

## Evaluate a Unit Retention Environment: Practical Exercise



# ARMY NATIONAL GUARD

## Unit Retention NCO Course

NATIONAL GUARD PROFESSIONAL EDUCATION CENTER

Strength Maintenance Training Battalion

CAMP JOSEPH T. ROBINSON

P.O. Box 797

North Little Rock, AR 72115-0797

**Directions:** Select the best answer to each question.

1. Who is responsible for appointing a sponsor for a new unit member?
  - a. Commanders
  - b. First Line Leaders
  - c. First Sergeants, designated representative
  - d. Commanders, First Sergeants, First Line Supervisors, and Unit Career Counselors
  
2. Who is responsible for conducting annual interviews designed to discuss the Soldier's career progression, job performance, educational opportunities and extension eligibility?
  - a. Unit Retention NCO
  - b. RRNCO
  - c. FLL
  - d. 1SG
  
3. To find an annualized metric (which extrapolates metrics over the course of a year) which view would you use in DPRO?
  - a. High Payoff Target View
  - b. Month-To-Date View
  - c. Retention/Unit View
  - d. Street Journal View
  
4. Why does the ARNG use the sponsorship program?
  - a. To establish trust with the sponsor from the new unit
  - b. To ensure that the Soldier's family likes the unit
  - c. To positively affect attrition and retention
  - d. To prevent AWOL Soldiers
  
5. Who is responsible for interviewing a Soldier 270 days from ETS?
  - a. Unit Retention NCO
  - b. RRNCO
  - c. FLL
  - d. 1SG

6. The direct responsibility for a Soldier's integration in a timely manner belongs to the \_\_\_\_\_.
- R&R NCO
  - First Sergeant
  - First Line Leader
  - Unit Career Counselor
7. SSG Gonzales is newly appointed on "additional duty" orders as a Unit Career Counselor. She wants to know what her specific role in the sponsorship program is. What should she be told?
- Ensure that the Unit Sponsorship Program gets executed and developed to assimilate incoming or new Soldiers into the unit.
  - Advise the First Sergeant on Rep 63 status of new enlistees.
  - Assist the First Sergeant with implementation and monitoring the sponsorship program.
  - Assist leaders at all levels to establish and maintain required references and files.
8. The Unit Career Counselor plays a critical role by assisting the Commander, the First Sergeant, FTS, FLLs, and the RRNCO in \_\_\_\_\_?
- Creating the Stay Guard-Citizen Soldier Survey
  - Implementing the Unit Strength Maintenance Plan
  - Overseeing the ESGR Ombudsman Program
  - Developing the SM awards/recognition program
9. SSG Smith's has gone through her unit retention binder, pulling cards and preparing to conduct retention interviews. Which of the following will NOT be part of her discussion with the Soldier?
- Civilian employer support
  - Retention eligibility
  - Possible incentives
  - Possibility of extension
10. Who should participate in discussion when conducting an After Action Review (AAR)?
- First Line Leaders
  - Subject matter Experts
  - Highest ranking individual present
  - All participants of the event