



## The Army Reserve's TTHS Account Initiative— The Personnel Management Tool of Choice for Improving Readiness

The Army Reserve continues to demonstrate its value to the Total Force and to the nation on the field of battle and in the aftermath of hostilities. Around the globe, the citizen-soldiers of the Army Reserve have provided the combat and combat support know-how that has proven indispensable not only to the successful prosecution of armed conflict but also to our nation's ability to restore normalcy and health to the social fabric of the lives of our former foes. During this campaign, however, it has become increasingly clear that there is no longer room for a deliberate, progressive buildup such as the United States experienced during the first Gulf War, when the preparation process was literally months long.

In the immediate aftermath of the 11 September 2001 terrorist attacks on the United States and in the days and weeks that followed, Army Reserve men and women rewrote the book on mobilization as they conducted hasty mobilizations or mobilized after deploying. They responded more quickly than had ever been planned or expected to be necessary. Since the 2001 terrorist attacks, what had been called "hasty" mobilizations have now become the norm.

The Army Reserve is implementing an initiative to bring that readiness to even higher levels. This entails the creation of a Trainees, Transients, Holdees and Students (TTHS) account for the Army Reserve.

### Who Is Involved?

The Army Reserve TTHS account is intended to increase unit readiness by removing nondeployable soldiers from troop program unit (TPU) spaces. Currently, non-deployable soldiers are carried on the rolls for a variety of reasons and reported as unavailable to fill force structure

authorized positions. With the creation of the TTHS account, these nondeployable soldiers will be assigned instead to the TTHS account, where they will be trained and managed until they can be reassigned to a unit in a deployable and duty military occupational specialty-qualified (DMOSQ) status.

The following categories of soldiers will be assigned to the TTHS account:

**Trainees:** Any Army Reserve officer, warrant officer and non-prior service enlisted soldier who has not completed the basic officer leader course, warrant officer basic course or initial entry training. There are no plans to assign National Army Medical Department Augmentee Detachment (NAAD) officers to the TTHS account; however, Specialized Training Assistance Program (STRAP) officers—if not attached to the NAAD—will be placed in the TTHS account until they finish medical residency, meet board certification standards, and graduate from a branch-qualifying basic officer leader course.

**Transients:** Soldiers not available for duty because they are in between assignments. This is a viable option for soldiers to use instead of transferring to the Individual Ready Reserve (IRR). A soldier relocating to another region of the United States would submit a DA Form 4651-R (Request for Reassignment or Attachment) to his or her regional readiness center (RRC), which in turn will coordinate with the regional personnel service center (RPSC) liaison to assist the soldier in finding a new unit.

**Holdees:** Soldiers who are dropped from the assigned strength of a TPU due to medical, disciplinary, or pre-separation nonavailability.



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**Students:** Soldiers who are attending resident professional development education (PDE) courses or MOS-producing courses that are 139 days or longer in duration. Soldiers selected for enrollment in nonresident PDE or MOS-producing courses are not required to be reassigned to the TTHS account if they can attend scheduled drills while completing the course. They may, however, request transfer into the account if they cannot meet the demands of both drill and school.

Among those soldiers who will not be assigned to the TTHS account are those enrolled in courses consisting exclusively of distance learning or correspondence courses, those in the Simultaneous Membership Program, those within 90 days of their end of term of service or mandatory removal date, those undergoing Article 15 or court-martial proceedings, those within 60 days of approved retirement, or those having a routine pregnancy.

## Testing the Concept

The 81st Regional Readiness Command (RRC) will test a prototype regional TTHS account beginning 1 October 2003, by establishing a TTHS management division within its G-1 personnel readiness division and completing TTHS account transfers.

Individual Mobilization Augmentee (IMA) soldiers will not be placed in the TTHS account. They will be managed by their personnel management officers at the Army Reserve Personnel Command in St. Louis, Missouri.

Upon completion of the test program, the initiative will be implemented Army Reserve-wide beginning in October 2004.

## How It Will Work?

During the course of a soldier's career, he or she will move in and out of the TTHS account periodically as he or she attends school, moves to a new area of the country, recovers from serious injury or illness, etc.

The TTHS management division of an RRC will play a major role in the life cycle management of Army Reserve soldiers. It will process them through needed training, monitor that training and verify its successful completion, and then reassign trained soldiers back to units. The TTHS management branch will assign sponsors to those soldiers who are nondeployable for medical or administrative reasons and establish an individual training schedule for them. As the nondeployable status changes—for example, if the soldier gets better physically or there is no improvement—the TTHS management division initiates the personnel action to reassign the soldier to a unit or for separation, as circumstances require. The TTHS management division will also process advancements of privates to specialists and promotion to corporal, prepare promotion packets for soldiers eligible for promotion to sergeant and staff sergeant, and assist in promotion board packet preparation for sergeants first class through sergeants major.

The TTHS account will greatly improve Army Reserve readiness by relieving unit commanders of a major administrative challenge, thus enabling them to better focus on training, mobilization, and readiness activities. The soldiers who come to the unit will be duty MOS-qualified, able to be quickly and fully integrated into the unit.

This initiative will improve the quality of service for individual soldiers. The TTHS management division will manage vacancies and assignment of qualified soldiers to authorized positions, thus increasing retention with a positive, soldier-oriented life cycle management. Both the unit and the soldiers concerned will benefit from streamlined separation actions.

The TTHS account initiative is but one element of a comprehensive Army Reserve blueprint for its transformation—a transformation that will ensure the Army Reserve remains a relevant force, able to meet the threats and challenges of the 21st century.

## Key Points

- The Army Reserve TTHS account is intended to increase unit readiness by removing nondeployable soldiers from troop program unit (TPU) spaces.
- The TTHS account will greatly improve Army Reserve readiness by relieving unit commanders of a major administrative challenge, thus enabling them to better focus on training, mobilization, and readiness activities. The soldiers who come to the unit will be duty MOS-qualified, able to be quickly and fully integrated into the unit.
- This initiative will improve the quality of service for individual soldiers. The TTHS account will manage vacancies and assignment of qualified soldiers to authorized positions, thus increasing retention with a positive, soldier-oriented life cycle management. The initiative should be implemented Army Reserve-wide in October 2004.