

“Take Charge!”



CSM Michael D. Schultz
Command Sergeant Major
U.S. Army Reserve



Process to Influence Change





FY11 USAR CSM Priorities

Personnel:

- ☐ ~~Semi-Centralized Promotions SGT/SSG: June 2011~~
- ☐ ~~Automated Sr Promotion Boards at RSC level — August 2011 Board~~
- ☐ ~~USAR SGM Tenure Policy (June 2011)~~
- ☐ ~~USAR SAMC Regulation USAR 215-1~~
- ☐ ~~Created SEMO (Senior Enlisted Management Office) at HRC~~

Training:

- ☐ ~~NCOA-Ft Lewis Move to Camp Parks, CA OCT 2011 FOC)~~
- ☐ ~~Consolidated Army Drill Sergeant School (One Army School System)~~
- ☐ ~~Implement Army Reserve PRT Program~~
- ☐ ~~Institute the Soldier Fueling Initiative for the Army Reserve~~

Wounded Warrior:

- ☐ **Increase WTU/WTB Site Visit/Town Hall Meetings**
- ☐ **Increase Awareness of Wounded Warrior Resources:**
 - **Army Reserve Family Programs / Survivor Outreach Services (SOS) / Army Warrior Adventure Quest / Employee Partnership Office**





FY12 USAR CSM Priorities

Personnel:

- ☐ Shaping the Force: Enlisted Initiatives
- ☐ Automated Sr Promotion Enlisted Board:
 - Feb 12 (all Sr grades)
 - Aug 2012 (SFCs only/QRB (all grades)
 - FY 13 (Once a Year)
- ☐ Centralized PPRL (no geographic boundary) FY 2012
- ☐ NCOER (Redesign of NCOER: FY 2012)
- ☐ USAR Unit Medical Readiness (PHAs/PDPHA etc.)
- ☐ Army Career Tracker (ACT): Army Reserve Implementation, on-going

Training:

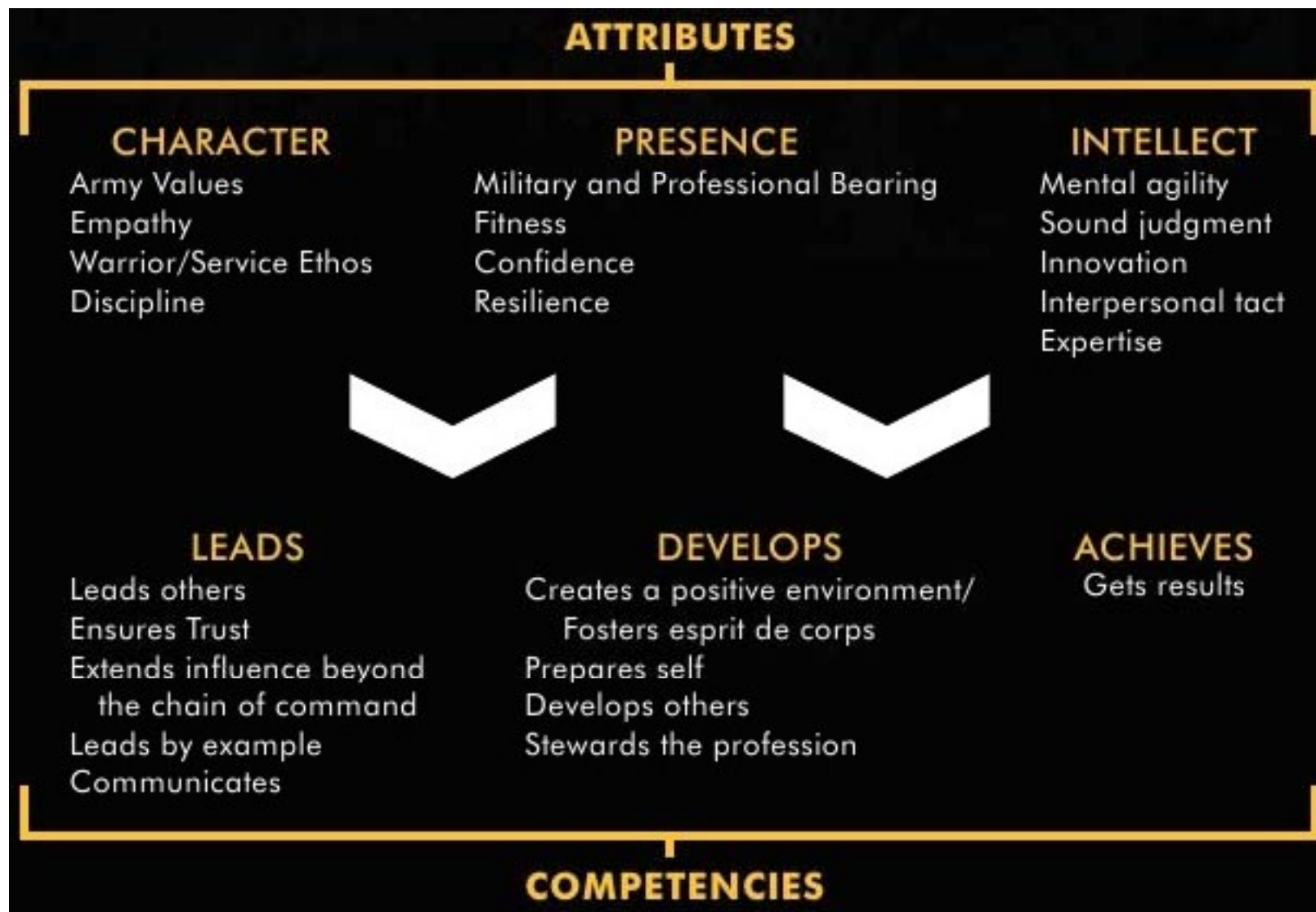
- ☐ Improve (3)Army Reserve NCOA (Facilities, Equipment and IT), on-going
- ☐ Electronic Based Distributed Learning Compensation (EBDL)
- ☐ USAR Readiness-Rebalance Review (R3 Briefs)
- ☐ IT improvement for NCO PME courses

Wounded Warrior:

- ☐ Increase WTU/WTB Site Visit/Town Hall Meetings
- ☐ Increase Awareness of Wounded Warrior Resources:
 - Army Reserve Family Programs / Survivor Outreach Services (SOS) / Army Warrior Adventure Quest / Employee Partnership Office

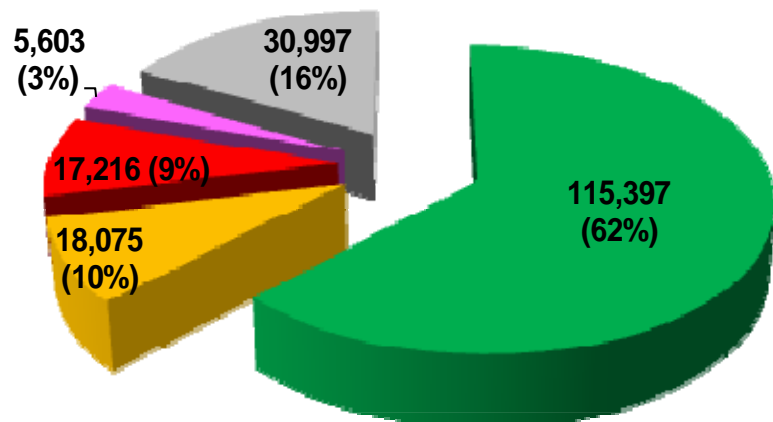


Army Leader Requirements Model



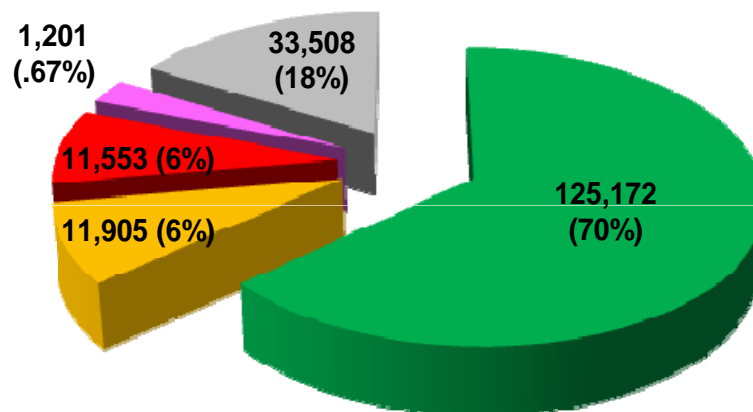
USAR Medical Readiness

As of 25 October 2010



- Cdr's Adjusted Strength: **187K**
(19K in training pipeline)
- End strength: 206K

As of 23 July 2012



- Cdr's Adjusted Strength: **177K**
(19K in training pipeline)
- End strength: 206K

- Medically Ready (MR 1 and 2)
- Temp profile/dental 3 (MR 3A)
- P3/P4 MND (MR 3B)
- Pregnant- 2.76% of assigned Females (MR 3B)
- No PHA or Dental (MR4)

Source: MEDPROS



- ☐ ACT is a leadership development tool that will:
 - ✓ Integrate training, education, and experiential learning into one personalized and easy to use interface (PME)
 - ✓ Present users with an intelligent search capability of multiple Army education and training resources
 - ✓ Provide users with a more efficient and effective way to monitor their career development (Broadening Assignments)
 - ✓ Allow leaders to track and advise users on their personalized leadership development

- ☐ Army Career Tracker link: <https://actnow.army.mil>

- ☐ AAR Comments e-mail CSM staff: CSM-AR_STAFF@usar.army.mil



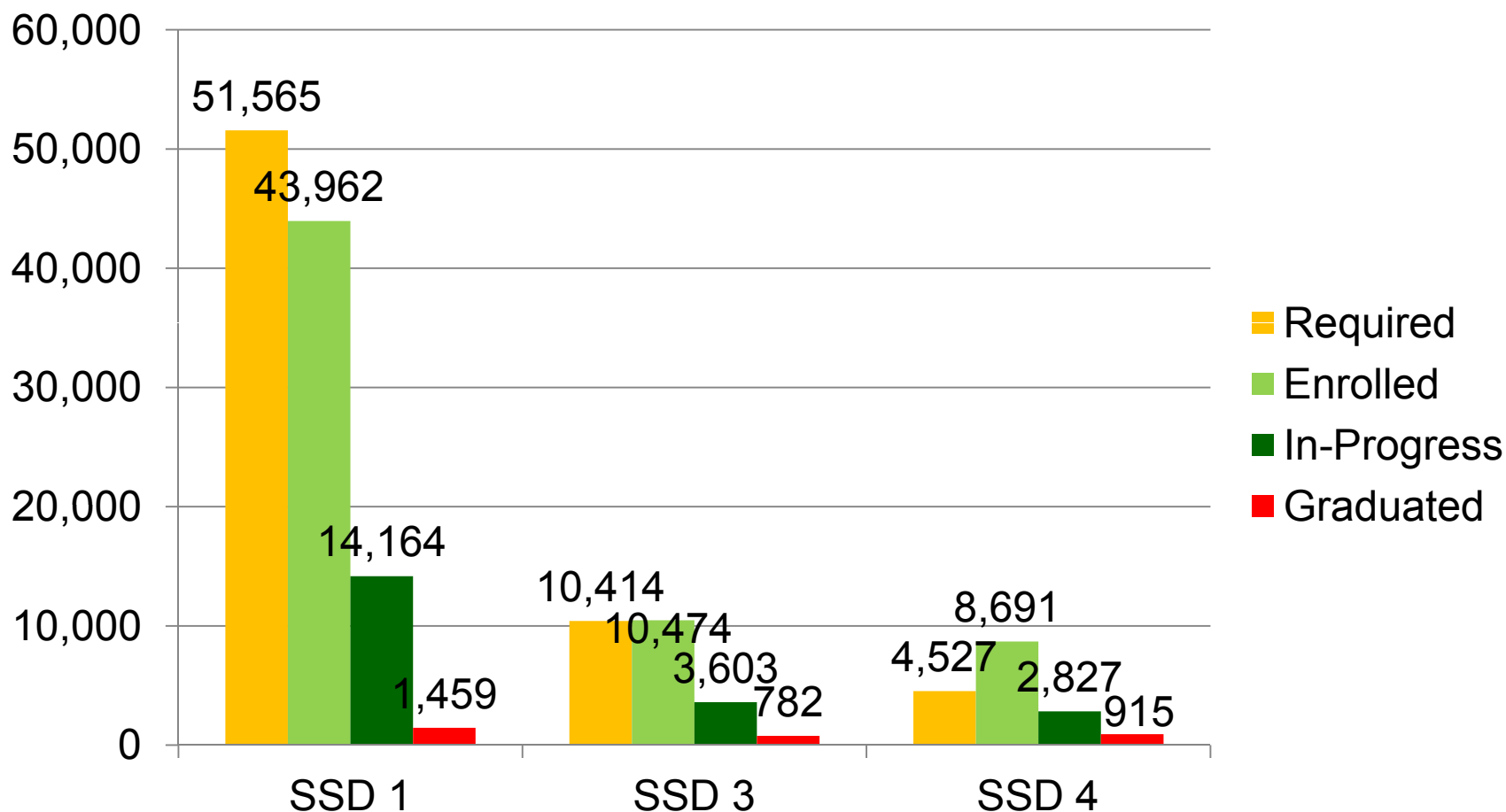
Professional Military Education

SSD-1	WLC	ALC-CC	ALC	SSD-3	SLC	SSD-4	SMC	SSD-5
On-Line	Resident	On-Line (Instructor Facilitated)	Resident *DL Phase(s)	On-Line	Resident *DL Phase(s)	On-Line	Resident , Sister Service, & Non- Resident	On-Line

- SSD courses will become **prerequisites for attendance** to the next level (resident) phase of education during FY13.
- **Enables revised promotion policy** in support of a leader development strategy that has the right balance across training, education, and experience.
- Provides a combination of both resident and non-resident training, **synchronized and sequential**.
- Electronic Based Distance Learning(EBDL)



Structured Self Development Participation Statistics



❑ *Full-time patriots who serve part time are a good investment for America*

- ✓ The Army Reserve takes advantage of skills Soldiers bring from their civilian professions and enhances these skills to ensure that Soldiers are successful as Citizen Warriors and as employees in the civilian workforce, contributing to a robust U.S. economy.



EMPLOYER PARTNERSHIP OF THE ARMED FORCES

The Army Reserve has more than 3,200 signed Employer Partners. Partners include corporations, small businesses, industry associations, state agencies, and law enforcement organizations.

<http://www.employerpartnership.org/>



❑ The Army Reserve cares for our Families

- ✓ Army Strong Community Center
- ✓ The Yellow Ribbon Program
- ✓ Strong Bonds Enrichment Program
- ✓ “Virtual Installation”
- ✓ Army Reserve Warrior and Family Assistance Center (AR-WFAC)
- ✓ Welcome Home Warrior Citizen Award Program (WHWCAP)
- ✓ Child and Youth Services (CYS)
- ✓ Reserve Enrichment Camps
- ✓ Operation Purple Camps (OPC)



<http://www.arfp.org/skins/ARFP/home.aspx>

Army Reserve Challenges

- ☐ **Provide Predictability To The Army While Supporting The Persistent Conflict**
 - ✓ Rebalance The Force To Support Operational Requirements
 - ✓ Maintain The Right Mix and Number Of Capabilities
- ☐ **Prepare for an Unpredictable Future**
 - ✓ Force Requirements
 - ✓ End-Strength beyond FY13
 - ✓ Defense Budget
- ☐ **Provide Predictability to Soldiers, Families and Employers**
 - ✓ Through ARFORGEN
 - ✓ Continuous Dialogue With Soldiers, Families, Employers and Communities



What really matters...



“Take Charge!”

Latest information: <http://www.usar.army.mil>

Comments e-mail: CSM-AR_STAFF@usar.army.mil

