

ARNG Recruit Sustainment Program (RSP)

What is it? The ARNG Recruit Sustainment Program (RSP) was designed for indoctrinating and preparing ARNG Soldiers for the successful completion of their Initial Active Duty Training (IADT). ARNG Soldiers are assigned to the RSP during the initial Military Entrance Processing Station (MEPS) processing and are on active, paid drilling status while awaiting their IADT ship date. They drill with their State's RSP until they depart for Basic Combat Training (BCT), and then join their actual unit of assignment when they are MOS qualified.

The Recruit Sustainment Program (RSP), established in fiscal year 2004, reduces training pipeline losses by introducing newly enlisted ARNG Soldiers to the military environment and improves Soldier adjustment to BCT and Advanced Individual Training (AIT).

The Recruit Sustainment Program incorporates instruction to ensure that each trainee is medically, administratively, and physically prepared to complete the rigors of BCT and AIT.

What has the ARNG done? Since instituting the RSP, the ARNG has experienced several consecutive years of sustained at-training loss improvement when compared to the Army and USAR. This past training year (TY), the NG had an at-training loss rate of 1.86%; significantly lower than the other two Army components. That percentage equates to a cost saving of more than \$50M in lost training seats. The overall ARNG Training Pipeline (TPL) loss rate has also been reduced since the implementation of the RSP and ended TY11 at 24.1%, well below the goal of 28% **established by the RSP**. The ARNG also experienced a significant increase in the Quality Control (QC) marks moving the QC rate from 78.58% in TY07 to 92.5% in TY11. Ship rate has improved from 76.1% to 91.87%, and At-Risk for drill attendance improved from 9.87% to 1.60% during this same time period. All of these improvements are key metric indicators demonstrating the success of the RSP.

What continued efforts does the ARNG have planned for the future? The ARNG will continue to refine the Recruit Sustainment Program to enhance the training and preparation of pre-BCT Soldiers. In the long-term, RSP will continue to reduce training pipeline losses significantly, maintain these lower loss rates, and continue to result in more qualified and deployable MOSQ Soldiers returning to the units. In October 2008, the ARNG provided full-time manning and an official Table of Distribution and Allowances (TDA) for the RSP. The RSP has helped the ARNG exceed end strength goals through fielding of numerous training initiatives to include Soldier Readiness Training Modules, the RSP Leader Guide, Direct Ship (DS) procedure, and the Accession Process Re-design (DS portion) training, which is currently being provided to the 54 States and Territories.

Why is this important to the Army? The ARNG is currently meeting end-strength objectives and will continue to focus Recruiting and Retention efforts to grow the force, while improving quality and maintaining the existing operational force.