ANNUAL FOREIGN AREA OFFICER (FAO) METRICS REPORT DATA INPUT	REPORT CONTROL SYMBOL DD-P&R(A)2286

1. FAO ACCESSION

		TOTAL APPLICANTS	REQUIRED ACCESSIONS	PERCENTAGE
A1	APPLICANT RATE (AC/RC)			

		QUALIFIED APPLICANTS	TOTAL APPLICANTS	PERCENTAGE
A2	APPLICANT QUALITY (AC/RC)			

		COMPLETED SCHEDULED TRAINING	FORECASTED TO COMPLETE TRAINING	PERCENTAGE
A3	TRAINING COMPLETION (AC/RC)			

2. FAO RETENTION

		FAOs SEPARATING OR RETIRING	TOTAL FAOs CURRENTLY SERVING	PERCENTAGE
R1	FAO ATTRITION (AC/RC)			

3. FAO PROMOTION

		IN ZONE SELECTED FOR 05/06/07 PROMOTION	IN ZONE ELIGIBLE FOR 05/06/07 PROMOTION	PERCENTAGE
P1	FAO SELECTION RATE (AC/RC)	05	05	05
		06	06	06
		07	07	07

		SELECTED FOR 05/06/07 PROMOTION	FAO PROMOTIONS REQUIRED FOR EACH RANK	PERCENTAGE
P2	FAO REQUIREMENT PROMOTION RATE (AC/RC)	05	05	05
		06	06	06
		07	07	07

4. FAO UTILIZATION

		FAO-CODED BILLETS FILLED BY FAOs	FAO-CODED BILLETS	PERCENTAGE
U1	FAO BILLET FILL RATE (AC/RC)			

5. FAO MANPOWER STATISTICS (AC/RC)			6. FAO COSTS (AC/RC)		
M1	TOTAL FAO-CODED BILLETS		C1	LANGUAGE TRAINING COST/FAO	
M2	FAOs IN CODED BILLETS		C2	IN-COUNTRY TRAINING COST/FAO	
M3	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.				

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DEFINITIONS/FORMULA

1. FAO Accession.

A.1. <u>FAO Applicant Rate</u>. 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.
<u>Measurement</u>:
 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. <u>FAO Applicant Quality</u>. 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.
<u>Measurement</u>:
 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.
<u>Measurement</u>:
 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.
<u>Measurement</u>:
 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.)
<u>Measurement</u>:
 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. <u>FAO Billet Fill Rate</u>. 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
<u>Measurement</u>:
 Green: Value is greater than or equal to 95%.
 Amber: Value is from 90% to 94.9%.
 Red: Value is less than 90%.

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