



ARMY NATIONAL GUARD of the UNITED STATES



For more than 372 Years - The Country's Most Enduring Institution



Warrant Officer Update USAWOA Annual Meeting



CW5 Rhea R. Pruett
Acting Chair, WOSAC
MI ARNG Command Chief Warrant Officer
November 2009



AGENDA



- Challenges
- Data
- Initiatives
- Questions



Warrant Officer Candidate School



*6 week 4 days- E1-E5 who have not completed WLC/PLDC-Ft. Rucker, AL

*4 week 4 day- E5 and above who have completed WLC/PLDC-Ft. Rucker, AL

Phase I- 90 hours DL completed at Home Station

Phase II- 4 week 4 day at Ft. Rucker

*RTI WOCS- 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



Challenges



*Average WO Assigned Strength Nationally = **77.5%**

***56%** of WO are **eligible** to **Retire today**

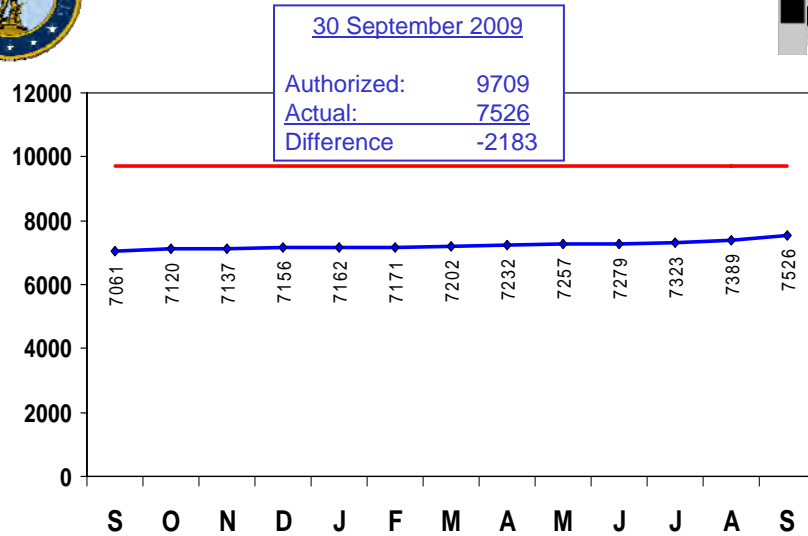
Critical Shortages exist throughout our state force structures in a variety of MOSs including: 131A, 140A, 150U, 152F, 180A, 210A, 250, 270A, 311A, 35, 882A, 91 & 92



5



Warrant Officer Strength - ARNG



77.5% of Authorized Strength

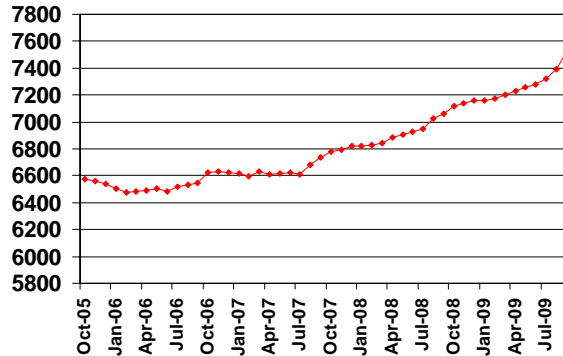


Warrant Officer Strength ARNG



- NGB Goal: 100.00%
- FY-2009: 104.31%
- FY-2008: 102.84%

Current: 7526
 Authorized: 9709
 Objective: 7252
 Duty MOSQ: 6721
 Gains YTD: 1023
 Losses YTD: 591



274 Above YTD Objective
 09W (WOC): 351

1.4% Change Since FY 2008
 Impacts Readiness and State RRF Resources



Warrant Officer Strength Breakdown ARNG



FY-2009 End Strength Objective: 7252
 YTD Objective 7252

- NGB Goal: 100.00%
- FY-2009: 104.31%

274 Above YTD Objective

	Aviation	Technical
•FY-2008: 102.84%		
Current:	3288	4238
Authorized:	3563	6146
Duty MOSQ:	3033	3688
Gains YTD:	1023	627
Losses YTD:	297	294

09W (WOC): 351

1.4% Change Since FY 2008
 Impacts Readiness and State RRF Resources



Total WO Strength by Age Group ARNG



Data as of 30 September 2009

GRADE	20-30	31-40	41-50	51+	TOTAL
W1	578	694	289	38	1599
W2	366	1067	854	197	2484
W3	14	440	836	282	1572
W4	0	100	833	534	1467
W5	0	0	108	296	404
	958	2301	2920	1347	7526

4267/56%

Retirement Eligible

4267 Potential / Future Total Warrant Officer Losses



Aviation WO Strength by Age Group ARNG



Data as of 30 September 2009

GRADE	20-30	31-40	41-50	51+	TOTAL
W1	416	197	3	0	616
W2	319	477	130	29	955
W3	14	317	243	41	615
W4	0	89	599	192	880
W5	0	0	86	136	222
	749	1080	1061	398	3288

1459/44%

Retirement Eligible

1459 Potential / Future Aviation Warrant Officer Losses



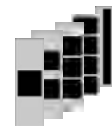
Critical Shortage WOMOSs ARNG



MOS Desc	MOS	TotAsg	TotAuth	Percentage	Enlisted Feeder MOS
AH-64A Attack Pilot	152F	166	230	72%	None
Air Traffic/Space M	150A	12	34	35%	None
Air/Missile Def Syst	140E	3	6	50%	4E, J, R, S, T; 25P, S or U, 27E, M, T, X, 35E, F, M, F
Airdrop Systems Tec	921A	4	25	16%	92R
All Source Intellig	350F	45	132	34%	None
Allied Trades WO	914A	45	104	43%	44B and E
Ammunition Technici	890A	24	80	30%	89B, 89D
Armament Sys Maint	913A	74	129	57%	45B, 45G, and 45K
C&C Systems Integra	140A	29	98	30%	14E, J, R, S; 25B, F; 31F, U, 33W or 74B
CID Special Agent	311A	26	93	28%	31D
Counterintelligence	351L	37	64	58%	None
Electronic Sys Main	948B	107	147	73%	None
Eng Equip Maint WO	919A	153	231	66%	52D and X; 62B, 63B
FA Target Tech	131A	119	264	45%	13B, C, D, E, F, M, P, R, S, W
Food Service Tech	922A	80	199	40%	92G, 91M
Health Svcs Mainten	670A	1	8	13%	91A
Human Intelligence	351M	35	135	26%	None
IEW Systems Maint T	353T	3	38	8%	None
Imagery Intelligenc	350G	3	7	43%	None
Legal Administrator	270A	21	37	57%	27D
Mobility Officer	882A	47	122	39%	ALL MOS's
Network Management	250N	129	197	65%	All MOSs
Petroleum Tech	923A	1	21	5%	92F, 92L, and 92W
Signal Systems Supp	254A	60	132	45%	All MOSs
Special Forces WO	180A	72	156	46%	All CMF 18 MOS
Supply Systems Tech	920B	251	369	68%	92A
Traffic Analysis Te	352N	6	21	29%	None



Successful WOMOSs ARNG



MOS Desc	MOS	TotAsg	TotAuth	Percentage	Enlisted Feeder MOS
ADA Immaterial	140X	3	3	100%	None
Bandmaster	420C	46	51	90%	All CMF 02 MOS's (ALL CMF 42R and 42S)
Branch/MOS Immateri	011A	176	114	154%	None
C-12 Pilot	155E	238	243	98%	None
CH-47D Pilot	154C	299	317	94%	None
Fixed Wing Aviator	155A	153	140	109%	None
Human Resources Tec	420A	700	744	94%	42A/42F
Marine Engineering	881A	2	2	100%	88L and Z, 21P, w/ASI S2
OH-58A/C Scout Pilo	152B	304	299	102%	None
Senior Signal Syste	255Z	2	2	100%	None
Sr Auto Maint Offic	915E	436	465	94%	None
Sr Electronic Maint	948E	9	6	150%	None
UH-1 Pilot	153B	67	68	99%	None
UH-60 Pilot	153D	1455	1489	98%	None
Unqualified	001A	52	4	1300%	None
Health Svcs Mainten	670A	1	8	13%	91A
Human Intelligence	351M	35	135	26%	None
IEW Systems Maint T	353T	3	38	8%	None
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Supply Systems Tech	920B	251	369	68%	92A
Traffic Analysis Te	352N	6	21	29%	None
TJAV Ops Tech	150U	21	51	41%	None
UH-72A Pilot	153L	18	29	62%	None
Utilities Ops/Maint	210A	78	211	37%	21K, H, P, R, T, W; 52C and D
Voice Intercept Tec	352P	16	23	70%	None



Initiatives



*Resources – Advertising, ADOS State Level

*WO Branch - **Stood up as of 1 Mar 09 in ARNG Policy Division**

*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

*W5 AGR Funding - Distributed in FY08 Full-time Manning
Voucher



Initiatives (cont)



*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.

*National Symposiums to be held in FY10, as follow on to
National Marketing Campaign launched by Guard Strength
Command July 2009



QUESTIONS?

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17



Warrant Officer Senior Advisory Council Update

**CW5 Rhea R. Pruett
CCWO, Michigan ARNG
Acting WOSAC Chair**

November 2009

1/20/2010

18



FM 7-0 ARMY Training Management 12 Dec 08



- Warrant officers must be technically and tactically focused and able to perform the primary duties of technical leader, advisor, and commander. Through progressive levels of expertise in assignments, training and education; warrant officers perform these duties during all operations and at all levels of command. While their primary duties are those of a technical and tactical leader; warrant officers also provide leader development guidance, assistance, and supervision. Warrant officers provide leader development, mentorship and counsel to other warrant officers, officers, NCOs and Army civilians. Warrant officers lead and train functional sections, teams, or crews. Finally, they serve as critical advisors to commanders in conducting organizational training.
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State CCWO



- Serves on The Adjutant General's personal staff of the Joint Force Headquarters.
- The Command Chief Warrant Officer will, by description, be the subject matter expert regarding Warrant Officer topics, but additionally brings extensive experience and decision making ability to the table in support of Joint Force Headquarters operational initiatives.



State CCWO



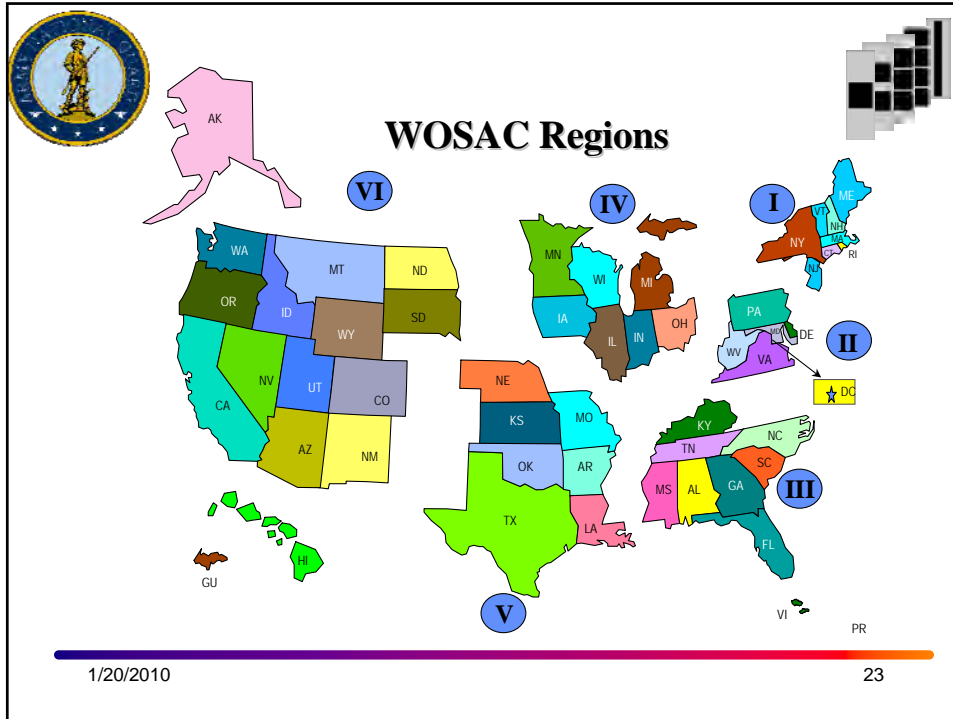
- Develops comprehensive JFHQ plans to support goals and objectives established by the Department of Defense, Army, and National Guard Bureau.
- Provides input and recommendations to the Chief of the Joint Staff, and the Adjutant General in the operations and activities applicable to all functional areas of the National Guard.
- The CCWO will establish and maintain executive working relationships with the NGB Command Chief Warrant Officer (CCWO), representatives from the Air National Guard, USAR, Navy, Coast Guard and Marine elements within the State.



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-EC

WO Senior Advisory Council Executive Committee

CW5 Richard Ernest, CCWO-NCARNG, Chairman
and NGB ARNG, Acting CCWO

CW5 Rhea Pruett, CCWO-MIARNG, Vice-Chair

CW5 Linda Blincoe, CCWO-COARNG, Secretary

CW5 Rick Plante, CCWO-NHARNG, Region I

CW5 Eddie Whitt, CCWO-VAARNG, Region II

CW5 Sal Green, CCWO-FLARNG, Region III

CW5 Frank Vaughn, CCWO-INARNG, Region IV

CW5 Paul Merchant, CCWO-OKARNG, Region V

CW5 Brian Peterson, CCWO-CAARNG, Region VI

1/20/201024



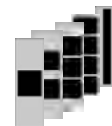
Initiatives



- *Increase Emphasis at all levels of Command
WO Assigned Strength- ASM will add to State Strength VTCs and Director's Updates as "**Indicator**" *Now in update*
- *Additional WO Recruiters for States- **Funded**
- *Bonuses – Accession and Retention- **Funded**
- *Resources – Advertising, ADOS State Level
- *Alternative Accession
- *Streamline Pre-Determination Process
- *Proponents reviewing criteria for Pre-Determination
- *ARNG WO Branch - **Stood up as of 1 Mar 09 in Policy Division**



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 – Pending elimination. Identify training that will be taught in BOLC A (WOCS) and BOLC B (WOBC).
- *W5 AGR Funding - Distributed in FY08 Full-time Manning Voucher
- *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.
- *CSRB – **Suspended 1 March 2009**



WOSAC ISSUE SUMMARY



2003-05

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

OPEN, will be closed once regulation is published making this permanent.

Committee Chair – CW5 Frank Pablo, GU

2004-01

Alternative Accessioning for Warrant Officer
Appointment

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

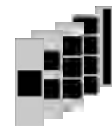
Committee Chair – CW5 Roger Perry, DE

1/20/2010

27



WOSAC ISSUE SUMMARY



2004-03

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

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

Committee Chair – CW5 Mark Marini, CT

2005-02

Authorization of CW5 MOS 255Z to JFHQ TDA

Open, to be closed once updated JFHQ TDA is published listing this as a required position.

Committee Chair – CW5 Rhea Pruett, MI

1/20/2010

28



WOSAC ISSUE SUMMARY



2007-01

Basic Officer Leader Course II (BOLC II)

Open, currently being worked at DA level, should be a closed issue once final class conducted

Committee Chair – CW5 Sal Green, FL

2008-03-01

Joint Federal Travel Regulation change to eliminate PCS for ARNG Soldiers

Open, currently being worked in subcommittee

Committee Chair – CW5 Eddie Whitt, VA

1/20/2010

29



“The Way Ahead” Purpose/Outcome



Purpose – Establish road map to the future for WOSAC and ARNG WO Corps

Outcome –

1. The ARNG Warrant Officer Senior Leadership will become integral members of multi-component teams developing Warrant Officer Policy, Education and Force Structure Requirements. Will strive to establish a semi-annual Warrant Officer Summit, which will ensure a relevant transformation of the WO Corps, leveraging the best of each component. Changes in Warrant Officer Policy, Education or Force Structure should require a consensus recommendation by all three components.

1/20/2010

30



“The Way Ahead” Purpose/Outcome



Outcome (cont)–

2. The ARNG CCWO will pursue all opportunities to increase CW5 authorizations with some emphasis on establishing an additional MOS immaterial coded position in each state. ARNG CCWO will work with force structure and voucher initiatives to capitalize on changes to increase over all Warrant Officer AGR authorizations.

3. As OPTEMPO increases NGB should pursue the acquisition of additional seats in Warrant Officer Military Education Schools. It is essential for the ARNG to be an integral part of course development strategies with the Active Component focusing on course lengths that are customer friendly to the Reserve Component while maintaining course integrity.

1/20/2010

31



QUESTIONS?

32

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