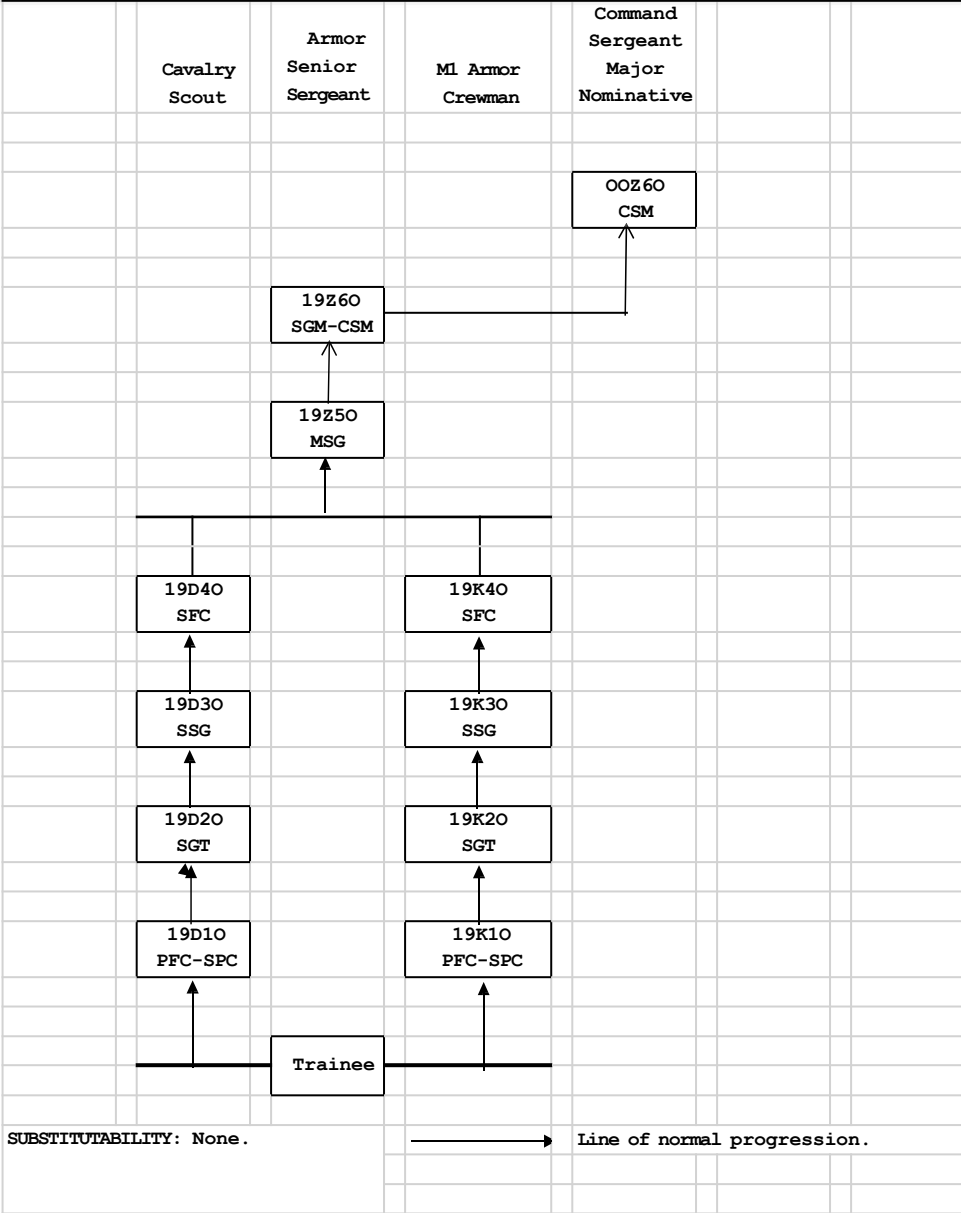










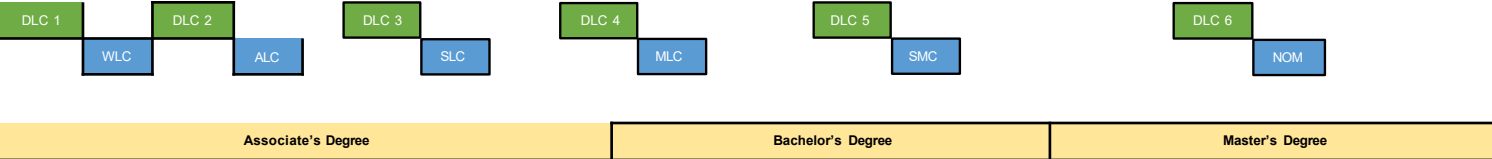
U.S. ARMY

# CMF 19 Progression Chart



# 19D Talent Development Model

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

| <p><b>Rank</b></p> <p><b>KD Position</b></p>   |  <p>Driver, Gunner, Scout</p>  |  <p>Gunner, Team Leader</p>  |  <p>Squad / Section Leader</p>  |  <p>Platoon Sergeant</p>   |  <p>First Sergeant</p>   |  <p>BN/BDE CSM</p> |         |     |     |     |     |         |  |  |   |  |   |   |
|--|---|---|--|---|---|---|---------|-----|-----|-----|-----|---------|--|--|---|--|---|---|
| <p><b>Military</b></p> <p>Distributed Learning</p> <p>NCOPDS</p> <p><b>Civilian Education</b></p> <p>Degree Program</p>  | <p>Requires a <b>minimum</b> of 24 months to be considered Key Developmental (KD) complete</p>    |   |  |   |   |   |         |     |     |     |     |         |  |  |   |  |   |   |
| <p><b>Broadening Opportunities</b></p> <p>(Not ordered in precedence)</p>  | <table border="0"> <thead> <tr> <th>PVT-SPC</th> <th>SGT</th> <th>SSG</th> <th>SFC</th> <th>MSG</th> <th>SGM/CSM</th> </tr> </thead> <tbody> <tr> <td> <p><i>No broadening opportunities exist</i></p> </td> <td> <ul style="list-style-type: none"> <li>Instructor Assistant</li> <li>Ops Assistant</li> <li>Ops NCO</li> <li>OPS SGT</li> <li>TRNG MGT NCO</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Drill Sergeant</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>Recruiter</li> <li>SFAB Combat Advisor</li> <li>SGL</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Career Management NCO</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>SARC-VA</li> <li>Senior Drill Sergeant</li> <li>SGL</li> <li>Talent Management NCO</li> <li>Training/Advise NCOIC</li> <li>USMA TAC NCO</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Inspector General</li> <li>SR Instructor</li> <li>MSI</li> <li>SARC</li> <li>Senior Career Management NCO</li> <li>Senior Talent Management NCO</li> <li>SFAB 1SG</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Branch SGM</li> <li>Chief Career Management NCO</li> <li>Chief MSI</li> <li>CSM O/C</li> <li>CST SGM</li> <li>DOTS SGM</li> <li>CH Instructor</li> <li>JMRC CSM</li> <li>USAAC BDE CSM</li> <li>USASMA                             <ul style="list-style-type: none"> <li>Executive Officer</li> <li>Instructor</li> <li>Training Developer</li> </ul> </li> </ul> </td> </tr> </tbody> </table> |   |  |   |   |   | PVT-SPC | SGT | SSG | SFC | MSG | SGM/CSM | <p><i>No broadening opportunities exist</i></p>  | <ul style="list-style-type: none"> <li>Instructor Assistant</li> <li>Ops Assistant</li> <li>Ops NCO</li> <li>OPS SGT</li> <li>TRNG MGT NCO</li> </ul>  | <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Drill Sergeant</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>Recruiter</li> <li>SFAB Combat Advisor</li> <li>SGL</li> </ul>  | <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Career Management NCO</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>SARC-VA</li> <li>Senior Drill Sergeant</li> <li>SGL</li> <li>Talent Management NCO</li> <li>Training/Advise NCOIC</li> <li>USMA TAC NCO</li> </ul> | <ul style="list-style-type: none"> <li>First Army OC/T</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Inspector General</li> <li>SR Instructor</li> <li>MSI</li> <li>SARC</li> <li>Senior Career Management NCO</li> <li>Senior Talent Management NCO</li> <li>SFAB 1SG</li> </ul> | <ul style="list-style-type: none"> <li>Branch SGM</li> <li>Chief Career Management NCO</li> <li>Chief MSI</li> <li>CSM O/C</li> <li>CST SGM</li> <li>DOTS SGM</li> <li>CH Instructor</li> <li>JMRC CSM</li> <li>USAAC BDE CSM</li> <li>USASMA                             <ul style="list-style-type: none"> <li>Executive Officer</li> <li>Instructor</li> <li>Training Developer</li> </ul> </li> </ul> |
| PVT-SPC  | SGT   | SSG   | SFC  | MSG   | SGM/CSM   |   |         |     |     |     |     |         |  |  |   |  |   |   |
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| <p><b>Career Development</b></p>   | <p><i>The Armor Branch only recognizes Key Developmental Assignments and Broadening Opportunities</i></p>   |   |  |   |   |   |         |     |     |     |     |         |  |  |   |  |   |   |



# MOS 19D



The Cavalry Scout serves, leads, or supervises as a member of a scout platoon that conducts reconnaissance and security operations, both mounted and dismounted, to answer the commander's information requirements and provide early warning to the protected force.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**SSG:** 24 months as Squad Leader or Section Leader with MQ rating and high enumeration and selected to serve as a Platoon Sergeant.

**SFC:** 24 months as Platoon Sergeant with MQ rating and high enumeration and selected to serve as a First Sergeant.

### **Highly qualified looks like:**

**SSG:** 24 months as Squad Leader or Section Leader with HQ rating and mid-level enumeration.

**SFC:** 24 months as Platoon Sergeant with HQ ranking and mid-level enumeration.



U.S. ARMY

# MOS 19D



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

**SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**SSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 60 or more college semester hours or a degree.

**SFC:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 80 or more college semester hours.

### **Highly qualified looks like:**

**SSG:** Graduate of the Advanced Leader Course (ALC) with some college.

**SFC:** Graduate of the Senior Leader Course (SLC) with some college.



U.S. ARMY

# MOS 19D



## ASSIGNMENTS (Broadening and Generating)

**SSG:** Troop Master Gunner, Assistant Operations Sergeant, Drill Sergeant, Recruiter, Instructor, Observer Controller Trainer (OC/T), Combat Development NCO, Training Developer/Writer, SFAB Advise/Assist NCO, EOL, SARC/VA.

**SFC:** Battalion/Squadron Master Gunner, Talent Manager (HRC), Career Management NCO (OCOA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Career Advisor, Observer Controller Trainer (OC/T), EOA, SARC/VA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Tactical NCO, Project Warrior, SFAB Advise/Assist NCO, MATA Instructor.



U.S. ARMY

# MOS 19D



## TRAINING

### **Most-qualified looks like:**

**SSG:** Two or more of the following courses: Scout Leader Course (SLC), Bradley MasterGunner, Ranger, Airborne, Air Assault, and/or Battle Staff.

**SFC:** Cavalry Leaders Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Ranger, Airborne, Air Assault, and/or Battle Staff.

### **Highly qualified looks like:**

**SSG:** One of the following courses: Scout Leader Course (SLC), Bradley Master Gunner, Ranger, Airborne, Air Assault, or Battle Staff.

**SFC:** One of the following courses: Cavalry Leader Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Ranger, Airborne, Air Assault, or Battle Staff.

## OTHER INDICATIONS







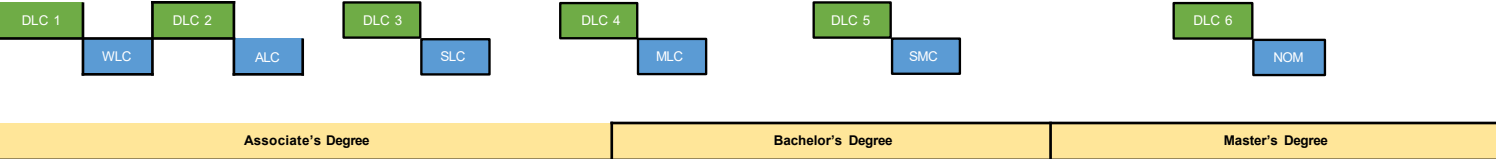
### **Most-qualified looks like:**

**SSG:** Gainey Cup Best Scout Squad Competition, Squad/Section/Platoon-level competitions SGT Audie Murphy, SGT Morales, Division NCO Quarter/Year, Q1 during Gunnery.

**SFC:** Gainey Cup Best Scout Squad Competition, Squad/Section/Platoon-level competitions, SGT Audie Murphy, SGT Morales, Division NCO Quarter/Year. Focused on Platoon level accomplishments.

# 19K Talent Development Model

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

|   |  |   |   |  |   |   |  |  |  |  |   |   |  |  |
|---|--|---|---|--|---|---|--|--|--|--|---|---|--|--|
| <b>Rank</b><br><br><b>KD Position</b>   | <br>Driver/Loader   | <br>Gunner | <br>Tank Commander<br><br>Requires a <i>minimum</i> of 24 months to be considered Key Developmental (KD) complete                        |  |   | <br>Platoon Sergeant |  |  | <br>First Sergeant  |  |   | <br>BN/BDE CSM |  |  |
| <b>Military</b><br><br>Distributed Learning<br><br>NCOPDS<br><br><b>Civilian Education</b><br>Degree Program    |    |   |   |  |   |   |  |  |  |  |   |   |  |  |
| <b>Broadening Opportunities</b><br><br>(Not ordered in precedence)  | <b>PVT-SPC</b><br><br><i>No broadening opportunities exist</i>   |   | <b>SGT</b><br><ul style="list-style-type: none"> <li>Instructor Assistant</li> <li>Ops Assistant</li> <li>Ops NCO</li> <li>OPS SGT</li> <li>Range Safety NCO</li> <li>TRNG MGT NCO</li> </ul>                             |  | <b>SSG</b><br><ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Drill Sergeant</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>Recruiter</li> <li>SGL</li> </ul>   |   | <b>SFC</b><br><ul style="list-style-type: none"> <li>First Army OC/T</li> <li>Career Management NCO</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Inspector General</li> <li>Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>SARC-VA</li> <li>Senior Drill Sergeant</li> <li>SGL</li> <li>Talent Management NCO</li> <li>USMA TAC NCO</li> </ul> |  | <b>MSG</b><br><ul style="list-style-type: none"> <li>First Army OC/T</li> <li>CTC OC/T</li> <li>Equal Opportunity Advisor</li> <li>Inspector General</li> <li>SR Instructor</li> <li>Master Gunner</li> <li>MSI</li> <li>SARC</li> <li>Senior Career Management NCO</li> <li>Senior Talent Management NCO</li> <li>SFAB 1SG</li> </ul> |  | <b>SGM/CSM</b><br><ul style="list-style-type: none"> <li>Branch SGM</li> <li>Chief Career Management NCO</li> <li>Chief MSI</li> <li>CSM O/C</li> <li>CST SGM</li> <li>DOTS SGM</li> <li>CH Instructor</li> <li>JMRC CSM</li> <li>USAAC BDE CSM</li> <li>USASMA                             <ul style="list-style-type: none"> <li>Executive Officer</li> <li>Instructor</li> <li>Training Developer</li> </ul> </li> </ul> |   |  |  |
| <b>Functional Courses/Troop Schools</b><br><br>(Earliest opportunities to attend courses, not all encompassing) | <b>SPC</b><br><ul style="list-style-type: none"> <li>DTMS</li> <li>Environmental Compliance</li> <li>HAZMAT</li> <li>Unit Armorer</li> </ul> |   | <b>SGT</b><br><ul style="list-style-type: none"> <li>Abrams Master Gunner</li> <li>Master Driver</li> <li>Safety</li> <li>Tank Commander Course</li> <li>Unit Movement Officer</li> <li>Unit Prevention Leader</li> </ul> |  | <b>SSG</b><br><ul style="list-style-type: none"> <li>Air Load Planner</li> <li>Basic Recruiter Course</li> <li>Battle Staff NCO</li> <li>CFDIC</li> <li>Drill Sergeant Course</li> <li>Equal Opportunity</li> <li>Master Fitness</li> <li>Master Resiliency</li> <li>SHARP</li> </ul> |   | <b>SFC</b><br><ul style="list-style-type: none"> <li>Cavalry Leader Course</li> <li>Inspector General</li> <li>Maneuver Leader Maintenance Course</li> </ul>   |  | <b>MSG</b><br><ul style="list-style-type: none"> <li>1SG/Commander Course</li> </ul>   |  | <b>SGM</b><br><ul style="list-style-type: none"> <li>Command Sergeant Major Legal Orientation</li> <li>Keystone AMF</li> <li>Pre-Command Course</li> </ul>  |   |  |  |
| <b>Career Development</b>   | <i>The Armor Branch only recognizes Key Developmental Assignments and Broadening Opportunities</i>   |   |   |  |   |   |  |  |  |  |   |   |  |  |



# MOS 19K



The Tanker's role on the battlefield is to close with and destroy enemy forces using firepower, mobility, and shock effect. Tankers primarily conduct decisive action in unified land operations.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**SSG:** 24 months as a Tank Commander with MQ rating and high enumeration and selected to serve as a Platoon Sergeant.

**SFC:** 24 months as a Platoon Sergeant with MQ rating and high enumeration and selected to serve as a First Sergeant.

### **Highly qualified looks like:**

**SSG:** 24 months as Tank Commander with HQ rating and mid-level enumeration.

**SFC:** 24 months as Platoon Sergeant with HQ rating and mid-level enumeration.





U.S. ARMY

# MOS 19K



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

**SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**SSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 60 or more college semester hours or a degree.

**SFC:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 80 or more college semester hours.

### **Highly qualified looks like:**

**SSG:** Graduate of the Advanced Leader Course (ALC) with some college.

**SFC:** Graduate of the Senior Leader Course (SLC) with some college.



U.S. ARMY

# MOS 19K



## ASSIGNMENTS (Broadening and Generating)

**SSG:** Company Master Gunner, Instructor, Doctrinal Developer/Writer, Combat Development NCO, AC/RC positions, Drill Sergeant, Assistant Operations Sergeant, Recruiter, EOA, SARC/VA.

**SFC:** Battalion Master Gunner, Talent Manager (HRC), Career Management NCO (OCOA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Career Advisor, Observer Controller Trainer (OC/T), EOA, SARC/VA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Tactical NCO, Project Warrior.



U.S. ARMY

# MOS 19K



## TRAINING

### **Most-qualified looks like:**

**SSG:** Two or more of the following courses: Abrams Master Gunner, Gunnery Simulation Training Manager (GSTM), Vehicle Crew Evaluator (VCE), and/or Battle Staff.

**SFC:** Two or more of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Gunnery Simulation Training Manager (GSTM), and/or Battle Staff.

### **Highly qualified looks like:**

**SSG:** One of the following courses: Abrams Master Gunner, Gunnery Simulation Training Manager (GSTM), Vehicle Crew Evaluator (VCE), or Battle Staff.

**SFC:** One of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Gunnery Simulation Training Manager (GSTM), or Battle Staff.

## OTHER INDICATIONS

### **Most-qualified looks like:**

**SSG:** Sullivan Cup Best Tank Crew Competition, Tank/Crew/Platoon-level Competitions SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year, Q1 during gunnery.

**SFC:** Sullivan Cup Best Tank Crew Competitions, Tank/Crew/Platoon-level Competitions, SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year. Focused on Platoon level accomplishments.



# MOS 19Z



The Armor senior sergeant serves as the principal NCO in an Armor Company, Cavalry Troop, or operations staff section in an ABCT, SBCT, IBCT or higher level organizations.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**MSG:** 24 months as a Company/Troop First Sergeant with MQ rating and high enumeration and selected to serve as a Battalion/Squadron HHC/HHT First Sergeant or Brigade HHC First Sergeant.

### **Highly qualified looks like:**

**MSG:** 24 months as First Sergeant with HQ rating and mid-level enumeration.

## PHYSICAL FITNESS

### **Most-qualified looks like:**

**MSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**MSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



U.S.ARMY

# MOS 19Z



## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**MSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses, with completion of a Bachelor's Degree.

### **Highly qualified looks like:**

**MSG:** Graduate of Master Leaders Course (MLC) with 80-120 college semester hours earned.

## ASSIGNMENTS (Broadening and Generating)

**MSG:** Brigade or higher level Master Gunner, Senior Talent Manager (HRC), Senior Career Management NCO (OCO), Battalion or higher Operations Sergeant, ROTC MSI, USMA TAC NCO, AC/RC, OC/T, Division or higher level staff, Inspector General NCO, EOA, SARC/VA.



U.S. ARMY

# MOS 19Z



## TRAINING

### **Most-qualified looks like:**

**MSG:** Two or more of the following courses: Cavalry Leaders Course (CLC), Joint Fire Power Control and/or Battle Staff.

### **Highly qualified looks like:**

**MSG:** One of the following courses: Cavalry Leaders Course (CLC), Joint Fire Power Control, or Battle Staff.

## OTHER INDICATORS

### **Most-qualified looks like:**

**MSG:** Focused on Company/Troop level accomplishments.