		EIGN AREA OFFICER (FAO) M	ETRICS	REPORT DATA INPUT	r
		1. FAO ACCESSI	ON		
A1	APPLICANT RATE (AC/RC)	TOTAL APPLICANTS	REQUIRED ACCESSIONS		PERCENTAGE
A2	APPLICANT QUALITY (AC/RC)	QUALIFIED APPLICANTS	TOTAL APPLICANTS		PERCENTAGE
A3	TRAINING COMPLETION (AC/RC)	COMPLETED SCHEDULED TRAINING	FORECASTED TO COMPLETE TRAINING		PERCENTAGE
		2. FAO RETENTIO	N		
R1	FAO ATTRITION (AC/RC)	FAOs SEPARATING OR RETIRING	TOTAL FAOS CURRENTLY SERVING		PERCENTAGE
		3. FAO PROMOTI	ON		
	FAO SELECTION RATE (AC/RC)	IN ZONE SELECTED FOR 05/06/07 PROMOTION	IN ZONE ELIGIBLE FOR 05/06/07 PROMOTION		PERCENTAGE
P1		05	05		05
		06	06		06
		07	07		07
	FAO REQUIREMENT PROMOTION RATE (AC/RC)	SELECTED FOR 05/06/07 PROMOTION	FAO PROMOTIONS REQUIRED FOR EACH RANK		PERCENTAGE
P2		05	05		05
		06	06		06
		07	07		07
		4. FAO UTILIZATI	ON		
U1	FAO BILLET FILL RATE (AC/RC)	FAO-CODED BILLETS FILLED BY FAOs	FAO-CODED BILLETS		PERCENTAGE
5. FAO MANPOWER STATISTICS (AC/RC)			6. FAO COSTS (AC/RC)		
M1	TOTAL FAO-CODED BILLETS		C1	C1 LANGUAGE TRAINING COST/FAO	
M2	FAOs IN CODED BILLETS		C2	2 IN-COUNTRY TRAINING COST/FAO	
М3	FAOs IN NON-FAO BILLETS		C3	GRADUATE-LEVEL SCHOOL COSTS/FAO	
M4	FAOs IN TRAINING PIPELINE			7. DATE OF REPORT (YYYYMMDD)	
M5	FAOs RETIRED/SEPARATED				
			1		Page 1 of 2

# DEFINITIONS/FORMULA

#### 1. FAO Accession.

A.1. FAO Applicant Rate. This metric is designed to measure the volume of applicants to determine if each FAO program is receiving a sufficient number to maintain a healthy program.

Number of Applicants/Total Number of FAO Accession Requirements.

Measurement:

Green: Value exceeds 100% (Number of Applicants exceeds Number of Requirements).

Amber: Value equals 100% (Number of Applicants equals Number of Requirements).

Red: Value is less than 100% (Number of Applicants is less than Number of Requirements).

A.2. FAO Applicant Quality. This metric is designed to measure the quality of FAO Program applicants in order to maintain a quality program (per published Service standards).

Number of Qualified Applicants/Number of Applicants.

Measurement:

Green: Value is greater than or equal to 100%.

Amber: Value is from 90% to 99.9%.

Red: Value is less than 90%.

A.3. <u>FAO Completion of Training</u>. This metric is designed to measure the ability of Service training programs to successfully produce the required number of FAOs.

Number that Complete Scheduled FAO Training/Number that were Forecasted to Complete FAO Training. <u>Measurement</u>:

Green: Value is at least 97%. Amber: Value is from 90% to 96.9%.

Red: Value is less than 90%.

# 2. FAO Retention.

R.1. <u>FAO Attrition</u>. This metric is designed to measure whether FAOs depart the Service at a faster rate than non-FAO officers. This metric will not determine why an officer attrited, but a number higher than the Service average will indicate that additional analysis is needed. Number of FAOs Separating or Retiring During FY/Total Number of FAOs Currently Serving at Beginning of FY. The resulting percentage is compared to the Service average attrition rate.

Measurement:

Green: Value is less than the Service attrition average for non-FAO officers.

Amber: Value is equal to or not more than 3% higher than the Service average.

Red: Value is more than 3% higher than the Service average.

## 3. FAO Promotion.

P.1. <u>FAO Selection Rate</u>. This metric is designed to measure the selection rate of Primary (In) Zone FAOs compared to the overall Service average for that board to ensure a viable and competitive program.

Number of Primary (In) Zone FAOs Selected for O-5, O-6, and O-7/Number of Primary (In) Zone FAOs Eligible for Selection to O-5, O-6, and O-7.

Measurement:

Green: Value is 3% under Service average or higher.

Amber: Value is 3% to 6% under the Service average.

Red: Value is 6% under the Service average or lower.

P.2. <u>FAO Requirement Promotion Rate</u>. This metric is designed to measure if FAO promotion selections meet FAO promotion requirements. Number of FAOs Selected for O-5, O-6, and O-7/Number of FAO Promotions Targeted (Required) by Service for Each Rank. (Results should be reported for each grade.)

Measurement:

Green: Value equals or exceeds 100%.

Amber: Value is from 90% to 99.9%.

Red: Value is less than 90%.

## 4. FAO Utilization.

U.1. FAO Billet Fill Rate. This metric is designed to measure whether Services are filling FAO-coded billets and encourage COCOMs and others to accurately identify their FAO requirements.

Number of FAO-coded Billets Filled with FAOs/Number of FAO-coded Billets Measurement:

Green: Value is greater than or equal to 95%. Amber: Value is from 90% to 94.9%.

Red: Value is less than 90%.