office

We thank you for your service and dedication to your unit and the Army Reserve. The Army Reserve is continuously changing, this includes shaping the forces through career progression.

Career progression is important and it is your responsibility to ensure you meet the standards to maintain your career as an officer in the United States Army Reserve.

This site along with Career Management Officers are available to support you in taking the correct steps in

## Navigational Links



[Home](#)



[Warrant Officer One & Chief  
Warrant Officer Two Information](#)



[Chief Warrant Officer Three  
Information](#)



[Chief Warrant Officer Four  
Information](#)



[Lieutenant's Information](#)

**<http://stayarmyreserve.army.mil/cmo/cmo.html>**



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