









12A Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Battalion CSM, BDE or Higher Operations Sergeant, Chief Engineer NCO, Senior Protection NCO, Brigade or higher CSM, BEB CSM SFAB</p>
Military/Civilian Education	<p> DLC 1 DLC 2 DLC 3 DLC 4 DLC 5 DLC 6 WLC ALC SLC MLC SMC Nom Associate's Degree Bachelor's Degree Master's Degree </p>
Key Development	<p>Battalion CSM, BDE or Higher Operations Sergeant, Chief Engineer NCO, Senior Protection NCO, Brigade or higher CSM, BEB CSM SFAB</p>
Broadening Opportunities	<p>NCOES Commandant, CSM Observer-Coach/Trainer, BEB OC/T, BDE CSM OC/T, Chief Instructor, Chief Instructor/Writer, Chief Career Management NCO, Senior Enlisted Advisor, HQDA Strategic Broadening Seminar Program, CSA Strategic Studies Group, White House Fellowship, US Army Sergeants Majors Academy Fellowship, Senior Operational Advisor, Team Sergeant Major, Asymmetric Warfare Operational Support Asymmetric Warfare Operational Specialist,</p>
Military Training	<p>BN/BDE Pre-Command Course, Culture and Language Training, force Management Course, Joint Engineer Operations Course, Senior Enlisted Joint Professional Military Education</p>


12B Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

																																													
Key Leadership Position MQ rating and highly numerated ranking	<p>Sqdr Ldr, Sqdr Ldr (K9), Instructor (Sapper), Ops SGT, Asst Ops SGT, Asst Plans NCO Recon SGT, Recovery Supervisor, SFAB Advisor</p>															<p>Platoon Sergeant, Detachment Sergeant (K9), Instructor (Sapper), Operations Sergeant, SFAB Senior Advisor</p>																													
Military/Civilian Education	DLC 1			DLC 2			DLC 3			DLC 4			DLC 5			DLC 6			WLC			ALC			SLC			MLC			SMC			Nom			Associate's Degree			Bachelor's Degree			Master's Degree		
Key Development	<p>Sqdr Ldr, Sqdr Ldr (K9), Instructor (Sapper), Ops SGT, Asst Ops SGT, Asst Plans NCO, Recon SGT, Recovery Supervisor, SFAB Advisor</p>															<p>Platoon Sergeant, Detachment Sergeant (K9), Instructor (Sapper), Operations Sergeant, SFAB Senior Advisor</p>																													
Broadening Opportunities	<p>Drill SGT, AIT Platoon SGT, Recruiter, NCOA Small Group Leader, Observer Coach/Trainer, Instructor/Writer, Security Force Assistance Brigade, Asymmetric Warfare Ops Support, Defense Attaché System, White House Fellowship Program</p>															<p>Military Science Instructor, training Developer, Schools NCO</p> <p>Career Mgmt. NCO, MDD SGT, Asst IG, Equal Opportunity Advisor, Sexual Assault response Coordinator, Career Advisor CSA Strategic Studies Group, HQDA Strategic Broadening Seminar Program</p>																													
Military Training	<p>Basic Airborne Course, Culture and Language Training, Jumpmaster School, Air Assault, Rappel Master, Ranger, Sapper, Pathfinder, Explosive Ordnance Clearance Agent, Counter Explosive Hazards Planner, R2C2 Leaders Course, Intermediate Search Course, Bradley Infantry Fighting Vehicle Master Gunner, Bradley Leader Course, Battle Staff NCO Course, Master Fitness, Master Resilience, Security Force Assistance Brigade</p>															<p>R2C2 Operators Course, Mine Detection Dog Handler</p>			<p>Joint Engineer Operations Course</p>																										








12C Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

	
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Senior boat Operator, Section Leader (6-8 years)</p> <p>Engineer Platoon Sergeant, Reconnaissance Sergeant, Operations Sergeant (10-12 years)</p>
Military/Civilian Education	<p>DLC 1 (2-4 years), WLC (2-4 years), DLC 2 (4-6 years), ALC (4-6 years), DLC 3 (6-8 years), SLC (6-8 years), Associate's Degree (8-10 years), DLC 4 (8-10 years), MLC (8-10 years), Bachelor's Degree (10-12 years), DLC 5 (12-14 years), SMC (12-14 years), DLC 6 (16-18 years), Nom (16-18 years), Master's Degree (18-20 years)</p>
Key Development	<p>Senior boat Operator, Section Leader (6-8 years)</p> <p>Engineer Platoon Sergeant, Reconnaissance Sergeant, Operations Sergeant (10-12 years)</p>
Broadening Opportunities	<p>Drill SGT, Recruiter, NCOA Small Group Leader, Observer Controller/Trainer, Instructor /Writer, (6-10 years)</p> <p>Sr. Training Management NCO, Combat Development NCO (8-12 years)</p> <p>Asymmetric Warfare Operational Support, Defense Attaché System, White House Fellowship (6-10 years)</p> <p>Asymmetric Warfare Operational Support/ Operational Specialist, Asst Inspector General, EOA, SARC, Career Advisor, Career Management NCO, CSA Strategic Studies Group, HQDA Broadening Seminar, White House Fellowship (10-14 years)</p>
Military Training	<p>Air Assault, Culture and Language Training, Rappel Master, Ranger, Battle Staff NCO Course, Master Fitness Trainer, Master Resilience, Basic Combatives Instructors Course (level III) (6-10 years)</p> <p>Joint Engineer Operations Course, Inspector General's Course, Tactical Combatives Instructors Course (Level IV) (10-14 years)</p>

12D Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

							
Key Leadership Position MQ rating and highly numerated ranking		Diving Supervisor, Recovery Supervisor		Senior diving Supervisor, Reconnaissance Team NCOIC	First Sergeant, Master Diving Supervisor		
Military/Civilian Education	DLC 1 WLC	DLC 2 ALC	DLC 3 SLC Associate's Degree	DLC 4 MLC Bachelor's Degree	DLC 5 SMC	DLC 6 Nom Master's Degree	
Key Development		Diving Supervisor, Recovery Supervisor (12D30)		Senior diving Supervisor, Reconnaissance Team NCOIC (12D40)	First Sergeant, Master Diving Supervisor (12D50)		
Broadening Opportunities		Drill Sergeant, AIT PSG, Recruiter, Instructor, Instructor/Writer		AIT PSG, Diver Liaison NCO, Skill Developer, Senior Instructor/Writer	Chief Diving Supervisor, Master Salvage Diver		
		Asymmetric Warfare Operational Support, Defense Attaché System, white House Fellowship					
		Asst Insp General, Asymmetric Operational Specialist, CSA Strategic Studies Group, HQDA Broadening Seminar					
						SARC, Brigade Victim Advocate,	
Military Training		Air Assault, Culture and Language Training, Basic Airborne Course, Tactical Combatives Course (Level II), Rappel Master, Jumpmaster School, Basic Combatives Instructors Course (Level III), (SHARP) Course, Master Fitness Trainer, Master Resilience Trainer				Joint Engineer Operations Course, Equal Opportunity Advisor Course, Inspector General Course	

12H Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Construction Squad Leader, Construction Supervisor, Horizontal Construction Supervisor, Construction Inspector															Platoon Sergeant, Senior Construction Supervisor, Construction Inspector, Operations Sergeant																	
Military/Civilian Education	DLC 1		DLC 2		DLC 3		DLC 4		DLC 5		DLC 6		WLC		ALC		SLC		MLC		SMC		Nom		Associate's Degree			Bachelor's Degree			Master's Degree		
Key Development	Construction Squad Leader, Construction Supervisor, Horizontal Construction Supervisor, Construction Inspector															Platoon Sergeant, Senior Construction Supervisor, Construction Inspector, Operations Sergeant																	
Broadening Opportunities	Drill Sergeant, AIT Platoon Sergeant, Recruiter, Observer-Coach/Trainer, Instructor/Writer, Asymmetric Warfare Operational Support, SFAB Advisor Small Group Leader, Defense Attaché Senior Small Group Leader, SARC, Brigade VA, EO Advisor, Asst IG, Asymmetric Warfare Operational Specialist, CSA Strategic Studies Group, HQDA Broadening Seminar, White House Fellowship, Public Works NCOIC, Senior Technical Engineer NCO																																
Military Training	Air Assault, Culture and Language Training, Airborne, Combatives Level I, II, III, Rappel Master, Jumpmaster, Ranger, SHARP, MFT, MRT Joint Engineer Operations Course, Equal Opportunity Advisor Course, Inspector General Course																																

12M Talent Development Model

Years of Service

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Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Station Chief, Squad Leader, Fire Inspector</p> <p>Fire Chief</p>
Military/Civilian Education	<p>DLC 1, WLC, DLC 2, ALC, DLC 3, SLC, Associate's Degree, DLC 4, MLC, Bachelor's Degree, DLC 5, SMC, DLC 6, Nom, Master's Degree</p>
Key Development	<p>Station Chief, Squad Leader, Fire Inspector</p> <p>Fire Chief</p>
Broadening Opportunities	<p>Recruiter, Drill Sergeant, AIT Platoon Sergeant, Instructor/Writer</p> <p>Asymmetric Warfare Operational Support, Defense Attaché, White House</p> <p>BEB Fire Chief OC/T, Training Developer, SARC, Brigade Victim Advocate, EOA, Asst IG</p>
Military Training	<p>Air Assault, Airborne, Combatives Level I, II, rappel Master Jump Master, Certified Fire Inspector Level I, II, III Rescue Technician Course, Hazardous Materials Course, Wild land Firefighter I, II, Plans Examiner Course, National Incident Management System Course, Defense Support of civil Authorities Course</p>

12N Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

							
Key Leadership Position MQ rating and highly numerated ranking			Squad Leader, section Sergeant, Horizontal Construction Supervisor, Construction Equipment supervisor, Construction Foreman	Platoon Sergeant, Senior Horizontal Construction Supervisor, construction Inspector, Construction Equipment Supervisor, Operations Sergeant			
Military/Civilian Education	DLC 1 WLC	DLC 2 ALC	DLC 3 SLC Associate's Degree	DLC 4 MLC Bachelor's Degree	DLC 5 SMC	DLC 6 Nom Master's Degree	
Key Development		Squad Leader, section Sergeant, Horizontal Construction Supervisor, Construction Equipment supervisor, Construction Foreman	Platoon Sergeant, Senior Horizontal Construction Supervisor, construction Inspector, Construction Equipment Supervisor, Operations Sergeant				
Broadening Opportunities			Recruiter, Drill Sergeant, Observer-Coach/Trainer, Asymmetric Warfare Group Operational Support, Defense Attache, White House Fellowship, Training With Industry Instructor, Instructor/Writer, Small Group Leader	Senior Small Group Leader, AIT Platoon Sergeant, Senior Trng Mgmt NCO, Senior Instructor/Writer, Career Management NCO, SARC, Brigade VA, EOA, Asymmetric Warfare Operational Specialist, CSA Strategic Group Studies, Senior technical Engineer, SFAB Advisor			
Military Training			Culture and Language Training, Engineer Crane Operator Course, Air Assault, Airborne, Combatives Level I, II, III, SHARP, Rangel Master, Immaster, MFT, MRT	Joint Engineer Operations Course, Equal Opportunity Advisor, Inspector General Course			

12P Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

Key Leadership Position MQ rating and highly numerated ranking											Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, Senior Power Plant Operator										Prime Power Supervisor, Intelligence Sergeant, Operations Sergeant, Senior Power Station Electrician, Senior Power Station Mechanic															
Military/Civilian Education	DLC 1		DLC 2		DLC 3		DLC 4		DLC 5		DLC 6		WLC		ALC		SLC		MLC		SMC		Nom		Associate's Degree				Bachelor's Degree				Master's Degree			
Key Development											Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, Senior Power Plant Operator										Prime Power Supervisor, Intelligence Sergeant, Operations Sergeant, Senior Power Station Electrician, Senior Power Station Mechanic															
Broadening Opportunities	Instructor/Writer, Asymmetric Warfare Operational Recruiter, Training Developer, Facilities Project Coordinator, Defense Attaché SARC, Brigade VA, EOA, Asst IG, Asymmetric Warfare Operational Specialist, CSA Strategic Studies Group, HQDA Broadening Seminar, White House Fellowship, Public Works NCOIC, Senior Technical Engineer																																			
Military Training	Combative Level I, II, III, Culture and Language Training																																			

12T Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Technical Engineer Squad Leader, Technical Topographic survey NCO															Senior Technical Engineer, Senior Technical Topographic Survey NCO																	
Military/Civilian Education	DLC 1		DLC 2		DLC 3		DLC 4		DLC 5		DLC 6		WLC		ALC		SLC		MLC		SMC		Nom		Associate's Degree			Bachelor's Degree			Master's Degree		
Key Development	Technical Engineer Squad Leader, Technical Topographic survey NCO															Senior Technical Engineer, Senior Technical Topographic Survey NCO																	
Broadening Opportunities	AIT PSG, Instructor Writer, Asymmetric Warfare Operational Support, Defense Attaché System Small Group Leader															Senior Trng Mgmt NCO, Asymmetric Warfare Operational Specialist, Asst Inspector General, HQDA Strategic Broadening Seminar Program, White House Fellowship, CSA Strategic Studies Group, Senior Technical Engineer NCO.																	
Military Training	Air Assault, Culture and Language Training, Airborne, Rappel Master, Jump Master, Combatives Level I, II, III, SHARP, MRT, MFT															Joint Engineer Operations Course, Equal Opportunity Advisor Course, Inspector General Course																	

12X Talent Development Model

Years of Service

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Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>First Sergeant, Operations Sergeant, Construction Operations Sergeant, Construction Inspector, Maintenance Supervisor, Power Station Sergeant</p>
Military/Civilian Education	<p>DLC 1 (WLC) DLC 2 (ALC) DLC 3 (SLC) DLC 4 (MLC) DLC 5 (SMC) DLC 6 (Nom)</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
Key Development	<p>First Sergeant, Operations Sergeant, Construction Operations Sergeant, Construction Inspector, Maintenance Supervisor, Power Station Sergeant</p>
Broadening Opportunities	<p>Instructor/Writer, BEB Senior Observer-Coach/Trainer, Senior Combat Development NCO, Senior Career Manager, SARC, Brigade VA, EOA, Asst IG, Asymmetric Warfare Operational Support, Asymmetric Warfare Operational Specialist, CSA Strategic Studies Group, HQDA Broadening Seminar, White House Fellowship, SFAB Senior Advisor</p>
Military Training	<p>Air Assault, Culture and Language Training, Airborne, Rappel Master, Jump Master, Combatives Level I, II, III, IV, Ranger, Battle Staff NCO, SHARP, MRT, MFT, Joint Engineer Operations Course, Equal Opportunity Advisor Course, Inspector General Course</p>

12Y Talent Development Model

Years of Service

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Key Leadership Position MQ rating and highly numerated ranking	Squad Leader, Senior Geospatial Engineer Sergeant (12Y30)		Senior Geospatial Engineer Sergeant (12Y40)		Senior Geospatial Engineer Operations Sergeant		Geospatial Operations SGM, CSM (7C or 7S level)
Military/Civilian Education	DLC 1 WLC	DLC 2 ALC	DLC 3 SLC Associate's Degree	DLC 4 MLC Bachelor's Degree	DLC 5 SMC	DLC 6 Nom Master's Degree	
Key Development	Squad Leader, Senior Geospatial Engineer Sergeant (12Y30)		Senior Geospatial Engineer Sergeant (12Y40)		Senior Geospatial Engineer Operations Sergeant		Geospatial Operations SGM, CSM (7C or 7S level)
Broadening Opportunities	Asymmetric Warfare Group, Defense Attaché System, White House Fellowship			USASMA Fellowship/SGM or CSM positions in TRADOC Engineer or OSUT units			
	AIT PLT SGT, Drill SGT, Instructor/Writer, Small Group Leader, Training Developer						
	Recruiter, Instructor		HQDA Strategic Broadening Seminar, CSA Strategic Studies Group				
			Career Management NCO (HRC), Observer Coach Trainer (OC/T)		Senior Career Management NCO, Senior Combat Development NCO, Senior Instructor, EO Advisor		
Military Training	Battle Staff, Master Fitness Trainer (MF)				Senior Enlisted Joint Professional Military Education (SEJPME) I-II Course		
	SFAB Course, Air Assault, Airborne, Jumpmaster, Master Fitness Trainer (MFT), Ranger, Rappel Master, MRT, SHARP				Joint Engineer Operations Course (JEOC)		
	Basic Combatives Instructor Course		Combatives Instructor Course Level IV				

12Z Talent Development Model

Years of Service

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Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>First Sergeant, Senior Engineer NCO, Intelligence Sergeant, Chief Bridge NCO</p>
Military/Civilian Education	<p>DLC 1 DLC 2 DLC 3 DLC 4 DLC 5 DLC 6</p> <p>WLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
Key Development	<p>First Sergeant, Senior Engineer NCO, Intelligence Sergeant, Chief Bridge NCO</p>
Broadening Opportunities	<p>Chief Instructor/Writer, Brigade Operations Sergeant, Senior Observer- Coach/Trainer, Senior Military Science Instructor, Senior Small Group Leader, Senior Combat Development NCO, SFAB Operational Advisor, Asymmetric Warfare Operational Support, Asymmetric Warfare Operational Specialist, Asst IG, EOA, Senior R&D NCO, Defense Attaché, White House Fellowship, CSA Strategic Studies Group, HQDA Broadening Seminar</p>
Military Training	<p>Airborne, Culture and Language Training, Jump Master, Air Assault, Rappel Master, Pathfinder, Ranger, Explosive Ordnance Clearance Agent, Counter Explosive Hazards Planner Course, Intermediate Search Course, R2C2 Leaders Course, Joint Engineer Operations Course, Battle Staff NCO Course, Equal Opportunity Advisors Course, MRT, Master Fitness Trainer Course, Inspector General Course, Bradley Leaders Course</p>