

SFC Robert H. Foushee

Det 3, Alpha Company

Kentucky Recruiting and Retention BN

SFC Robert Foushee is currently assigned as the Recruiting and Retention NCO (RRNCO) in Louisville, KY. In addition to SFC Foushee's recruiting duties, he also serves as the Platoon Sergeant and Senior Instructor for the Louisville Recruit Sustainment Program (RSP) Detachment, Unit Retention Advisor for Headquarters and Headquarters Detachment (HHD) 75<sup>TH</sup> Troop Command, as well as Assistant Section Chief for production and primary New RRNCO Trainer for Det 3, Alpha Company, Recruiting and Retention Battalion. As part of his daily scope of duties, he is responsible for prospecting, qualifying, and completing the enlistment process for qualified applicants.

As a Senior Recruiter in DET 3, A CO, SFC Foushee shares the Louisville area with 11 other RRNCO's. SFC Foushee's office is located at Bowman Airfield Readiness Center in Louisville KY which also houses 5 other units including a Brigade Headquarters, Battalion Headquarters, Special Forces Detachment and 2 other line units. SFC Foushee is assigned 18 zip codes within metro Louisville and 3 diverse high schools. He further supports 75<sup>TH</sup> Troop Brigade, which includes Infantry, Support, and Medical Battalions as well as Cyber Warfare and Special Forces Detachments.

Louisville is the most diverse recruiting area in the Commonwealth of Kentucky. Encompassing more than 123,000 individuals, SFC Foushee's zip codes include populations whose median income exceeds \$250,000 per year (40025) and zip codes with a median income fall below \$27,000 per year (40202). Zip codes that exceed 31% minority (40220) and zip codes with an excess of 87.9% white (40025). SFC Foushee's 3 assigned high schools have an overall enrollment of 3,619 students and vary from the fourth ranked academic institution in the Commonwealth (Atherton HS) to the 226<sup>TH</sup> academically ranked high school (Waggner).

SFC Foushee is an essential cornerstone of his community and schools. SFC Foushee serves a voting member of the Louisville Board of Coaches that advises on oversees youth sports within the city. SFC Foushee serves as a fitness advisor for Atherton Athletic Department as well as Seneca High School's Football and Softball teams. SFC Foushee also established a partnership with the Kentucky High School Hockey League, the first military organization to ever do so, which lead to the National Guard being the titular partner for the Kentucky State Hockey Tournament. SFC Foushee has firmly entrenched the National Guard as the primary military partner with Louisville Recreational Sports, East Louisville High School Sports, as well as academic clubs within his assigned schools. SFC Foushee helps chair and host a monthly international relations forum at Atherton High School and conducts a bi-weekly National Guard Club at Seneca High School which lost its JROTC program 3 years ago.

As Platoon SGT for RSP, SFC Foushee oversees all aspects of RSP drill weekends to include accountability, physical fitness, effective training time management, cadre development, and strict adherence to the RSP accreditation guidelines. SFC Foushee's guidance has helped the Louisville RSP detachment remain among the top 30 percent of RSP units and personally maintains a 100% Ship Rate and 94.5% Training Pipeline Success Rate.

As the Unit Retention Advisor to HDD 75<sup>TH</sup> Troop Command, SFC Foushee serves as an advisor to the Brigade Commander, and Detachment Commander on all issues related to Unit Retention. SFC Foushee meets monthly with the Unit's Retention NCO as well as members of the units to gauge and track all issues related to the unit's retention. SFC Foushee's hard work and diligence has resulted in the unit accomplishing 126% of its FY 24 Retention Mission and currently sets at 126% End Strength.

During RY 24, 25 of SFC Foushee's 26 Accessions were Tier 1 credential holders. All of SFC Foushee's accessions were TSC IIIB or higher to include 4 IIIA enlistments, 12 TSC-II enlistments and 1 TSC-I enlistment. SFC Foushee exceeded his assigned mission of 15 by 11 (173%) enlisting 26 individuals. SFC Foushee controlled 22.8% of his assigned area's market share to include 73.3% of the reservist accession market.

Regardless of the obstacles that were placed before him during this recruiting year, SFC Foushee found a way to not only succeed, but to excel. For the reasons, he has been selected by Kentucky as the 2024 directors 54 RRNCO of the year and will compete at the regional level for 2024 SMAG III ARNG RRNCO of the Year.