



## NATIONAL GUARD BUREAU

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ARLINGTON VA 22204-1373

ARNG-HRR (601-210)

18 December 2020

MEMORANDUM FOR Army National Guard (ARNG) Recruiting and Retention Force (RRF)

SUBJECT: SMOM 21-016, Processing CAT IV-A and Foreign Language Recruiting Initiative (FLRI) Enlistment Option

### 1. References.

a. Memorandum, ARNG-HRR, 3 October 2019, subject: SMOM 20-002 Enlistment Eligibility and Processing of CAT IV-A and Foreign Language Recruiting Initiative Program (FLRI) Applicants.

b. AR 601-210, Regular Army and Reserve Components Enlistment Program, 31 August 2016.

c. Memorandum, ARNG-HRH, 1, April 2020, subject: PPOM: 20-012, FY 20/21 Army National Guard (ARNG) Accession Options Criteria (AOC).

2. Eligibility. SMOM 20-002 is hereby rescinded. CAT IV-A percentage levels for Recruiting and Retention Battallions (RRBs) will be set within REQUEST by the Recruiting Operations Branch (ROB). A complete list of percentages by RRBs are outlined in FY 21 CAT IV-A allocations (See enclosure). RRBs can enlist CAT IV-A applicants if the States, Territories or District of Columbia or National Guard Bureau percentages are not exceeded. REQUEST Operations Center (ROC) will establish MEPS processing dates authorizing CAT IV-A applicants at the direction of the Strength Maintenance Division Chief.

3. Trainability. CAT IV-A applicants will be Tier 1 education credential holders. Exceptions to Policy (ETP) may be considered by REQUEST Operations Center (ROC) NCOIC.

4. CAT IV-A applicants will be tested a minimum of two times regardless of the Armed Forces Qualification Test (AFQT) score. Individuals categorized as CAT IV-A applicants will ship to initial entry training within the specified ship window authorized by the ROC NCOIC, utilizing standard training. Split training option is not available to CAT IV-A applicants. Renegotiations to ship dates will not be authorized unless it is for a moral or medical disqualification.

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5. Aptitude Waivers. Applicants categorized as CAT IV-A may receive a line score waiver up to five points. Line Score waivers are requested by Military Entry Processing Station (MEPS) Guidance Counselors (GC) to the ROC.

a. Telephonic or electronic overrides up to five points for select MOSs, as outlined the current ARNG Accession Options Criteria (AOC), are authorized and do not require an ASO suitability review.

b. Points are not authorized to be split between multiple line score categories.

6. Enlistment Waivers. Applicants categorized as CAT IV-A who require a TAG level moral or administrative waiver may be considered for enlistment. NGB level waivers are not eligible for CAT IV-A processing.

7. The Army National Guard will not exceed the Department of Defense directed 4% threshold for CAT IV-A accessions. RRBs can enlist up to maximum CAT IV-A allotment outlined in the enclosure until the national 4% threshold has been met, whichever comes first. The CAT IV-A allotment may only be exceeded for non-primary English speaking applicants (MOS 09C) that enlist for the FLRI enlistment option. ETP's to exceed the CAT IV-A allotment by result of Foreign Language Recruiting Initiative (FLRI) enlistment option applicants requires prior approval from the ROC.

8. FLRI is an available enlistment option. RRBs are encouraged to utilize the FLRI enlistment option for non-primary English speaking applicants. FLRI enlistment option applicants will initially count towards the CAT IV-A allocation, but will be taken off the record once the applicant retests and scores above 31 on the Armed Forces Classification Test (AFCT).

a. Under this enlistment option, applicants with an AFQT score of 21-30 on the ASVAB with a qualifying line score of 54 in the AO subtest, whose primary language is not English, and who meet all other criteria for the program as outlined in the ARNG Accession Options Criteria, may enlist under the FLRI enlistment option as a 09C.

b. FLRI applicants will be given the opportunity to attend English language training and retest on the AFCT to improve the "Score of Record". Applicants improving the AFCT score to 31 or above will be given the opportunity to select an MOS for which they are qualified, and receive any available incentives.

c. The FLRI enlistment option is open to any non-primary English speaking applicant that score between a 40-74 on the English Comprehension Level Test (ECLT).

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Exceptions can be granted for applicants who score between 35-39 on the ECLT. Applicants whose primary language is other than English and can meet the requirement above, can enlist as a 09C and attend the English as a Second Language (ESL) program to learn how to speak and write English proficiently. ESL teaches students from many different locations, not just Spanish speaking countries.

d. FLRI enlistment option training path.

(1) Soldiers will arrive at the Reception Station located at Fort Sill, Oklahoma.

(2) Soldiers will attend the ESL at Lackland Air Force Base, Texas. Students are scheduled 30 weeks of ESL but can complete the course sooner based on their progress.

(3) ESL is followed by Basic Training (BT) and Advanced Individual Training (AIT).

9. This memorandum remains valid until 30 September 2021, unless rescinded by this office.

10. ETPs will be forwarded to the point of contact listed in paragraph 11.

11. The point of contact for this action is the REQUEST Operations Center NCOIC, MSG Matthew A. Campbell (703) 607-0944, matthew.a.campbell22.mil@mail.mil.

Encl

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