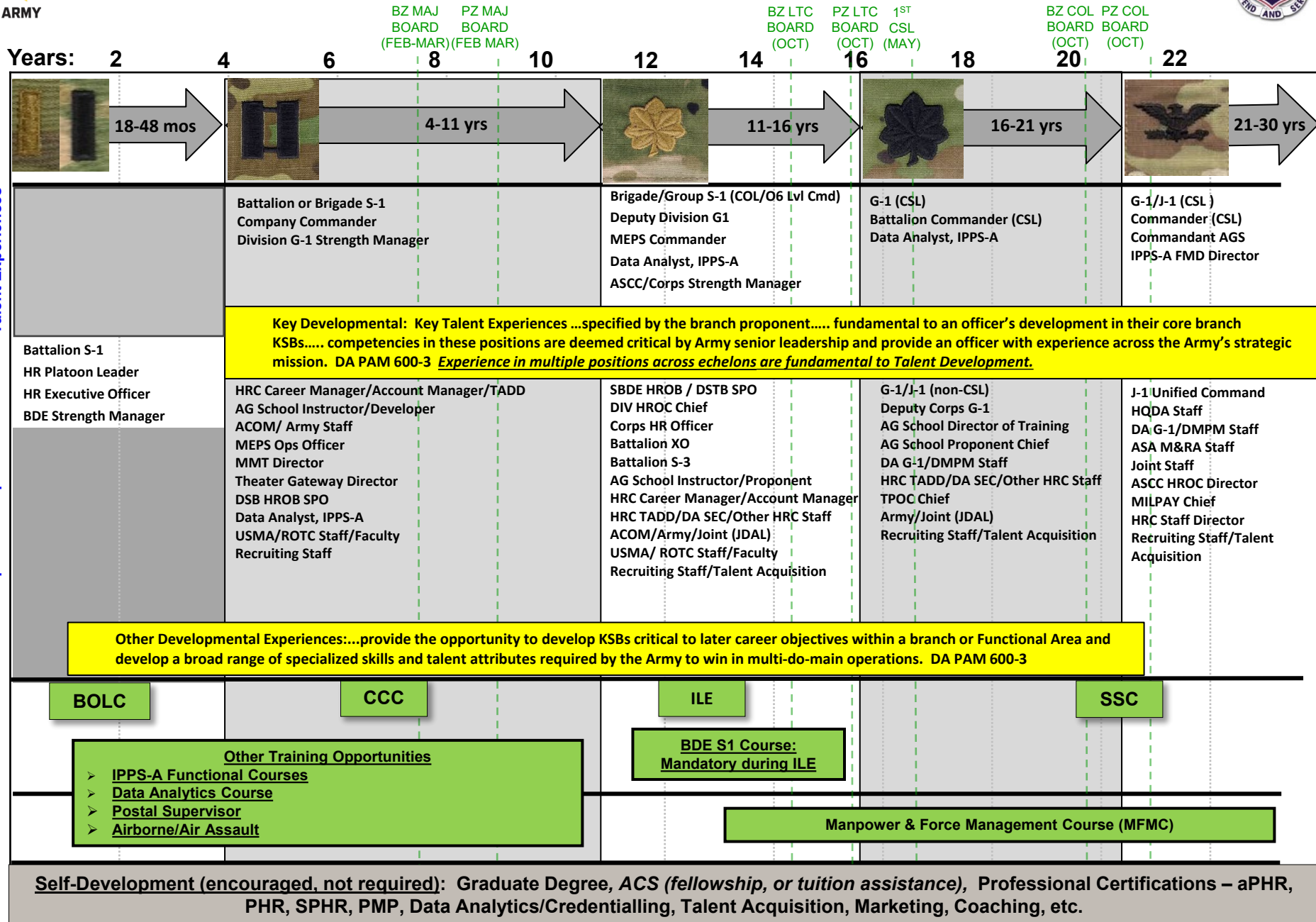


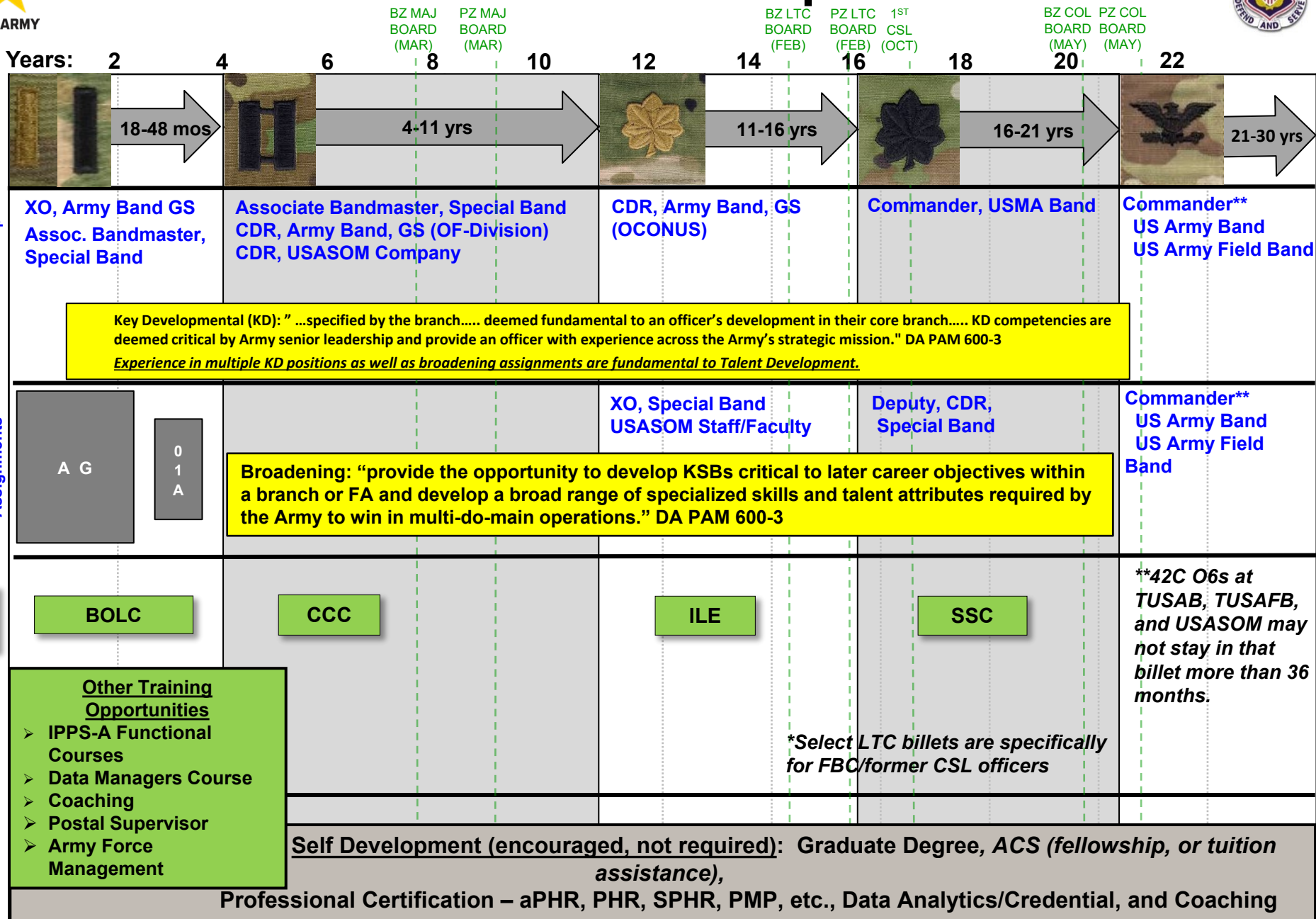


42B/42H Officer Talent Development Model





42C Officer Talent Development Model



**42C O6s at TUSAB, TUSAFB, and USASOM may not stay in that billet more than 36 months.

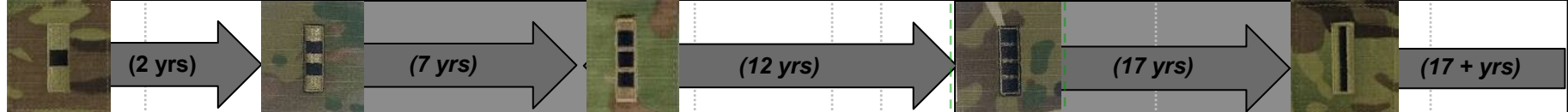
*Select LTC billets are specifically for FBC/former CSL officers



420A Talent Development Model



WO Years: 0 2 4 6 8 10 12 14 16 18 20



Company Grade | **Field Grade** | **Senior Field Grade**

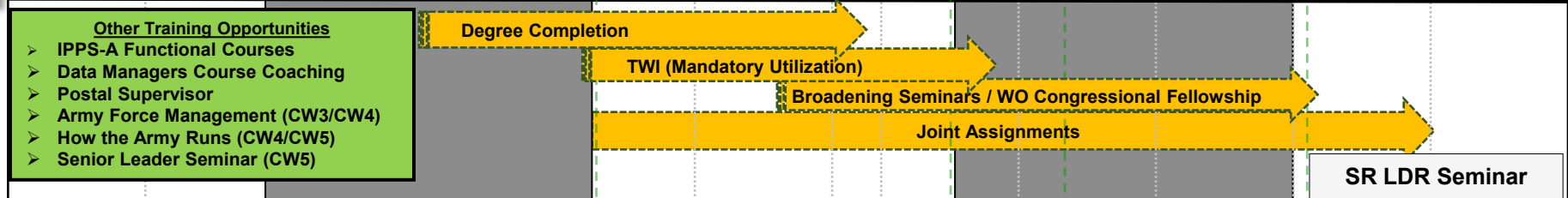
BDE/BCT/SBDE HR Tech HR CO HR Tech HR Operations Branch (SBDE or ESC)	Corps G-1 HR Tech (Ops/PRM) HHBN/STB/CAB HR Tech TPOC HR Tech Combined Arms Center	Division G-1 Senior HR Tech ACOM/ASCC Staff TPOC HR Tech FORSCOM Strength Manager	TIER 1 Corps G-1 SR HR Tech ASCC G-1 SR HR Tech HQDA G-1 DMPM HRC G-1 SR HR Tech
--	---	--	---

Key Developmental (KD): "Determined by branch to be fundamental to the development of an officer *in his or her core branch competencies...*"

Special Operations HR Tech TPOC HR Tech (CW2) ASCC/Division HROC HR Tech FORSCOM HR Tech ASCC HR Tech FFID HR Tech US NATO MPD Chief OCLL ARSTAFF HR Tech Cadet Command HR Tech	IPPS-A Development Team Instructor/Writer, AG School WOCC TAC Officer Special Operations HR Tech GOMO HR Tech WO Recruiter (USAREC) US NATO Brigade HR Tech HRC EPMD Readiness	AG WO Branch Manager AG WO Proponent Special Operations HR Tech Writer/Developer AG School Army Legislative Liaison GOMO HR Tech WO Recruiter (USAREC) ARMY G3/5/7 HR Tech WO Advisor/Assistant XO-4 Star AXO, SACEUR Inspector General WOCC-SGL HRC, Deputy Chief, Awards & Decoration OCSA ECC/CJCS SJS WHCA HR Tech NATO Allied CMD Transformation HR Tech COCOM HR Tech GO Executive Officer WOCC Chief of Comm Education Dept AVNCOE HR Tech	TIER 2 FORSCOM SR HR Tech HRC WO Advisor (TAG) CWO, AG Corps WO Advisor/AXO VCSA WO Advisor/AXO CSA WO Advisor/AXO Sec Army 011A MOS Immaterial
---	---	--	--

Post-Developmental jobs are broadening:
"Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences *in different* organizational cultures and interests..." AR 600-3

WOBC	WOAC	WOILE	WOILE Follow-on	WOSSE
-------------	-------------	--------------	------------------------	--------------



Associates Degree	Baccalaureate Degree	Graduate Degree
--------------------------	-----------------------------	------------------------

As of 1 February 2024 | Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, Lean Six Sigma, Microsoft, etc. (encouraged, not required)

Key Developmental

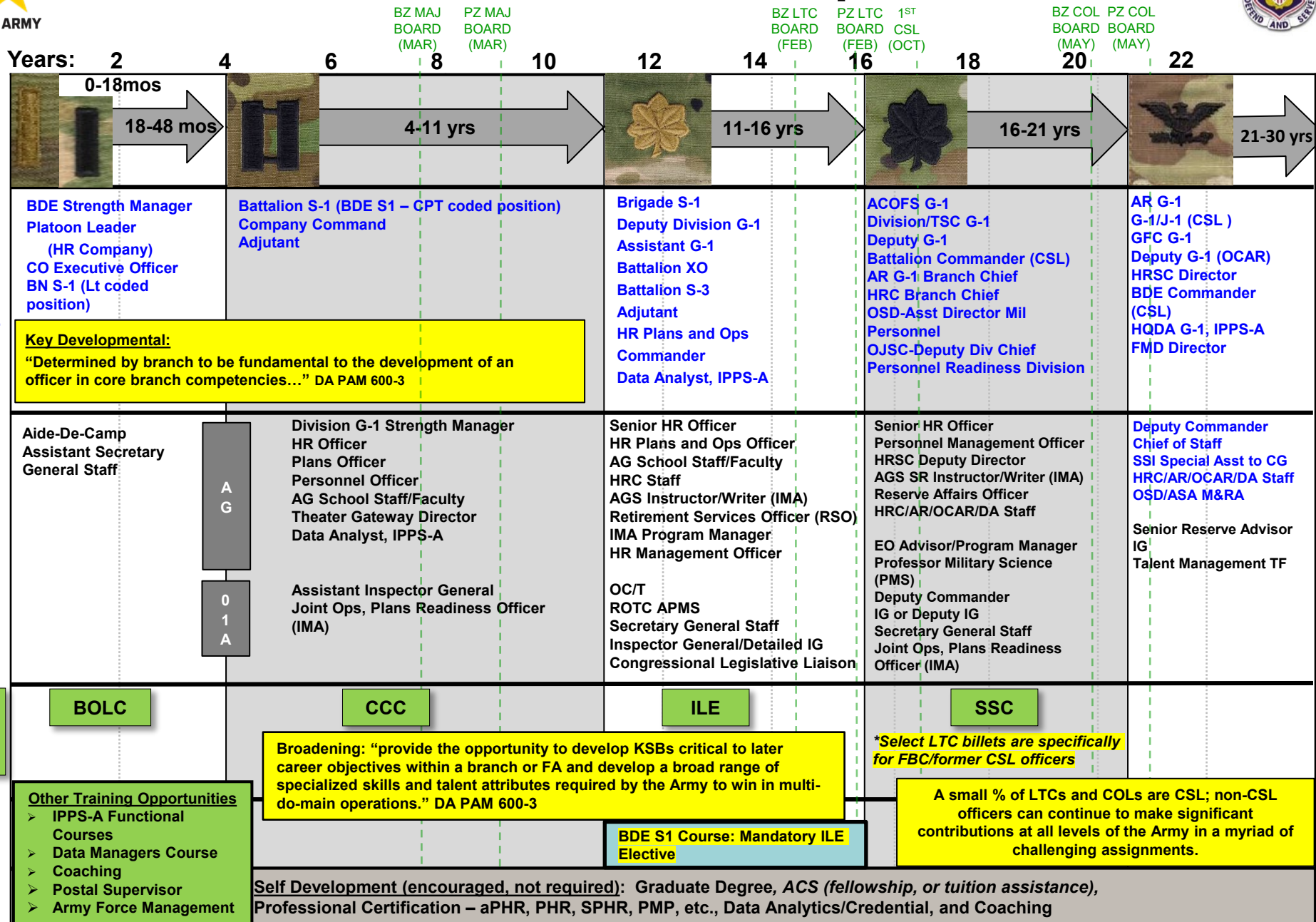
Post-KD (Broadening Assignments)

PME

Broadening Opportunities



USAR Officer Talent Development Model

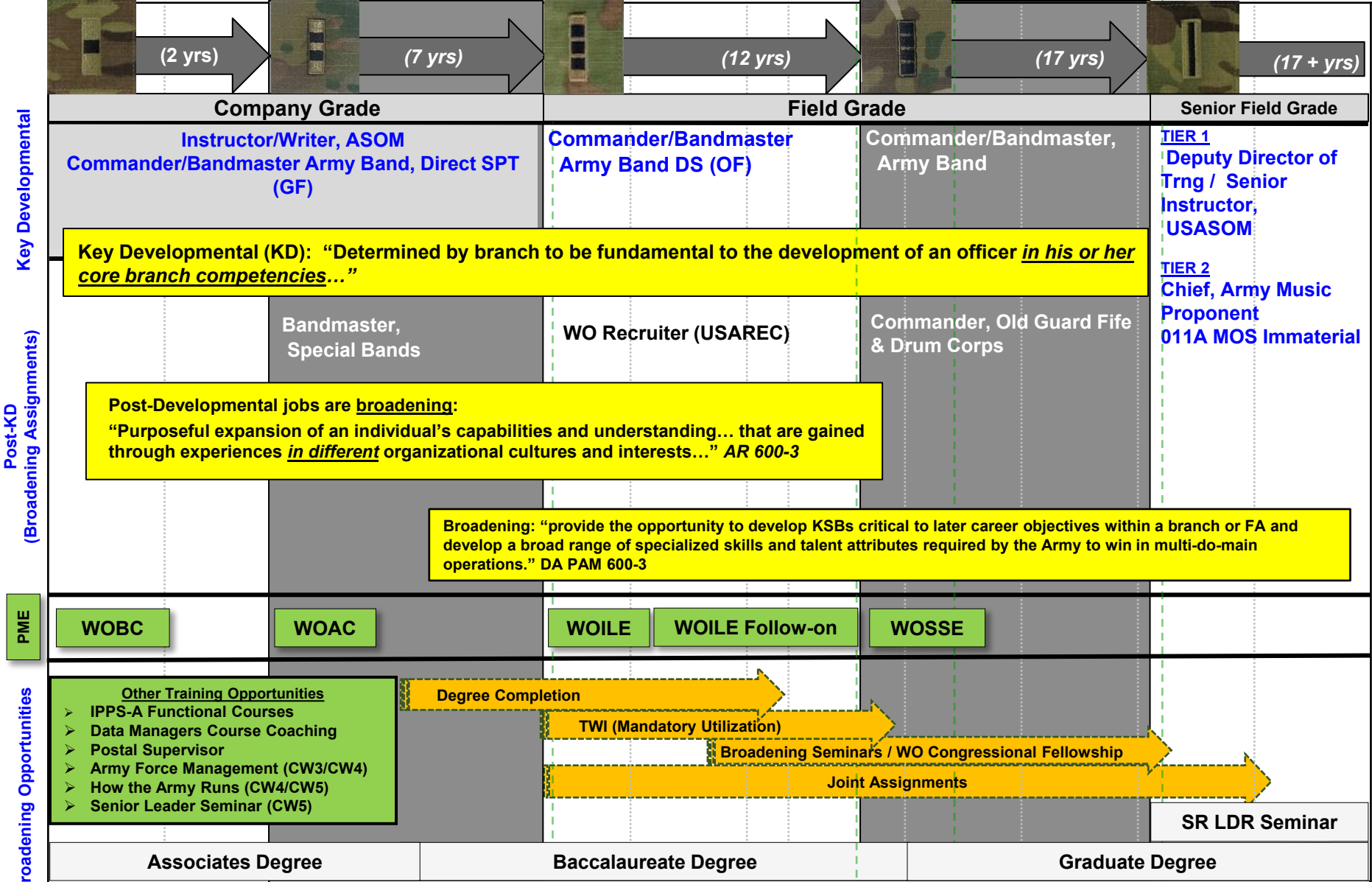




420C Warrant Officer Talent Development Model



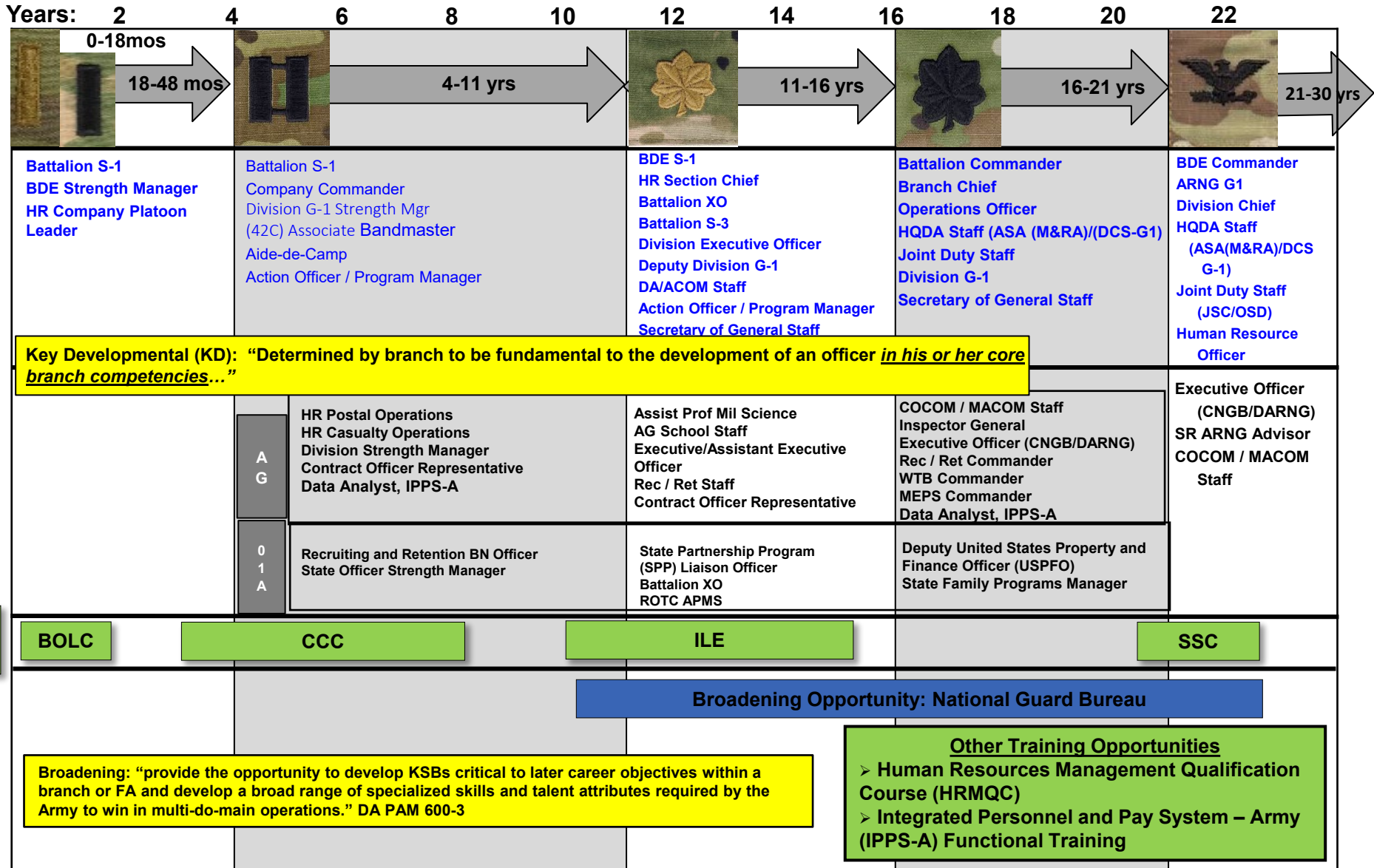
WO Years: 0 2 4 6 8 10 12 14 16 18 20



As of 1 February 2024 Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, Lean Six Sigma, Microsoft, etc. (encouraged, not required)



ARNG Officer Talent Development Model



Self Development: Graduate Degree (*encouraged, not required*)

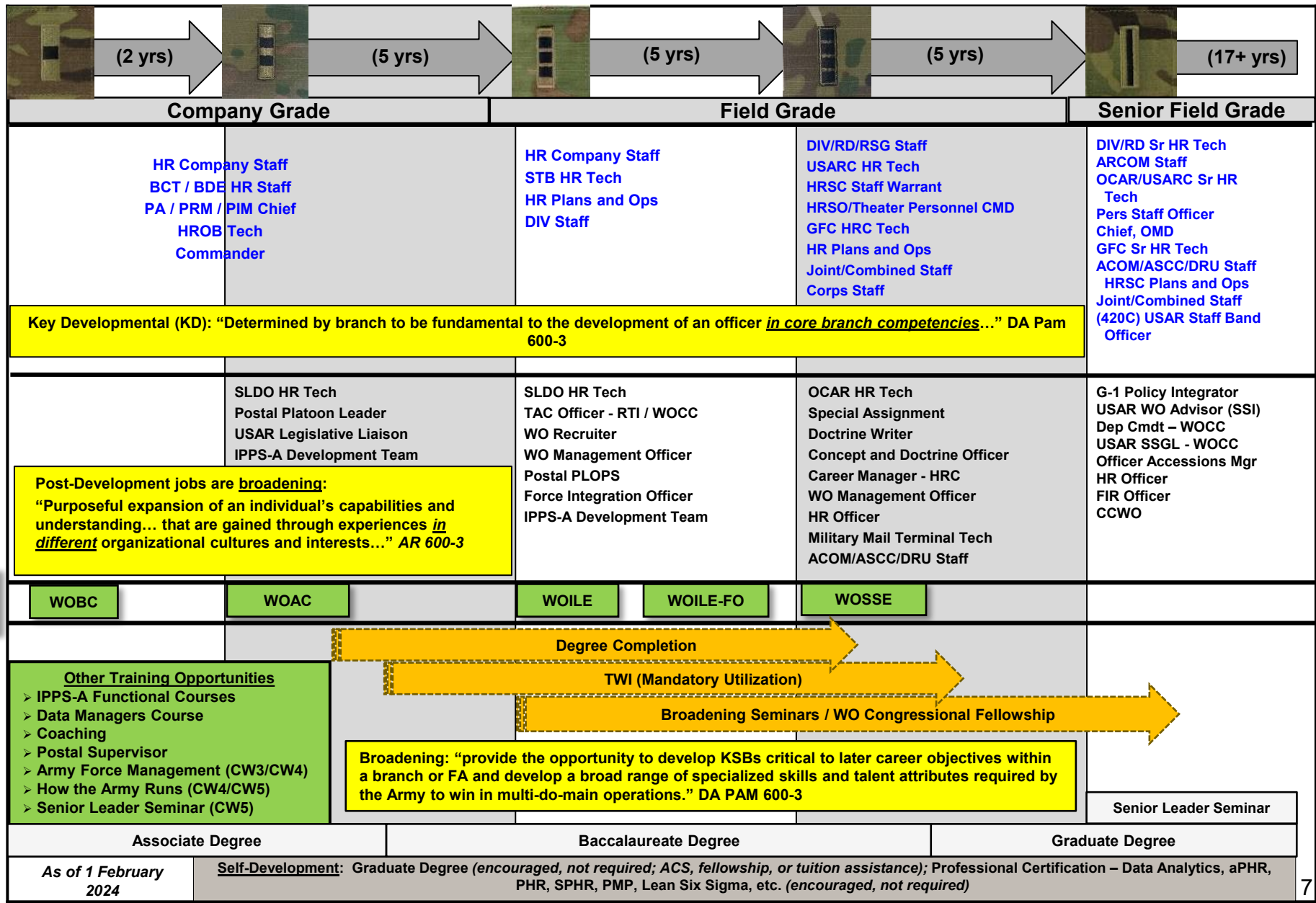
Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, etc. (*encouraged, not required*)



USAR Warrant Officer Talent Development Model



WO Years: 0 2 4 6 8 10 12 14 16 18 20





ARNG Warrant Officer Talent Development Model

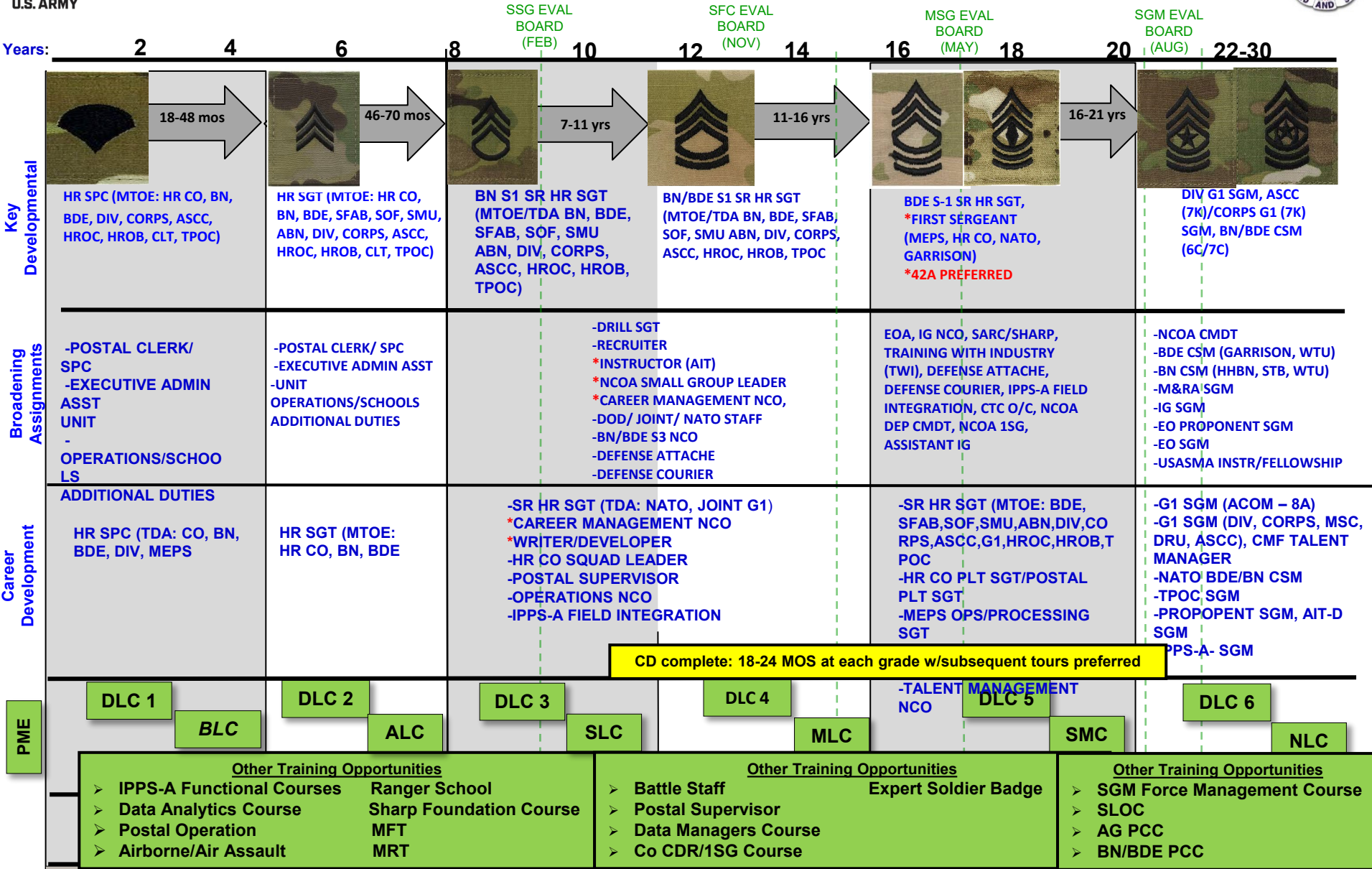


WO Years: 0 2 4 6 8 10 12 14 16 18 20

	Company Grade				Field Grade				Senior Field Grade							
Key Developmental (Key Developmental Assignments)	BDE/STB/MSC HR Tech Human Resource Office (HRO) Technician Management Officer HR Company Plans and Operations Tech Sustainment SPO HR Operations Tech Commander/Bandmaster (420C)				G-1 HR Tech G-1/DIV/MSC Policy Branch Chief G-1 Education/Incentives Branch Chief G-1 Health Services Branch Chief Commander/Bandmaster (420C)				G-1 Officer/Enlisted Personnel Manager Chief G-1 Systems Integration Branch (SIB) Chief DIV/MSC Sr HR Tech ARNG Training Site Personnel Actions Chief HRO AGR Manager JFHQ Administrative Officer Commander/Bandmaster (420C)				G-1/J-1 Sr HR Tech/Advisor Deputy G-1/J-1 Command Chief Warrant Officer NGB Sr HR Advisor TRADOC ARNG Sr. HR Advisor Chief ARNG Bands (420C) Vice-Chief, ARNG Bands (420C) (Commander/Bandmaster (420C)			
	Key Developmental (KD): "Determined by branch to be fundamental to the development of an officer <i>in his or her core branch competencies...</i> " DA PAM 600-3															
Post-KD (Broadening Assignments)	Warrant Officer Strength Manager TAC Officer - RTI/WOCC Contracting Officer				Warrant Officer Strength Manager TAC Officer - RTI/WOCC Mobilization Planner USPFO Pay Branch Chief NGB Staff Officer				Force Integration Readiness Officer (FIRO) Commander/Sr TAC Officer - RTI/WOCC Mobilization Branch Chief NGB Staff Officer Adjutant General School Instructor				G-1 Policy Integrator USAR WO Advisor (SSI) Dep Cndt - WOCC USAR SSGL -WOCC Officer Accessions Mgr - ARC HRO - SLDO Force Integration Readiness Officer CCWO			
	Post-Developmental jobs are broadening : "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3															
PME	WOBC		WOAC		WOILE		WOSSE									
	Other Training Opportunities > IPPS-A Functional Courses > Data Managers Course Coaching > Postal Supervisor > Army Force Management (CW3/CW4) > How the Army Runs (CW4/CW5) > Senior Leader Seminar (CW5)															
Broadening Opportunities	Degree Completion															
	TWI (Mandatory Utilization)															
Broadening Seminars / WO Congressional Fellowship																
Broadening: "provide the opportunity to develop KSBs critical to later career objectives within a branch or FA and develop a broad range of specialized skills and talent attributes required by the Army to win in multi-do-main operations." DA PAM 600-3																
Associates Degree (Recommended)				Baccalaureate Degree (Recommended)				Graduate Degree (Recommended)								
As of 1 February 2024																
Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, Lean Six Sigma, Microsoft, etc. (encouraged, not required)																



AG NCO Talent Development Model



Self Development (encouraged, not required): Associates Degree, Bachelor Degree, Graduate Degree, ACS (fellowship, or tuition assistance), Professional Certifications – aPHR, PHR, SPHR, PMP, etc., Data Analytics/Credentialing, and Coaching