



# **DACOWITS RFI 4**

Future Soldier Preparatory Course

22 MAR 23

As of 21 February 2023



# FSPC Program

- The Future Soldier Preparatory Course (FSPC) was developed to invest in potential recruits and help them overcome academic and physical fitness barriers to service. Access to this program allows those who meet all other enlistment qualifications a path to serve.
- Trainees are recruited, assessed, contracted, and paid under the same terms as a basic combat training (BCT) ready recruit; Only difference: Academic track trainees enter the Army with an MOS of O9M (Delayed Trainee) **(RFI 4c)**
- The program consists of two tracks: Academic Skills Development Program (ASDP) and the Assessment of Recruit Motivation and Strength (ARMS)
  - **ASDP (Academic Track)**
    - Admission Criteria: AFQT score of **21-30**
    - Program Execution
      - 3-week course based on the Basic Skills Enhancement Program (BSEP) the Army has been using since 1977. (Authorized 4 attempts)
      - Course is not geared toward teaching the test. Students are provided instruction consisting of word knowledge, reading comprehension, arithmetic reasoning, and test taking skills
      - Primary instructors for the course are civilian contracted educators.
        - Instructors have several years of teaching at the middle school or high school level



# FSPC Program

- **ARMS (Fitness Track)**

- Admission Criteria: Body fat percentage up to **6%** above the accession standard; Students that are up to **2%** above the accession standard go straight to BCT; Students over **2%** but less than **6%** above the standard enter the fitness track of the FSPC
- Program Execution:
  - Program is derived from the Health and Holistic Fitness manual (FM 7-22 H2F)
  - Program is no longer than 84 days
  - Student's body fat is tested weekly; Students who meet the 2% above the accessions standard graduate and enter BCT
  - Students receive instruction on proper food choices
  - Students are taught correct running and fitness forms
  - Students meet weekly with a dietitian or nutritionist
  - Students are monitored by Cadre and medical professionals to ensure weight loss is not too sudden or drastic
  - Program has been assessed by the TRADOC and DA Offices of the Surgeon General to ensure compliance to medical policies outlining healthy body fat content loss
  - Instructors are Master Fitness and Master Resilience Trained Drill Sergeants



# Expansion

- Expanding the FSPC based on the initial success of the pilot:
  - Two additional companies at Fort Jackson for the academic track
    - Mandatory for all recruits with AFQT score between 21-30
    - No change to program execution
    - Still host all of the fitness track students
  - Two additional companies at Fort Benning for academic track
    - Recruits with AFQT score between 31-49 can **volunteer** to attend
    - Same 3-week course based on BSEP
    - Up to 30 days (one test) to score into a higher test category
    - Those who score into higher test category will receive incentives commensurate with the higher test category
    - May qualify for a priority or shortage MOS based on needs of the Army
    - Students who do not test into a higher category after one attempt ship to BCT based on their original contract



# Development

- Development of the program was a collaborative and iterative process chaired by Army Training Center – Fort Jackson with guidance, oversight, and direction from TRADOC and CIMT
  - TRADOC: DCG, G3/5/7, TOMA, Accessions Division, Surgeon Cell
  - Army Surgeon General
  - IMCOM
  - USAREC
  - CIMT: CG, G3, Rec BN Directorate, H2F Directorate
  - ATC-J: CG, G3, G4, JAG, Surgeon Cell, 165<sup>th</sup> BDE, 193<sup>rd</sup> BDE
- The program has been assessed by critical stakeholders at the HQDA and DOD levels to ensure guidance compliance
  - OSDP&R
  - ASA M&RA
  - ARI



# Authorities

- The FSPC is operating under separate Memorandums from the Assistant Secretary of the Army for Manpower and Reserve Affairs for the academic and fitness tracks:
  - ASA M&RA MFR dated 22 JUL 2022 authorizes TRADOC ***to establish a program to assist Soldiers in increasing their aptitude for a higher Armed Forces Test Score Category.*** (ASDP)
  - ASA M&RA MFR dated 25 JUL 2022 authorizes ***new applicants with body fat composition exceeding the accession standard by up to 6% based on gender, age, and height*** (ARMS 2.0 Update 4)
  - ASA M&RA MFR dated 9 DEC 2022 authorizes TRADOC ***to expand the ASDP program with two additional companies at Fort Jackson and two companies at Fort Benning for TSC IIIB volunteers.*** (ASDP)
  - ASA M&RA MFR dated 9 DEC 2022 authorizes TRADOC ***to expand the ARMS 2.0 cap to 10% of each components annual accessions.*** (ARMS 2.0 Update 5)



# Obstacles / Challenges

- No obstacles or challenges with implementing the FSPC