

USAWOA AMM – 25 October 2005

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Thank you for the opportunity to talk about warrant officers issues in the Army National Guard (ARNG). Some of the information I will be covering this afternoon was presented earlier today by CW5 Poyas Haynes, Command Chief Warrant Officer for the National Guard Bureau (NGB). I apologize if some of this is a “rerun” of information but it reinforces what is happening today.

Earlier this year I wrote an article for the “Newsliner” to address the development of the Command Chief Warrant Officer (CCWO) program in the ARNG. I’m going to talk about where we are at today in the continued evolution of this position.

The CCWO position was established in 1999 by the Director of the Army National Guard, LTG Schultz. There has been continued progress in confirming the roles and responsibilities of the state’s CCWO. These are some of the highlights:

- The CCWO position description was updated by NGB in September 2005.
- Continued emphasis on the CCWO position is stressed by the NGB senior leadership and the state’s Adjutants General (TAG).
- The CCWO has been established as a part of the state’s leadership team.
- As the senior ranking WO, the CCWO is afforded the protocol treatment equivalent to that of the State Command Sergeant Major/Senior Enlisted Advisor to the Adjutant General.
- There still exists the need to update appropriate NGB regulations and pamphlets regarding the CCWO position.

The duty description of the CCWO position now reads: “This position is located in the Office of the Adjutant General, State Joint Forces Headquarters. Incumbent serves as the Command Chief Warrant Officer (CCWO) and is the senior ranking Army National Guard warrant officer in the state military command.”

The slides here show the various duties and responsibilities of the CCWO and their responsibilities as they relate to warrant officer education, management, recruiting and career enhancement including equal opportunity, morale, welfare, discipline, performance, training, awards and recognition. There are many additional responsibilities and professional expectations placed on the CCWO to work at both the state and national level. To ensure greater success, the CCWO has a strong working relationship with their Command Sergeants Major and the state recruiting team.

Every state CCWO is a part of the national Warrant Officer Advisory Council (WOSAC) which meets annually. At different times throughout the year the WOSAC Executive Council will meet and review issues from the various regions and NGB. The WOSAC submits recommendations to NGB as formal positions papers needing to be resolved at the national level. Some of the information I'm addressing today was provided at a "State of the ARNG Warrant Officer Corps" briefing to LTG Schultz and his staff this past December by the WOSAC Executive Council.

The current strength of ARNG warrant officers continues to decline. As of 1 October 2005 the aviation warrant officer positions were at 85.9% filled, whereas the technical service warrant officer positions were at 62.4%. This trend is not acceptable and could worsen due to the number of retirement eligible warrant officers in the ARNG. The reasons impacting insufficient ARNG warrant officer accessions are not that different from the USAR nor the active Army (i.e., pay compression, misperceptions of WOCS, cumbersome predetermination process, mobilizations, etc). The one factor we can impact on is the way we recruit new warrant officers.

NGB has provided extensive, new warrant officer recruiting media and has committed to a continued advertising program. This fall most of the states have been resourced and hired a Warrant Officer as a part of the state's officer accession team as their Warrant Officer Strength Manager. This Warrant Officer will support all officer recruiting, but will be the subject matter expert (SME) for warrant officer accessions. A Soldier wanting to be a warrant officer wants to talk to another warrant officer on how make this change in their career. I am confident this addition to the state's officer accessions team will improve the warrant officer strength numbers in the ARNG.

We need to look at alternate accession opportunities for warrant officers. There are six sources of appointment open for commissioned officers: West Point/USMA, ROTC, Federal OCS, State OCS, Accelerated OCS and direct appointments. There are two sources of appointment for a warrant officer: WOCS at Ft Rucker and the new Reserve Component (RC) WOCS to be conducted by ARNG Regional Training Institutes (RTI). The active Army has supported a few direct appointments for select MOS based on direct combat experience. This process needs to be validated to determine if it can be expanded to the USAR and the ARNG. Well established procedures can ensure direct appointments are for select Soldiers who meet exceptional standards and are prepared for the responsibilities of a Warrant Officer.

WOCS-RC has been developed for ARNG and USAR WO Candidates in FY-06. It will be conducted by select ARNG RTI sites and will be expanded to additional states in TY-07. The course is conducted in three separate phases. It is based on the program of instruction (POI) established by the Warrant Officer Career Center (WOCC) at Fort Rucker. The training standard for WOCS-RC is

the same as the WOCS class taught at Fort Rucker. The WOCS-RC will be taught over a nine month period in 2006 and will be conducted over the following timeline:

- Phase 1: Distance Learning (DL) conducted January – March 2006. Course content is managed by WOCC and conducted on-line.
- Phase 2A: 5 training (IDT) weekends from April – August 2006. Classes will be taught at the following states: AL, CT, IN, KS, CA, AZ, MD, MN, PA & SC. The number of training sites will grow as the program evolves.
- Phase 2B: 15 day Annual Training period conducted by the Indiana ARNG RTI in September 2006 at Camp Atterbury, Indiana.

Development of the WOCS-RC program will give additional training options to Soldiers. This will help those with civilian job conflicts, family issues and those who have returned from mobilization looking for more flexibility in their schedules now that they have returned home from active duty.

Increased education opportunities is an issue that needs to be addressed for senior warrant officers. There has been an increased utilization of CW5s in positions at levels above brigade up to DA level assignments. ATLDP initiatives call for increased education opportunities. Possible ARNG considerations are:

- Explore “nested” educational opportunities that enhance our ability to serve as senior staff officers along side senior commissioned officers.
- Senior staff ARNG WO and CCWO’s should be considered for select “executive level” education.

Thank you for this opportunity to talk today. I hope I can answer any questions you may have of warrant officer programs within the Army National Guard.