ANNUAL FOREIGN AREA OFFICER (FAO) METRICS REPORT DATA INPUT

1. FAO ACCESSION

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 RETENTION

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

3. FAO PROMOTION

P1	FAO SELECTION RATE (AC/RC)	IN ZONE SELECTED FOR 05/06/07 PROMOTION	IN ZONE ELIGIBLE FOR 05/06/07 PROMOTION	PERCENTAGE
		05	05	05
		06	06	06
		07	07	07
P2	FAO REQUIREMENT PROMOTION RATE (AC/RC)	SELECTED FOR 05/06/07 PROMOTION	FAO PROMOTIONS REQUIRED FOR EACH RANK	PERCENTAGE
		05	05	05
		06	06	06
		07	07	07

4. FAO UTILIZATION

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

5. FAO MANPOWER STATISTICS (AC/RC)

M1	TOTAL FAO-CODED BILLETS
M2	FAOs IN CODED BILLETS
M3	FAOs IN NON-FAO BILLETS
M4	FAOs IN TRAINING PIPELINE
M5	FAOs RETIRED/SEPARATED

6. FAO COSTS (AC/RC)

C1	LANGUAGE TRAINING COST/FAO
C2	IN-COUNTRY TRAINING COST/FAO
C3	GRADUATE-LEVEL SCHOOL COSTS/FAO

7. DATE OF REPORT *(YYYYMMDD)*

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. FAO Completion of Training. 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.
Measurement:
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. FAO Attrition. 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. FAO Selection Rate. 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. FAO Requirement Promotion Rate. 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%.