

## **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 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 Warrior 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 to the current TY-10 rate of 5%, the lowest at-training loss rate of the three Army Components. The ARNG Training Pipeline (TPL) loss rate has been reduced since the implementation of the RSP and ended TY-10 at 25.5%, 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 TY-07 to 93.1% in TY-10. Ship rate has improved from 76.1% to 90.87%, and drill attendance improved from 90.13% to 97.48% 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 reduce training pipeline losses significantly and will result in more qualified and deployable MOSQ Soldiers returning to the units. In October 2008, the ARNG provided full-time manning and a 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) SOP 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 in support of maintaining the existing operational force.