



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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ARLINGTON, VIRGINIA 22204-1382

NGB-ARM

5 January 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Foreign Language Recruiting Initiative (FLRI) Selected Reserve Incentive (SRIP) Policy 07-05, 5 January 2007 – 31 December 2007.

1. References.

- a. National Defense Authorization Act (NDAA) for FY 2007, 17 October 2006.
- b. Department of Defense Instructions (DoDI) 1205.21, "Reserve Component Incentive Programs Procedures", 20 September 1999.
- c. Secretary of Defense Memorandum, "Enhancements to the Reserve Component Incentive Programs", 14 April 2006.
- d. Army Regulation, 601-210, Regular Army and Army Reserve Enlistment Program (with operational changes), dated 16 May 2005.
- e. Army Regulation, 135-7, Incentive Programs, 15 April 1996.
- f. Army National Guard Regulation, 600-7, Incentives Programs, 13 June 2002.
- g. National Guard Bureau (NGB-ARM) SRIP Policy 07-04, Subject: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 1 January 2007 – 31 March 2007 (Policy Number 07-04)
- h. USAREC Regulation 601-96, Guidance Counselor Procedures, dated 15 September 2006.
- i. Operation Order 4-0023, Foreign Language Recruiting Initiative (FLRI), dated 9 February 2004.

2. This policy is effective for two years from the date of this message unless sooner rescinded or superseded.

3. The FLRI pilot/test program was released on 7 January 2002 in five USAREC battalions and in the Puerto Rico ARNG. The two year pilot test ended on 31 December 2003 with measurable success. The program has continued to prosper and evolve since its inception. In order to maximize the FLRI and its utility throughout the ARNG, it is now open to anyone for whom English is a second language.

4. Effective immediately the FLRI is implemented nationwide to all ARNG Recruiting and Retention Commands.

5. FLRI enlistments are only authorized during the first two quarters of a fiscal year (FY) in order to provide ample time for FLRI candidates to complete English language training and to retest on their AFCT. FLRI Soldiers must make every effort to achieve a record score which would qualify them as a

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CAT IIIB enlistment or higher, in order to minimize the impact of CAT IV enlistments on other programs within a given FY.

6. The FLRI program is available to all ARNG enlistees. Applicants enlisting under the FLRI program are required to meet the eligibility criteria established under current FY Enlistment Criteria Memorandum, chapter 2, with the following additional criteria:

- a. Must be a high school diploma graduate.
- b. Must be a Non Prior Service (NPS) applicant.
- c. Attain an Armed Forces Qualification Test (AFQT) score of 21-30 on the ASVAB with a qualifying score of 54 in Assembling Objects Subset (AO).

7. Applicants with an initial AFQT score of 31 or above will be enlisted for any program they qualify for including those applicants required to attend the English as Second Language (ESL) Training Program. These Soldiers will not be eligible to participate in the FLRI Program.

8. Soldiers will be administered the English Comprehension Language Test (ECLT) or the American Language Course Placement Test (ALCPT) upon completion of the English as a Second Language (ESL) Training Program. Applicants who score 75 or higher will be required to take the Armed Forces Classification Test (AFCT).

9. Applicants who failed to score a 31 AFQT or higher on the ASVAB at MEPS will be retested using the AFCT upon completion of the ESL Training Program. These AFCT test scores will become the score of record for which incentive eligibility is determined. Soldiers who successfully raise their AFQT score to 31 or higher will be eligible to receive the NPS enlistment bonus IAW the ARNG SRIP Policy and signed bonus addendum in effect at the time of their enlistment.

10. Soldiers failing to achieve an AFQT of 31 or higher on initial ASVAB or subsequent AFCT, but do have at least one qualifying aptitude area score from either test will be assigned an MOS using their qualifying aptitude area score; however, they will not be eligible to receive SRIP incentives. These Soldiers will still be required to complete their contractual obligation with the ARNG as stated on their DD Form 4 Series.

11. Soldiers who fail to attain qualifying aptitude area scores on either their initial ASVAB or subsequent AFCT tests will be administratively separated from the ARNG.

12. Soldiers enlisting under the FLRI program with SRIP incentives will receive the same incentive rate and payment schedule as any other Soldier as prescribed under the ARNG SRIP policy in effect on the date of enlistment.

13. Incentive termination and recoupment rules will also be in accordance with the existing ARNG SRIP Policy in effect on the date of enlistment.

14. State Incentive Managers will process FLRI participant's incentives IAW existing ARNG SRIP policy and procedures.

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