

LTG Hertling Red Team

6-9 Apr 10, Eglin AFB



LTC Jeff LaCaze
EOD Directorate
Ordnance Center and School

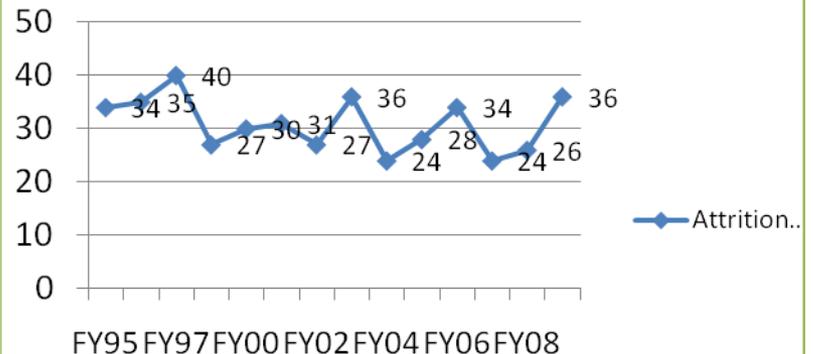
Agenda

- BLUF
- LTG Hertling guidance
- Findings / Targets of Opportunity /Recommendations

“The challenge”

- *Requirements have nearly tripled from 1204 authorizations to 3416.*
- *School throughput is 5x what it was in 2003 (from 210 to 1075).*
- *Attrition rate has once again doubled to 40%.*

Army NAVSCOLEOD Historical Attrition Rate %



BLUF

- *We think we can do better...There are ways to maximize graduation #s and reduce attrition.*
- *We see an opportunity to reduce Army Attrition rates up to 10% by mid CY 11.*
- *Target attrition rate 30%.*

LTG Hertling Guidance

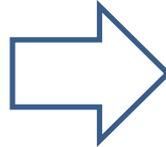
“Holistic”
solutions

No
recommendation
off the board!

- **LTG Hertling VTC comments:**
 - **1. Look at what we are not doing to prepare soldiers for entering EOD school**
 - **2. Create a feeling that they are a “select group”**
 - **3. Prepare them mentally, physically, and technically to successfully complete the course. Tell them what is expected**
 - **4. What personnel policies are in place setting soldiers up for failure**
 - **5. Look at discipline attrition at Eglin, Why?**
 - **6. Look at differences in attrition in phase I and phase II per service**
 - **7. “Gaming” applications need to be made available.**
 - **8. Inform the Navy CAPT that the Army is taking this seriously.**

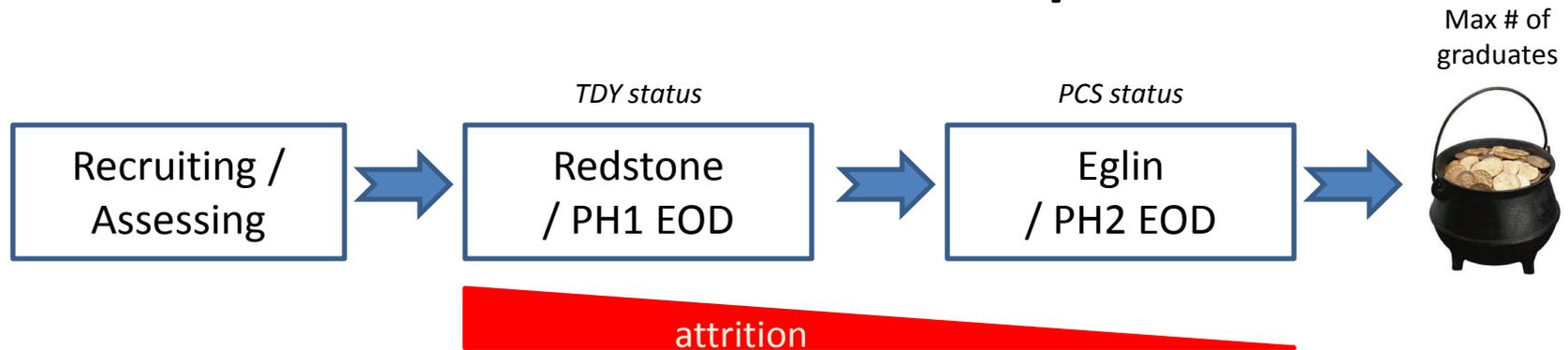
Change the nature of EOD phase 1

Currently primarily
academics
“train the test”



PT heavy
Motivational
Team-building
How vs What to think

EOD Personnel Pipeline



Current Targets of Opportunity / Recommendations

Recruiting / Assessing

1. Change General Maintenance (GM) 105 to Skilled Technical (ST) 110
2. Other eligibility criteria changes
 - a) Eliminate Time-in-grade (TIG) waivers for SGTs
 - b) Remove 2 year active duty requirement
3. In Service Recruiting (ISR)
Organization becomes an enduring capability
4. Bombs suit test standardization
5. Block Recruiting Operations Center (ROC) waivers
6. Basic Training at same location
7. Alter Prior Service eligibility
8. Continue to "OverTRAP"
9. Officer Accessions changes
10. New Recruiting Video

Redstone / PH1 EOD

1. Incorporating performance psychology
2. PRT program re-vamp
3. Change in APFT standard?
4. Insert team building exercises
5. Exchange Test Administrator Guides
6. Realignment of EOD training assets
7. Reinstate filters
8. Seats VS Attrition guidance
9. "Gaming" Enablers

Data feedback loop



Eglin / PH2 EOD

1. Address inactive population
2. Medical standards adjudication (PB Board 30 Apr)
3. CSL BN CMD team
4. Success tied to privileges
5. Retrain Recycles

Continued involvement with Dr Schneider may yield long term dividends