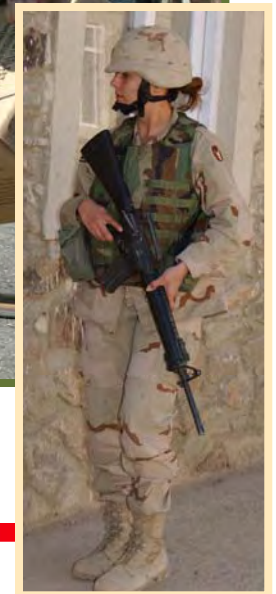
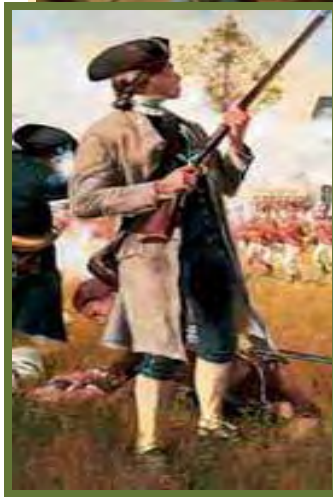
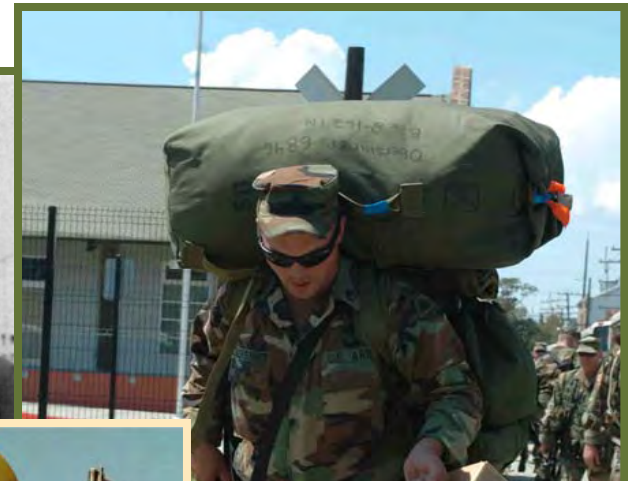
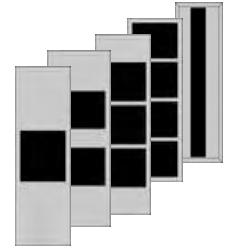


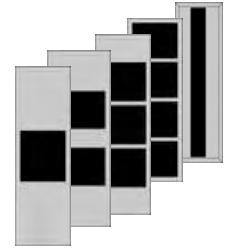


ARMY NATIONAL GUARD of the UNITED STATES



10/9/2007

For 370 Years - The Country's Most Enduring Institution

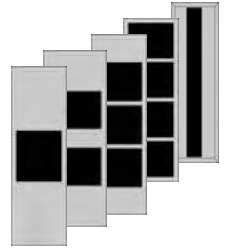


UNITED STATES ARMY WARRANT OFFICER ASSOCIATION

Assistant Vice-President
Army National Guard Affairs
CW5 Rhea Pruett



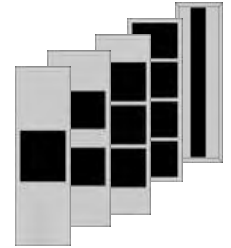
Army National Guard 2007 Highlights



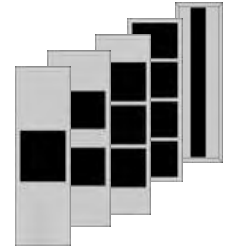
- **Warrant Officer Senior Advisory Council (WOSAC)**
- **National Guard Association of the United States**
- **Warrant Officer Professional Development**
- **Warrant Officer Candidate School – RC**
- **Warrant Officer Strength Challenges**



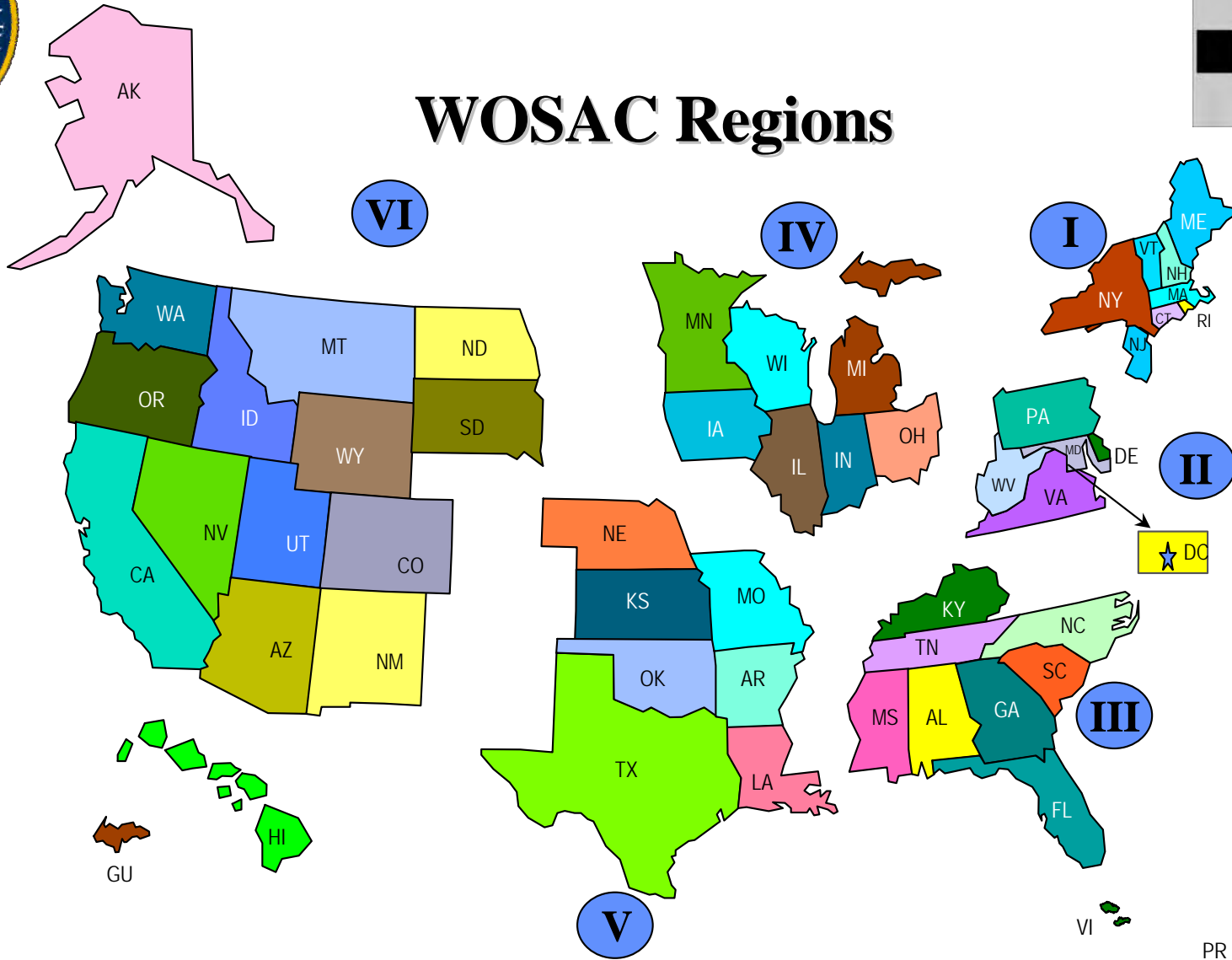
Army National Guard Warrant Officer Senior Advisory Council



- **MEMBERSHIP:** The WOSAC consists of the Command Chiefs Warrant Officer (CCWO) for each of the 54 States, territories, the District of Columbia and the CCWO, ARNG Directorate (NGB).
- **WOSAC Executive Council (WOSAC-EC)** shall be established and its primary function will be to conduct the official business of the WOSAC. The Executive Council will be comprised of a Chair, Vice Chair, six Regional Chairs and the CCWO, NGB ARNG Directorate.
- **PURPOSE:** The WOSAC is to provide advice and assistance through National and Regional committees through the CCWO, ARNG, to the Director, ARNG Directorate, on matters affecting policy, plans, programs, resources, training, readiness and professional development of ARNG Warrant Officers.

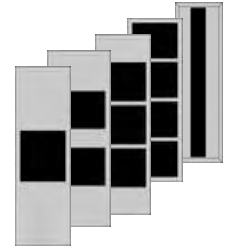


WOSAC Regions





WOSAC-EC



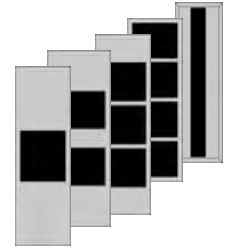
WO Senior Advisory Council Executive Committee

CW5 Sal Green, CCWO-FLARNG, Chairman
CW5 Richard Ernest, CCWO-NCARNG, Vice-Chair
CW5 Linda Blincoe, CCWO-COARNG, Secretary
CW5 Randy Neidt, CCWO-NJARNG, Asst Secretary
CW5 Thomas O'Sullivan, NGB ARNG CCWO

CW5 Richard Plante, CCWO-NHARNG, Region I
CW5 John Schreier , CCWO-PAARNG, Region II
CW5 Ricky Goodrich, CCWO-TNARNG, Region III
CW5 Rhea Pruet, CCWO-MIARNG, Region IV
CW5 Paul Merchant, CCWO-OKARNG, Region V
CW5 Brian Petersen, CCWO-CAARNG, Region VI



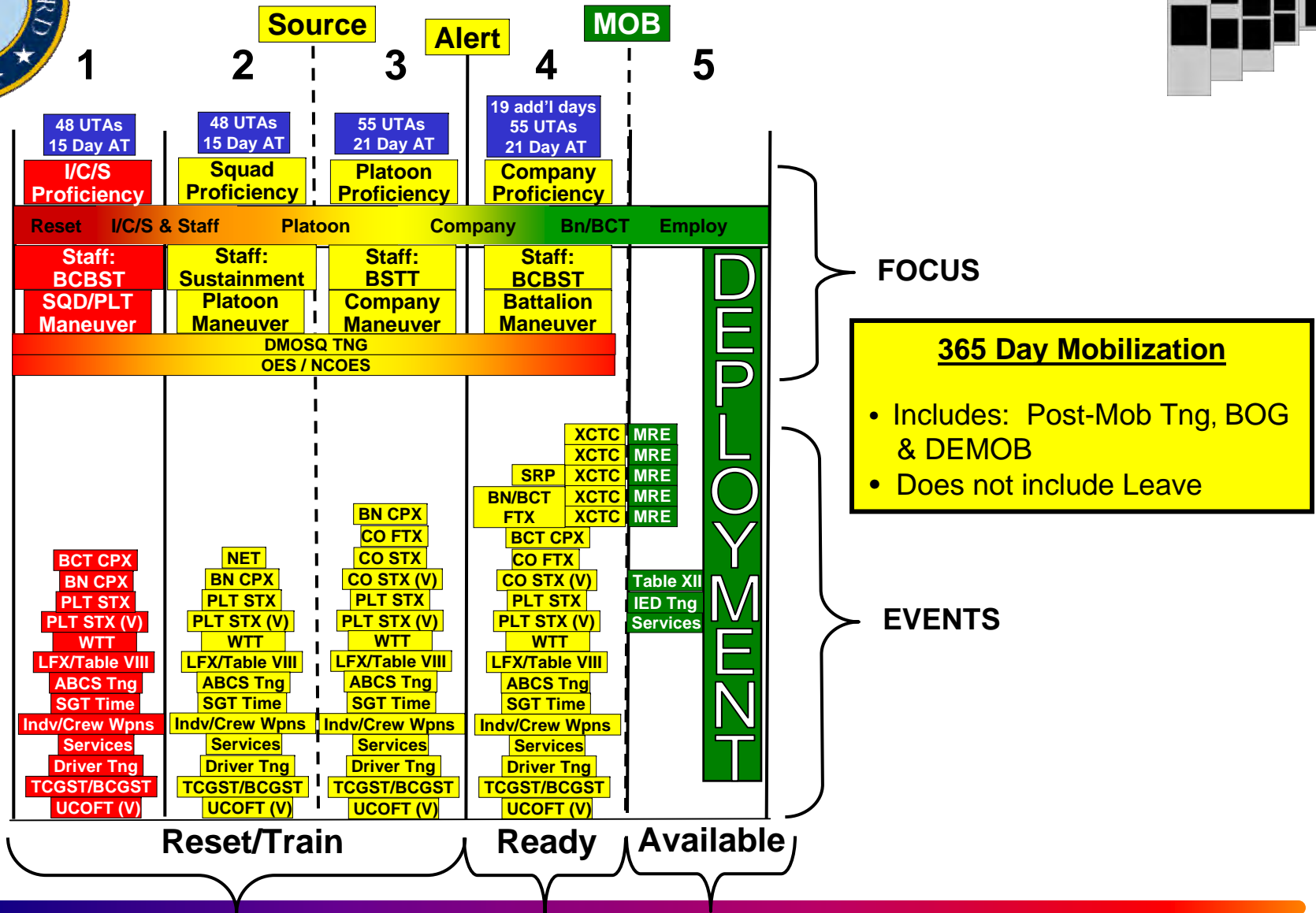
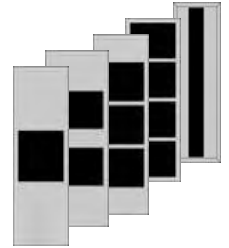
WOSAC ARFORGEN BRIEFING NATIONAL GUARD BUREAU 31 JANUARY 2007



- Formal briefing reviewing the Army Force Generation (ARFORGEN) model and it's impact on the Army National Guard
- Provides a predictive methodology and a mechanism for global synchronization of Army funding programs.
- It harmonizes actual force requirements with projected force structure and the POM processes, which is also a first within the Army.
- Provides prognostic analysis on force generation to previously intuitive or stove-piped assessments.

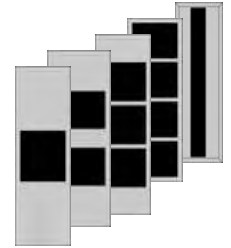


Force Generation Training Model





WOSAC Annual Conference 25 Feb – 1 Mar 2007

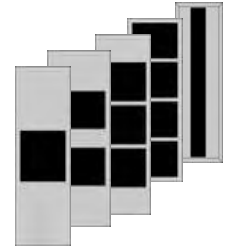


A variety of briefings were provided:

- ATAG CA ANG – Brig Gen Knight
- TRADOC Brief – CW5 Van Winkle
- Fort Rucker WOCC Update – CW5 McAllister, ARNG
Dpty Commandant: WOCS, WOSC, & WOSSC
- RTI-WOCS RC Update – Mr. Beam, SME
- Fort Gordon, SC WO Training – CW5 Hirsch,
- Fort Jackson, AG WO Training – CW5 Sims
- Fort Bragg, SF WO Training – CW5 Best
- Fort Lee, QM WO Training – CW5 Dickson
- CID Command – CW5 Herron



WOSAC Annual Conference 25 Feb – 1 Mar 2007



More briefings were provided:

- TAG CA ARNG – MG Wade
- Acting NGB ARNG CCWO – CW5 Green
- NGB WO Recruiting Initiatives – CW2 Johnson
- NGB WO Schools Update – CW3 Grant
- NGB Bonus programs for WO appointments
- NGR 600-101 WO Mgmt, Policy Updates – CW4 Pablo
- NGAUS Updates – CW5 (Ret) Larry Massey
- Acting WOSAC Chair – CW5 Ernest
- WOSAC Position Papers



WOSAC ISSUE SUMMARY

2003-05

**Support ARNG WO Eligibility for Promotion
Regardless of Grade MTOE/TDA Position Coding.**

Submission Date: 27 March 2003

**OPEN, will continue to support pending
integration of NGR into AR.**

Committee Chair – CW4 Frank Pablo

1 March 2007

WOSAC ISSUE SUMMARY

2004-01

Alternative Accessioning for Warrant Officer Appointment

Submission Date: 27 March 2003

OPEN, being worked at multiple levels by ARNG-CCWO.

Committee Chair – CW5 Roger Perry

2004-03

Re-opened Need for a Full Time WO-SME on Officer Strength Teams

Submission Date: 18 March 2004

Open, NGB funded 39 positions in selected States, but fielding is still needed in remaining States.

Committee Chair – CW5 George Wilkins

1 March 2007

WOSAC ISSUE SUMMARY

2005-01

**Eligibility of AGR and Full Time Technicians for
WO Accession Bonus**

Submission Date: 17 March 2005

Open, this could possibly require legislative change

Committee Chair – CW5 Linda Blincoe

2005-02

Authorization of CW5 MOS 255Z to JFHQ TDA

Submission Date: 17 March 2005

**July 2007 proposals drafted for update to DA Pam 600-3 and
DA Pam 611-21. Submitted to NGB-J6 and Fort Gordon.**

Committee Chair – CW5 Rhea Pruett

1 September 2007

WOSAC ISSUE SUMMARY

2005-03

Retention Bonuses for Critically Short WO MOS

Submission Date: 17 March 2005

Open, currently being worked at the NGB level by committee

Committee Chair – CW5 Linda Blincoe

2006-01

Appointment of E7 to CW2 at WOBC Graduation

Submission Date: 15 February 2006

Approved – NGB policy provided August 2007.

Committee Chair – CW5 Julia Mossman

1 September 2007

WOSAC ISSUE SUMMARY

2007-01

Basic Officer Leader Course II (BOLC II)

Submission Date: 1 March 2007

Open, currently being worked at the NGB level by committee

Committee Chair – CW5 Eddie Whitt

2007-02

Combat Service Support Automation Management Office (CSSAMO) Staffing

Submission Date: 1 March 2007

Open, currently being worked at the NGB level by committee

Committee Chair – CW5 Floyd Bard

1 March 2007

WOSAC ISSUE SUMMARY

2007-03

Orientation/Training for New CCWOs

Submission Date: 1 March 2007

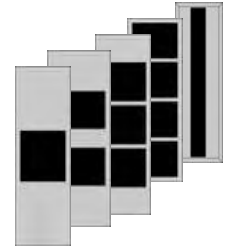
**Open, currently being worked at the WOSAC level by committee.
Draft recommendations drafted 10 September 2007.**

Committee Chair – CW5 Brian Peterson

No Further Issues as of 1 September 2007



National Guard Association of the United States



San Juan, Puerto Rico – 25-27 August 2007

Numerous National Speakers:

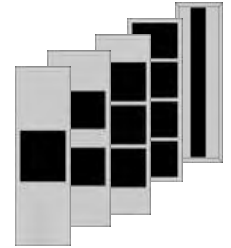
- Senator John McCain, Arizona
- Commander NORTHCOM, GEN Gene Renuart
- Commander FORSCOM, GEN Charles Campbell
- Commander First Army, LTG Russel Honore
- Chief, National Guard Bureau, LTG H Steven Blum
- Director, Army National Guard, LTG Clyde Vaughn
- Commandant, WOCC, COL Mark Jones
- And many other notable speakers...

Warrant Officer Caucus

- Warrant Officer Representative to the NGAUS Board, CW5 (Ret) Larry Massey
- Guest Speaker, Acting CCWO ARNG, CW5 Sal Green
- WOSAC Update, Acting Asst WOSAC Chair, CW5 Pruett



ARNG Warrant Officer Professional Development - National Level -

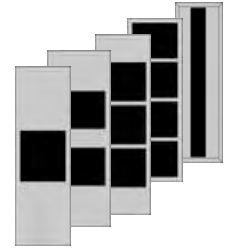


- NGB WO Senior Leaders Seminar, 11-12 Sep 2007
 - Agenda included...
 - LTG Blum – Director, National Guard Bureau
 - LTG Vaughn – Director, Army National Guard
 - MG Nuttal – Deputy Director, Army National Guard
 - Maj Gen Scherling – Director, Joint Staff, NGB
 - ARFORGEN (projecting mobilization timelines)
 - Changing from a strategic reserve to an operational force
 - Transformation (major force structure changes)
 - The mobilization process and training changes
 - ARNG Equipping Status
 - ARNG Domestic Operations – Civil support missions
 - Aviation Transformation – Aircraft modernization
 - Personnel Transformation (DIMHRS, PSDR)
 - Warrant Officer military schools



ARNG Warrant Officer Professional Development

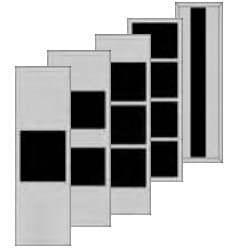
- Local Level -



- Numerous states conducted a WOPD day that focuses on personal and professional development.
- Common Topics:
 - Preparation of Officer Evaluation Report (OER)
 - Required military education for promotion
 - Review of military personnel files (PERMS)
 - Leadership development and training
 - Warrant Officer strength management issues
 - ARFORGEN and mobilization readiness



Warrant Officer Candidate School



***Warrant Officer Career Center @ Fort Rucker, Alabama**

*6 week 4 days for E1-E5 who have not completed WLC/PLDC

*4 week 4 day for E5 and above who have completed WLC/PLDC

Phase I- 90 hours DL completed at Home Station

Phase II- 4 week 4 day at Ft. Rucker

***ARNG RTI Conducted Training**

*RTI WOCS-RC for E5 and above who have completed WLC/PLDC

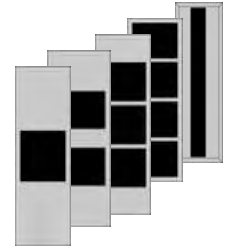
Phase I- 90 hours DL completed at Home Station

Phase II- IDT (5-- MUTA 5s at State RTI)

Phase III- 2 week Annual Training at consolidated locations



Warrant Officer Candidate School Reserve Component (RC)

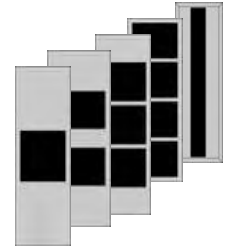


- The 2006 WOCS-RC test program has been an outstanding success and continued in TY-07.**
- Phase 1 was from October – December 2006**
- Phase 2 held at multiple ARNG RTI sites starting in January 2007 for five (5) IDT weekends**
- Phase 3 held at Camp Atterbury, IN and Fort McClellan, AL with over 200 graduates**



Challenges

All Units



*Average WO Assigned Strength Nationally = **67%**

***70%** of WO are eligible to Retire today

Critical Shortage:

140A- C2 AD

180A- SF

250 Series- SC

350 Series- MI

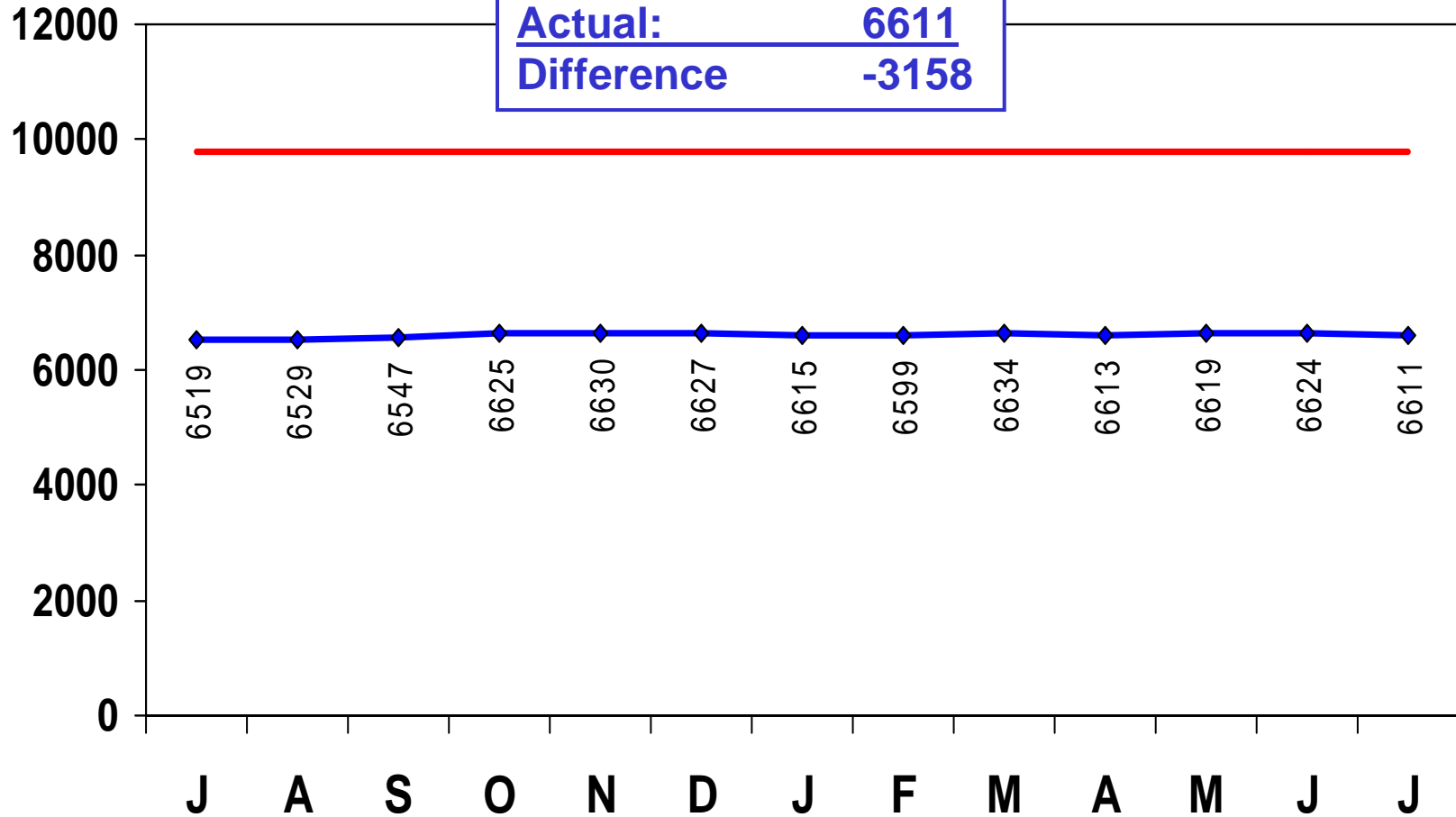
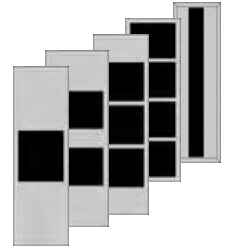
915 Series- OD

880 Series- TC

920 Series- QM



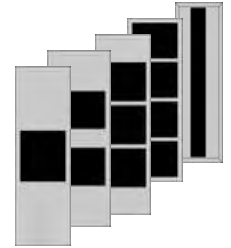
31 July 2007



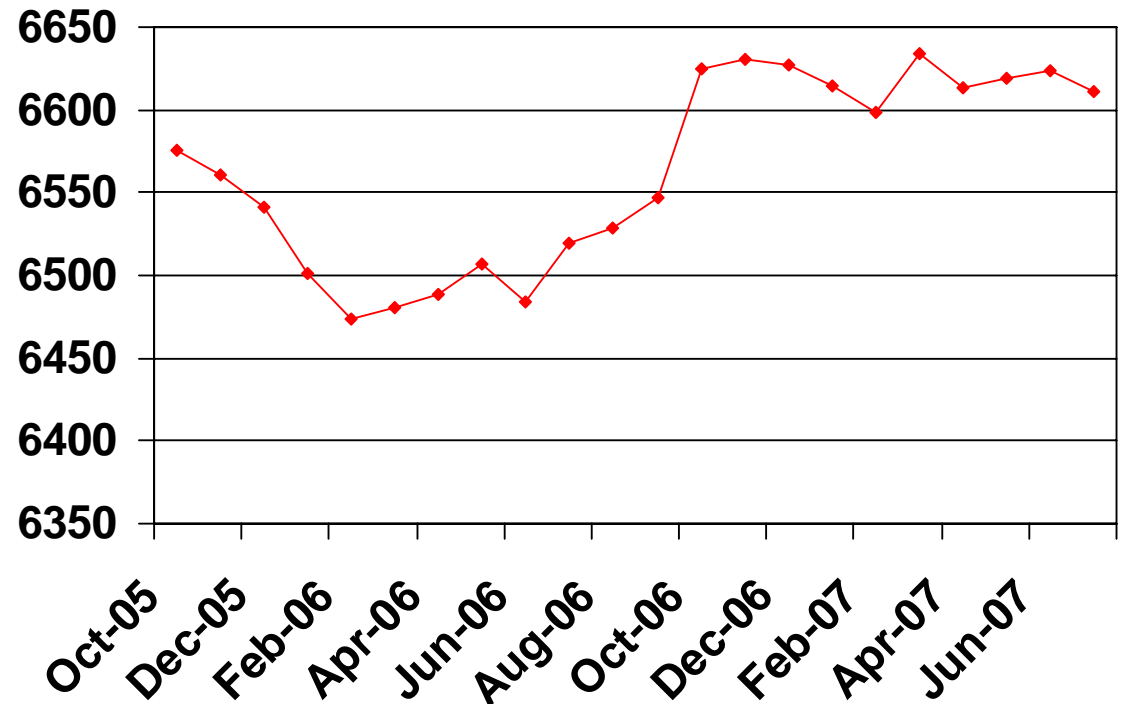
67.6% of Authorized Strength



Warrant Officer Strength ARNG



- **NGB Goal: 100.00%**
- **FY-2007: 100.46%**
- **FY-2006: 101.30%**
- Current: 6611
- Authorized: 9769
- Objective: 6624
- Duty MOSQ: 4997
- Gains YTD: 606
- Losses YTD: 564
- **13 Below YTD Objective**
- 09W (WOC): 328

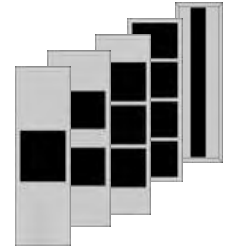


-0.8% Change Since FY 2006

Impacts Readiness and State RRF Resources



Total WO Strength by Age Group ARNG



Data as of 31 July 2007

GRADE	20-30	31-40	41-50	51+	TOTAL
W1	378	471	214	27	1090
W2	241	820	777	203	2041
W3	9	430	756	259	1455
W4	0	138	762	672	1572
W5	0	4	88	341	433
	628	1863	2597	1502	6591

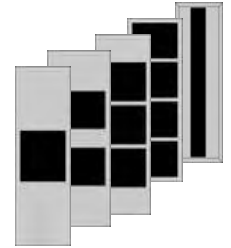
4099/62%

↖ Retirement Eligible

4099 Potential / Future Total Warrant Officer Losses



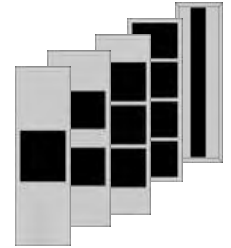
Initiatives



- *Increase Emphasis at all levels of Command
WO Assigned Strength- ASM will add to State Strength VTCs
and Director's Updates as **"Indicator"**
- *Additional WO Recruiters for States being Staffed
- *Bonuses – Accession and Retention
- *Resources – Advertising, ADSW State Level
- *Alternative Accession
- *Streamline Pre-Determination Process
- *Proponents reviewing criteria for Pre-Determination



Initiatives (cont)



- *Reinforce the position and role of the CCWO at the state level - ARNG Director's Memo sent to all TAGs
- *G-RAP for WO: NGB-ASM Approved Memo, 10 Aug 07
- *BOLC II Relief – Assess military education and experience, especially those deployed in support of OIF and OEF
- *W5 AGR Funding - Being staffed, recommended 30% of authorized W5s
- *E7 to CW2 appointment policy, WOBC qualified - Approved
- *CW2 to CW3 TIG reduced by one year – Approved. May enroll in WOAC with 2 years TIG.

QUESTIONS?

