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## **Chapter 1**

### **Public Affairs (Career Management Field 46) Career Progression Plan**

#### **1–1. Duties**

Public Affairs is a unique career management field, established to provide senior leaders and commanders with the expertise required to fulfill the Army's Title 10 U.S.C. communication and Visual Information (VI) requirements. Public Affairs (PA) leads information advantage activities to deter aggression, reassure partners and allies of American commitment and capabilities, and to set the conditions necessary for trust and support from civilian leadership and the American public. Career Management Field (CMF) 46 Soldiers plan and execute missions that directly impact the information environment across the competition continuum. CMF 46 Soldiers serve at the tactical, operational, strategic, and enterprise level. Public Affairs units (SRC 45) are organized, trained, and equipped to rapidly-deploy PA and VI capabilities in support of Army and Joint headquarters in order to provide full. CMF 46 Soldiers are vital to commanders' communication strategies and all operations. CMF 46 comprises five military occupational specialties (MOS): Public Affairs Mass Communications Specialist (46S), Visual Information Equipment Operator-Maintainer (46T), Visual Information Specialist (46V), Visual Information Operations Chief (46Y), and Chief Public Affairs NCO (46Z).

#### **1–2. Transformation**

CMF 46 Soldiers must be physically fit, demonstrate high levels of personal discipline, and possess the ability to operate proficiently and independently in their assigned tasks. They must be critical thinkers and planners with operational and strategic mindsets. They must understand Army processes and operations, be adaptable and self-motivated, and effectively integrate and contribute to command staffs. CMF 46 Soldiers must possess capabilities grounded in doctrine and supported by a deliberate range of education to provide commanders with adaptable, flexible, and versatile communication guidance. Effectiveness in current and future information environments requires CMF 46 Soldiers to communicate clearly, mediate and build relationships, and employ critical thinking to strategic objectives, while maintaining technical proficiency. Often serving alongside Functional Area (FA) 46 officers, CMF 46 Soldiers use their knowledge and experience to manage tactical PA and VI resources while advising commanders and staffs on strategic resources. CMF 46 Soldiers must continually develop their understanding of communication synchronization, tactics and techniques, and master the seven core tasks: (1) provide advice and counsel to commanders, (2) conduct PA and VI planning, (3) conduct PA training, (4) conduct media facilitation, (5) conduct public communication, (6) counter misinformation and disinformation, and (7) conduct communications assessments. CMF 46 Soldiers will vigorously pursue military and civilian education to enhance their professional development and increase the capabilities they can provide to unit commanders and staff.

#### **1–3. Recommended Career Management Self-Development**

The proponent recommends the following for self-development and demonstrated excellence:

*a. Private (E-1) – Specialist/Corporal (E-4).*

(1) The quality and success of a Soldier's career is in direct proportion to the Soldier's commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Soldiers strive to continuously improve their basic Soldiering skills and critical tasks required by their MOS. Soldiers begin to familiarize themselves with the Military Decision-Making Process (MDMP) and have an awareness of higher headquarters' communication priorities.

(2) Soldiers study the following military publications: FM 3-13, FM 3-61, AR 360-1, AR 601-208, TRADOC Pam 525-3-1, JP 3-61, ATP 6-02.40, DA Pam 25-91, AR 25-1, and AR 640-30. Soldiers become familiar with the following DoDI: 5040.02, 5040.07, 5120.04, 5120.20, 5122.08, 5160.48, 5230.16, 5400.14, 5400.17, 5405.03, 5410.01, 5410.16, 5410.19, and 5535.12.

(3) Competitions and boards such as Soldier of the Month/Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to demonstrate proficiency and verbal communication. Soldiers can further distinguish themselves by earning the Expert Soldier Badge (ESB) and by participating in the Best Squad Competition. Soldiers should also look to demonstrate both technical and tactical excellence during the SPC Hilda I. Clayton Best Combat Camera Competition and MG Keith L. Ware (KLW) Communications Awards Competition.

(4) Soldiers will prepare for the Basic Leader Course (BLC). Soldiers should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leader, or make the Commandant's List.

(5) Soldiers should leverage distance-learning opportunities for self-development, college credit, and promotion points. Programs include the Army Learning Management System (ALMS) and Army e-Learning Program. CMF 46 Soldiers with Armed Services Vocational Aptitude Battery (ASVAB) scores below 107 should seek to improve their scores through the Basic Skills Education Program (BSEP), which is part of the Functional Academic Skills Training (FAST) Program. Taking additional civilian education courses, such as English composition and basic mathematics, will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential. Soldiers should take advantage of Army following educational programs in pursuit of civilian education: College Level Examination Program (CLEP), Defense Activity for Non-Traditional Education Support (DANTES), and Tuition Assistance (TA)/Credentialing Assistance (CA). These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

*b. Sergeant (SGT/E-5).*

(1) SGTs continue to improve their Soldier and MOS skills while mentoring others, strive to participate in MDMP, and seek to achieve a solid understanding of HQDA communication priorities, themes, and messages. SGTs also pursue mastery of direct leadership of their subordinates.

(2) SGTs understand all military publications referenced in paragraph 1-3a(2) and become familiar with AR 600-20, FM 3-0, STP 21-24-SMCT, ADP 6-22, and TC 7-22.7.

(3) SGTs use their experience to mentor junior enlisted Soldiers and encourage them to compete in Soldier boards outlined in paragraph 1-3a(3). SGTs should demonstrate their technical and tactical proficiency by competing in NCO boards such as NCO of the Month/Quarter/Year. Excellence in leadership should be demonstrated through participation in SGT Audie Murphy and SGT Morales Award Boards. SGTs can further distinguish themselves by earning the ESB and by participating in the Best Squad Competition. SGTs should also look to demonstrate both technical and tactical excellence during the SPC Hilda I. Clayton Best Combat Camera Competition. SGTs can distinguish themselves through the annual HQDA KLV Communications Awards Competition. SGTs who compete and win demonstrate their ability to excel in MOS-specific skills.

(4) SGTs will prepare for the Advanced Leader Course (ALC). SGTs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leader, or make the Commandant's List.

(5) SGTs should take advantage of all military and civilian education opportunities outlined in paragraph 1-3(a)5. SGTs should seek to complete 40-hour courses which qualify them for key additional duties that directly support unit readiness, as outlined in AR 600-20 and AR 350-1. SGTs should continually broaden their individual Soldier and MOS skillsets through ALMS, Army e-Learning Program, and the Adobe Certified Expert or Resilience Building Leader Program certifications from the Army Credentialing Opportunities On-Line (COOL). SGTs should begin working toward earning college credit for an undergraduate degree. Civilian education is not required for promotion but can be a deciding factor for determining the most qualified NCOs.

(6) SGTs can further distinguish themselves by competing for and winning the SGM Dawn Kilpatrick Memorial Scholarship.

(7) SGTs should return to the Defense Information School (DINFOS) and attend intermediate courses that broaden their technical ability and proficiency.

*c. Staff Sergeant (SSG/E-6).*

(1) SSGs are experts in all Soldier and MOS skills and tasks, as outlined in paragraph 1-3b. SSGs develop a solid understanding of Army operations and battle staff functions. SSGs demonstrate mastery of their direct leadership skills and seek to develop leadership abilities at the organizational level. SSGs become active participants in MDMP by applying HQDA communication priorities, themes, and messages to the planning and communication synchronization processes and products.

(2) SSGs strive for mastery of the military publications outlined in paragraph 1-3b and have a solid understanding of AR 623-3, DA Pam 623-3, and field-level maintenance manuals associated with their organizational equipment. SSGs will become familiar with the National Defense Strategy, Army Campaign Plan, and current Army initiatives.

(3) SSGs mentor junior enlisted Soldiers and NCOs to compete in Soldier boards as outlined in paragraphs 1-3(a) and 1-3(b). Excellence in leadership should be demonstrated through participation in SGT Audie Murphy and SGT Morales Award Boards. SSGs can further distinguish themselves by earning the ESB and participating in the Best Squad

Competition. SSGs should also look to demonstrate both technical and tactical excellence during the SPC Hilda I. Clayton Best Combat Camera Competition.

(4) SSGs will prepare to attend the Senior Leader Course (SLC). SSGs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leader, or make the Commandant's List.

(5) SSGs continue broadening their skillsets through ALMS, Army e-Learning Program, and COOL outlined in paragraphs 1-3(a) and 1-3(b). SSGs should also look to complete the Joint Professional Military Education I (JPME) course. SSGs should continue progress toward an associate's degree. An associate's degree is not required for promotion but can be a deciding factor for determining the most qualified NCOs.

(6) SSGs can distinguish themselves through the annual HQDA KLV Communications Awards Competition. SSGs who compete and win demonstrate their ability to excel in MOS-specific skills. SSGs can distinguish themselves by competing and winning the SGM Dawn Kilpatrick Memorial Scholarship.

(7) SSGs should return to DINFOS and attend intermediate courses to broaden their technical ability and proficiency.

*d. Sergeant First Class (SFC/E-7).*

(1) SFCs should demonstrate proficiency in communication planning, synchronization for MDMP product development, Army operations, battle staff functions, and HQDA communication priorities, themes, and messages. SFCs demonstrate organizational leadership abilities and expand their influence outside their specific Public Affairs element and command.

(2) SFCs have mastered the military publications outlined in paragraph 1-3c and study AR 350-1, AR 750-1, AR 600-20, DA Pam 600-25, Smartbook DA Pam 600-25. SFCs understand the National Defense Strategy, the Army Campaign Plan, and current Army initiatives.

(3) SFCs mentor junior enlisted Soldiers and NCOs to compete in Soldier boards as outlined in paragraphs 1-3a, 1-3b, and 1-3c and coach them in earning the ESB. Excellence in leadership should be demonstrated through participation in SGT Audie Murphy and SGT Morales Award boards.

(4) SFCs will prepare to attend the Master Leader Course (MLC). SFCs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leader, or make the Commandant's List.

(5) SFCs seek military training opportunities such as JPME II and the Tactical Information Operations Planner Course (TIOPC). SFCs should continue working toward a bachelor's degree. A bachelor's degree is not required for promotion but can be a deciding factor for determining the most qualified NCOs. SFCs should also seek battle staff.

(6) SFCs can distinguish themselves by mentoring and inspiring their Soldiers and NCOs to compete and win in the HQDA KLV Communications Awards Competition. Excellence in leadership should be demonstrated through inductions into SGT Audie Murphy and SGT Morales Clubs. SFCs can further distinguish themselves by competing for and winning the SGM Dawn Kilpatrick Memorial Scholarship. SFCs are encouraged to act as a judge at any major command level public affairs competition.

(7) SFCs should return to DINFOS and attend advanced courses that broaden their technical ability and proficiency.

*e. Master Sergeant/First Sergeant (MSG/ISG/E-8).*

(1) MSGs maintain technical and tactical Soldier and MOS skills. MSGs display mastery of HQDA communication priorities, themes, and messages by leading communication planning and synchronization, and development of MDMP products. MSGs also demonstrate a complete understanding of Army operations and battle staff functions. MSGs demonstrate mastery of organizational leadership, expanding their influence outside their specific Public Affairs element or command, and develop proficiency in strategic leadership. MSGs should also demonstrate a mastery of executive communications.

(2) MSGs are completely versed in the military publications mentioned in paragraph 1-3d(2) as well as DA Pam 611-21, AR 350-1, AR 600-9, AR 601-280, AR 220-1, and TRADOC Pam 525-3-1. MSGs apply the concepts within the National Defense Strategy, the Army Campaign Plan, and current Army initiatives to Army, Joint, and Combined operations.

(3) MSGs mentor and inspire junior enlisted Soldiers and junior NCOs to compete in Soldier boards as outlined in paragraphs 1-3a, 1-3b, and 1-3c.

(4) MSGs will prepare to attend the Sergeants Major Academy (SGM-A). All MSGs seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leader, or make the Commandant's List.

(5) MSGs seek military training opportunities such as the Project Management Professional certification (PMP),

Lean Sigma 6, and Resilience Building Leader Program – Trainer certification. MSGs should be finishing their bachelor’s degree and look to pursue a master’s degree. MSGs should also seek the APR+M (Accreditation Public Relations + Military) certification.

(6) MSGs can distinguish themselves by mentoring and inspiring their officers, Soldiers, junior NCOs, and civilians to compete and win the HQDA KLW Communications Awards Competition. Excellence in leadership should be demonstrated through active participation in SGT Audie Murphy and SGT Morales Award boards. MSGs further distinguish themselves by competing for and winning the SGM Dawn Kilpatrick Memorial Scholarship and Marcia Triggs Leadership Award. MSGs are encouraged to act as a judge for KLW.

(7) MSGs should return to DINFOS and attend advanced courses to broaden their technical ability and proficiency.

(8) By exception to policy, MOS 46Y MSGs may request to fill authorized MOS 46Z MSG or 1SG positions.

(9) By exception to policy, MOS 46Z MSGs may request to fill authorized MOS 46Y MSG or 1SG positions.

*f. Sergeant Major/Command Sergeant Major (SGM/CSM/E-9).*

(1) The goal of the SGM is to continually advise commanders, staffs, and Public Affairs officers. They also provide expertise for all enlisted matters and enforce standards, discipline, and adherence to Army policy and doctrine. Outstanding communication skills are required by SGMs due to their scope of influence and often represent the command or Army in civic functions and must be skilled in community and public relations. SGMs should continually seek personal and professional development through a college education, from a degree-producing institution, related to their MOS. SGMs display mastery of Army and PA policy, programs, and processes. SGMs advise command/organization leaders on all aspects of information advantage activities. SGMs mentor, advise, and develop junior officers, NCOs, and civilians to employ communication strategies and plans consistent with the seven core Public Affairs responsibilities. They demonstrate mastery of strategic leadership by extending their influence across units/organizations, commands, and across the joint service, as applicable.

(2) SGMs are masters of the military publications mentioned in paragraph 1-3e and intimately familiar with the National Defense Strategy, the Army Campaign Plan, current Army initiatives, and their chain of command’s professional reading list. SGMs are expected to further their comprehension and awareness of politics, geopolitical issues, and doctrine relating to Army operations.

(3) SGM/CSMs pursue additional educational and technical/professional certification opportunities in communication and Public Affairs-related disciplines. SGMs should continue working toward a master’s degree. A master’s degree is not required for promotion but can be a deciding factor for determining the most qualified NCOs.

(4) SGM/CSMs seek military training opportunities such as U.S. Army Sergeants Major Academy Fellowship, How the Army Runs (HTAR), Force Management Course, and Capabilities Development Course. SGMs should seek to attend the Sergeant Major Assessment Program.

(5) SGMs mentor and inspire officers, Soldiers, and civilians at every echelon of their command to compete and win in the HQDA KLW Communications Awards Competition, SPC Hilda I. Clayton Best Combat Camera Competition, Marcia Triggs Leadership Award, Honorable Ancient Order of St. Gabriel, and the SGM Dawn Kilpatrick Scholarship.

(6) By exception to policy, MOS 46Y SGMs may request to fill authorized MOS 46Z SGM positions.

(7) By exception to policy, MOS 46Z SGMs may request to fill authorized MOS 46Y SGM positions.

## **Chapter 2**

### **Military Occupation Specialty 46S, Public Affairs Mass Communication Specialist**

#### **2–1. Major Duties**

See Smartbook DA Pam 611-21, Chapter 10.

#### **2–2. Prerequisites**

See Smartbook DA Pam 611-21, Chapter 10.

#### **2–3. Goals for Development**

*a. Private (E-1) - Specialist/Corporal (E-4).*

(1) *Institutional Training.* BLC.

(2) *Key Leadership Positions.* None. Soldiers should seek additional responsibility and take advantage of

opportunities that display leadership skills, initiative, and motivation.

(3) *Key Development Positions*. Pursue positions at a Public Affairs Detachment (PAD), Mobile Public Affairs Detachment (MPAD), or Theater Public Affairs Support Element (TPASE).

(4) *Broadening Assignments*. None.

(5) *Additional Training*. Airborne, Air Assault, Ranger, and Mass Communication Foundations – Writing (MCF-W).

(6) *Self-development*. See paragraph 1-3a(5).

(7) *Special Assignments*. None.

*b. Sergeant (SGT/E-5).*

(1) *Institutional Training*. ALC. It is recommended that SGTs attend the Intermediate Photojournalism Course (IPC), Intermediate Public Affairs Specialist Course (IPASC), or the Intermediate Motion Media Course (IMMC).

(2) *Key Leadership Positions*. None. SGTs should seek increased responsibility and take advantage of opportunities that display leadership skills, initiative, and motivation.

(3) *Key Development Positions*. Pursue positions in Public Affairs (SRC 45 units), in Army Special Operations, and at American Forces Network (AFN) stations.

(4) *Broadening Assignments*. Pursue broadening assignments as an Instructor/Writer at DINFOS, Drill Sergeant, or Recruiter. Army National Guard Talent Development Program (ARNG TDP) (ARNG Only).

(5) *Additional Training*. Airborne, Air Assault, Jumpmaster, and Master Fitness Trainer (MFT).

(6) *Self-development*. See paragraph 1-3b(5).

(7) *Special Assignments*. None.

*c. Staff Sergeant (SSG/E-6).*

(1) *Institutional Training*. SLC. It is highly recommended that SSGs attend IPASC, IPC, and IMMC.

(2) *Key Leadership Positions*. Pursue positions as a Team NCO.

(3) *Key Development Positions*. Pursue positions at AFN Operations or other positions at Army Service Component Commands (ASCC) and Army Special Operations.

(4) *Broadening Assignments*. Pursue broadening assignments as a Small Group Leader (SGL), Instructor/Writer, Observer Controller/Trainer NCO, Recruiter, or Drill Sergeant, or Training with Industry (TWI). ARNG TDP (ARNG Only).

(5) *Additional Training*. Airborne, Battle Staff NCO (BSNCO), Equal Opportunity Leader (EOL), Jumpmaster, MFT, Master Resilience Trainer (MRT), Sexual Harassment/Assault Response Program (SHARP) Foundations Course, Operation Security Level II (OPSEC II), and JPME I.

(6) *Self-development*. See paragraph 1-3c(5).

(7) *Special Assignments*. Office of the Chief of Public Affairs (OCPA) or Chief of Staff of the Army (OCSA) Mass Communications NCO.

## **2-4. Military Occupational Specialty 46S Professional Development Model**

The 46S Professional Development Model is found in the Smartbook DA Pam 600-25 on milSuite at <https://www.milsuite.mil> or the Army G-1 Personnel website at <https://www.army.mil/G-1#org-g-1-publications>.

## **2-5. Military Occupational Specialty 46S Reserve Components**

Whenever possible, duty assignments for career progression should parallel those of the Active Component (AC), although geographical limitations and lack of access to certain assignments will determine in what capacity a Reserve Component (RC) Public Affairs Soldier serves throughout their career.

*a. U.S. Army Reserve (USAR)*. USAR Soldiers have many of the same training and duty assignment opportunities as their AC counterparts. Commanders and CSMs should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC. Doing so allows their Soldiers to readily integrate into AC formations by having similar skill sets and experiences as their AC counterparts. USAR Soldiers should pursue leadership assignments in a PAD, , MPAD, TPASE, or Major Support Commands. Soldiers should pursue

broadening assignments. Opportunities exist within the Active Guard Reserve (AGR) program that allow for these opportunities as well as other supporting assignments in an active-duty status. USAR Soldiers can also volunteer for specified active-duty periods to complete specific missions on “Active-Duty Operational Support” (ADOS) orders, then be released upon completion of orders to a traditional Reserve status. AGR and ADOS Soldiers serving in training and operations supporting assignments should seek to attend the Training Plan Development Course and Army Training Requirements and Resources System (ATRRS) course at a minimum. In addition to the HQDA KLV Communications Awards Competition, USAR Soldiers can further distinguish themselves by first competing and winning in the LTC Wetzel “Scoop” Brumfield Mass Communications Competition (BMCC).

*b. Army National Guard (ARNG).* The ARNG has a unique dual mission, with both Federal (Title 10) and State (Title 32) responsibilities. During peacetime, the Governor commands ARNG forces through the State Adjutant General. The Governor can call the ARNG into action during local or statewide emergencies, including, but not limited to, severe storms, droughts, forest fires, floods, and civil disturbances. In addition, the President of the United States can activate the ARNG to participate in Federal missions. When federalized, ARNG units are commanded by the Combatant Commander of the theater in which they are operating. The ARNG is a key element in the U.S. Army’s multi-component unit force, training with AC and USAR units to ensure all three components work as a fully integrated team. In addition, State offices should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC, as this practice allows their Soldiers to readily integrate into AC formations with similar skill sets and experiences as their AC counterparts.

### **Chapter 3**

#### **Military Occupation Specialty 46T, Visual Information Equipment Operator-Maintainer**

##### **3–1. Major Duties**

See Smartbook DA Pam 611-21, Chapter 10.

##### **3–2. Prerequisites**

See Smartbook DA Pam 611-21, Chapter 10.

##### **3–3. Goals for Development**

*a. Private (E-1) – Specialist/Corporal (E-4).*

- (1) *Institutional Training.* BLC.
- (2) *Key Leadership Positions.* None. Soldiers should seek responsibility and take advantage of opportunities that display leadership skills, initiative, and motivation.
- (3) *Key Development Positions.* Pursue positions at AFN or Army Special Operations.
- (4) *Broadening Assignments.* Pursue assignment at the Army Multimedia and Visual Information Directorate (AMVID).
- (5) *Additional Training.* Airborne or Air Assault.
- (6) *Self-development.* See paragraph 1-3a(5).
- (7) *Special Assignments.* Pursue special assignments at the White House Communications Agency (WHCA).

*b. Sergeant (SGT/E-5).*

- (1) *Institutional Training.* ALC.
- (2) *Key Leadership Positions.* Pursue leadership positions as a Team Leader.
- (3) *Key Development Positions.* Pursue positions as a Studio Production Technician, Audio/Visual Technician, or positions at AMVID, AFN or Army Special Operations.
- (4) *Broadening Assignments.* Pursue broadening assignments as a Drill Sergeant, Recruiter, or an Instructor/Writer.
- (5) *Additional Training.* Jumpmaster and MFT.
- (6) *Self-development.* See paragraph 1-3b(5).
- (7) *Special Assignments.* Pursue special assignments as a VI Specialist at WHCA.

c. *Staff Sergeant (SSG/E-6)*.

(1) *Institutional Training*. SLC.

(2) *Key Leadership Positions*. Pursue leadership positions as a Squad Leader.

(3) *Key Development Positions*. Pursue positions as an Electronics Engineer, Senior VI Equipment Operator/Maintainer, Master Control Technician, or Operations NCO.

(4) *Broadening Assignments*. Pursue broadening assignments as an SGL, Instructor/Writer, Training Developer, or assignments at AMVID. Regional Training Institute Instructor or ARNG Unit Readiness NCO (ARNG Only).

(5) *Additional Training*. Broadcast Radio/Television System Maintenance Course (BRTSM), BSNCO, EOL, Jumpmaster, MFT, MRT, Visual Information Management Course (VIM), OPSEC II, and SHARP Foundations Course, and JPME I.

(6) *Self-development*. See paragraph 1-3c(5).

(7) *Special Assignments*. Pursue special assignments at Special Mission Units (SMU) or WHCA.

### **3–4. Military Occupational Specialty 46T Professional Development Model**

The 46T Professional Development Model is found in the Smartbook DA Pam 600-25 on milSuite at <https://www.milsuite.mil> or the Army G-1 Personnel website at <https://www.army.mil/G-1#org-g-1-publications>.

### **3–5. Military Occupational Specialty 46T Reserve Component**

The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as their AC counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AC. Assignments are constrained based on availability within their state or region.

a. *U.S. Army Reserve (USAR)*. USAR Soldiers have many of the same training and duty assignment opportunities as their AC counterparts. Commanders and CSMs should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC. Doing so allows their Soldiers to readily integrate into AC formations by having similar skill sets and experiences as their AC counterparts. USAR Soldiers should pursue leadership assignments in a PAD, MPAD, TPASE, or Major Support Commands. Soldiers should pursue



broadening assignments. Opportunities exist within the AGR program that allow for these opportunities as well as other supporting assignments in an active-duty status. USAR Soldiers can also volunteer for specified periods of active duty to complete specific missions on ADOS orders, and then are released upon completion of orders to a traditional Reserve status. AGR and ADOS Soldiers serving in training and operations supporting assignments should seek to attend the Training Plan Development Course and Army Training Requirements and Resources System (ATRRS) Course at a minimum. In addition to the HQDA KLV Communications

Awards Competition, USAR Soldiers can further distinguish themselves by competing and winning in the LTC Wetzel “Scoop” Brumfield Mass Communications Competition (BMCC).

*b. Army National Guard (ARNG).* The ARNG has a unique dual mission, with both Federal (Title 10) and State (Title 32) responsibilities. During peacetime, the Governor commands ARNG forces through the State Adjutant General. The Governor can call the ARNG into action during local or statewide emergencies, including, but not limited to severe storms, droughts, forest fires, floods, and civil disturbances. In addition, the President of the United States can activate the ARNG to participate in Federal missions. When federalized, ARNG units are commanded by the Combatant Commander of the theater in which they are operating. The ARNG is a key element in the U.S. Army’s multicomponent unit force, training with AC and USAR units to ensure all three components work as a fully integrated team. In addition, State offices should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC, as this practice allows their Soldiers to readily integrate into AC formations with similar skill sets and experiences as their AC counterparts.

## **Chapter 4**

### **Military Occupation Specialty 46V, Visual Information Specialist**

#### **4–1. Major Duties**

See Smartbook DA Pam 611-21, Chapter 10.

#### **4–2. Prerequisites**

See Smartbook DA Pam 611-21, Chapter 10.

#### **4–3. Goals for Development**

*a. Private (E-1) – Specialist/Corporal (E-4).*

- (1) *Institutional Training.* BLC.
- (2) *Key Leadership Positions.* None. Soldiers should seek responsibility and take advantage of opportunities that display leadership skills, initiative, and motivation.
- (3) *Key Development Positions.* None.
- (4) *Broadening Assignments.* None.
- (5) *Additional Training.* Airborne, Air Assault, Ranger, Digital Multimedia Course (DMC), IMMC.
- (6) *Self-development.* See paragraph 1-3a(5).
- (7) *Special Assignments.* Pursue special assignments at WHCA, U.S. Army Defense Intelligence Agency, AMVID or Defense Security Cooperation Agency.

*b. Sergeant (SGT/E-5).*

- (1) *Institutional Training.* ALC.
- (2) *Key Leadership Positions.* Pursue leadership positions as a Team Leader.
- (3) *Key Development Positions.* Pursue positions at 55<sup>th</sup> Public Affairs Company (Combat Camera) or AMVID.
- (4) *Broadening Assignments.* Pursue broadening assignments as a Drill Sergeant, Recruiter, or an Instructor/Writer. ARNG TDP (ARNG Only).
- (5) *Additional Training.* DMC, IMMC, IPC, IPASC, Jumpmaster, Ranger, MFT.
- (6) *Self-development.* See paragraph 1-3b(5).
- (7) *Special Assignments.* Pursue special assignments as

Immediate Office of Secretary of the Army (IOSA), Office of the Chief of Staff of the Army, U.S. Army Joint Chiefs of Staff, U.S. Army Defense Intelligence Agency, Uniformed Services University of the Health Sciences, or at WHCA.

*c. Staff Sergeant (SSG/E-6).*

- (1) *Institutional Training.* SLC.
- (2) *Key Leadership Positions.* Pursue leadership positions as a Squad Leader or Operations NCO.
- (3) *Key Development Positions.* Pursue positions as a Senior VI NCO, Training Developer, Instructor/Writer, Observer Controller/Trainer NCO, AMVID, or in Army Special Operations.
- (4) *Broadening Assignments.* Pursue broadening assignments as a Drill Sergeant, Recruiter, SGL, TWI, or Recruiter.
- (5) *Additional Training.* BSNCO, EOL, Jumpmaster, Ranger, MFT, MRT, VIM, OPSEC II, SHARP Foundations Course, and JPME I.
- (6) *Self-development.* See paragraph 1-3c(5).
- (7) *Special Assignments.* Pursue special assignments at AMVID, U.S. Army Joint Chiefs of Staff, or WHCA.

#### **4-4. Military Occupational Specialty 46V Professional Development Model**

The 46V Professional Development Model is found in the Smartbook DA Pam 600-25 on milSuite at <https://www.milsuite.mil> or the Army G-1 Personnel website at <https://www.army.mil/G-1#org-g-1-publications>.

#### **4-5. Military Occupational Specialty 46V Reserve Component**

*a.* The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as their AC counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AC. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS) and NCO Education System (NCOES) satisfies professional development and functional area requirements. Reserve Component Soldiers may volunteer for specified periods of active duty to complete specific missions on ADOS orders, and then be released upon completion of orders to a traditional reserve status. In addition to the HQDA KLW Communications Awards Competition, RC Soldiers can further distinguish themselves by competing and winning in the LTC Wetzel “Scoop” Brumfield Mass Communications Competition (BMCC).

*b. U.S. Army Reserve (USAR).* USAR Soldiers have many of the same training and duty assignment opportunities as their AC counterparts. Commanders and CSMs should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC. Doing so allows their Soldiers to readily integrate into AC formations by having similar skill sets and experiences as their AC counterparts. USAR Soldiers should pursue leadership assignments in a PAD, MPAD, TPASE, or Major Support Commands. Soldiers should pursue

broadening assignments. Opportunities exist within the Active Guard Reserve (AGR) Program that allow for these opportunities as well as other supporting assignments in an active-duty status. USAR Soldiers can also volunteer for specified periods of active duty to complete specific missions Active Duty Operational Support (ADOS), being released upon completion of the mission to a traditional Reserve status. AGR and ADOS Soldiers serving in training and operations supporting assignments should seek to attend the Training Plan Development Course and Army Training Requirements and Resources System (ATRRS) Course at a minimum. In addition to the HQDA KLW Communications Awards Competition, USAR Soldiers can further distinguish themselves by competing and winning in the LTC Wetzel “Scoop” Brumfield Mass Communications Competition (BMCC).

*c. Army National Guard (ARNG).* The ARNG has a unique dual mission, with both Federal (Title 10) and State (Title 32) responsibilities. During peacetime, the Governor commands ARNG forces through the State Adjutant General. The Governor can call the ARNG into action during local or statewide emergencies, including, but not limited to severe storms, droughts, forest fires, floods, and civil disturbances. In addition, the President of the United States can activate the ARNG to participate in Federal missions. When federalized, ARNG units are commanded by the Combatant Commander of the theater in which they are operating. The ARNG is a key element in the U.S. Army’s multicomponent unit force, training with AC and USAR units to ensure all three components work as a fully integrated team. In addition, State offices should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC, as this practice allows their Soldiers to readily integrate into AC formations with similar skill sets and experiences as their AC counterparts.

## **Chapter 5**

### **Military Occupational Specialty 46Y, Visual Information Operations Chief**

#### **5–1. Major Duties**

See Smartbook DA Pam 611-21, Chapter 10.

#### **5–2. Prerequisites**

See Smartbook DA Pam 611-21, Chapter 10.

#### **5–3. Goals for Development**

*a. Sergeant First Class (SFC/E-7).*

(1) *Institutional Training.* MLC.

(2) *Key Leadership Positions.* Pursue leadership positions as a Multimedia NCOIC, Psychological Operations (PSYOP) Detachment NCOIC, or Platoon Sergeant.

(3) *Key Development Positions.* Pursue positions as an Operations NCOIC, VI Manager, Training Developer, or Observer Controller/Trainer NCO.

(4) *Broadening Assignments.* Pursue broadening assignments as a Senior SGL, Senior Drill Sergeant, TWI, Inspector General, Sexual Assault Response Coordinator, or Military Equal Opportunity (MEO) Advisor.

(5) *Additional Training.* BSNCO, EOA, Jumpmaster, MFT, MRT, JPME II, OPSEC II, SHARP Trainer, VIM, and TIOPC.

(6) *Self-development.* See paragraph 1-3d(5).

(7) *Special Assignments.* TWI, Defense Security Cooperation Agency, Defense Information Systems Agency, Enlisted Talent Manager, Office of the Chief of Public Affairs, Chief of Staff of the Army, or U.S. Army Joint Chiefs of Staff.

b. Master Sergeant/First Sergeant (MSG/1SG/E-8).

- (1) *Institutional Training*. SGM-A.
- (2) *Key Leadership Positions*. Pursue leadership positions as a First Sergeant.
- (3) *Key Development Positions*. Pursue positions as an Operations NCOIC at PSYOP Battalion, 55<sup>th</sup> Public Affairs Company (COMCAM), or a Senior Public Affairs NCO.
- (4) *Broadening Assignments*. Pursue assignment as the AMVID NCOIC.
- (5) *Additional Training*. Army Force Management Course (AFMC), Capabilities Development Course (CDC), and TIOPC. Reserve Component National Security Course (RCNSC) (USAR and ARNG Only).
- (6) *Self-development*. See paragraph 1-3e(5).
- (7) *Special Assignments*. Pursue special assignments as the Senior Career Field Manager, Senior Talent Management NCO, the Army Artist-in-Residence, or WHAC.

c. Sergeant Major/Command Sergeant Major (SGM/CSM/E-9).

- (1) *Institutional Training*. Battalion/Brigade Pre-Command Course, Nominative Leaders Course, and Keystone Course.
- (2) *Key Leadership Positions*. None.
- (3) *Key Development Positions*. Pursue positions as a Chief Public Affairs NCO.
- (4) *Broadening Assignments*. Pursue assignments as the HQDA Office of the Chief Legislative Liaison (OCLL) Fellow, Reserve Officers' Training Corps (ROTC) Instructor, Proponent SGM or SGM-A Instructor.
- (5) *Additional Training*. AFMC, CDC, How the Army Runs (HTAR), SGM-A Fellowship, Public Affairs Communication Strategy-Qualification Course. RCNSC (USAR and ARNG Only).
- (6) *Self-development*. See paragraph 1-3f(5).
- (7) *Special Assignments*. Pursue special assignments as the Proponent SGM.

#### **5-4. Military Occupational Specialty 46Y Professional Development Model**

The 46Y Professional Development Model is found in the Smartbook DA Pam 600-25 on milSuite at <https://www.milsuite.mil> or the Army G-1 Personnel website at <https://www.army.mil/G-1#org-g-1-publications>.

#### **5-5. Military Occupational Specialty 46Y Reserve Component**

a. The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat to general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as their AC counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AC. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. TATS and NCOES satisfies professional development and functional area requirements. This is the same for all Army components. Soldiers should pursue broadening assignments. Opportunities exist within the AGR that allow for these opportunities as well as other supporting assignments in an active-duty status. USAR Soldiers can also volunteer for specified periods of active duty to complete specific missions on ADOS orders, and then will be released upon completion of orders to a traditional reserve status. AGR and ADOS Soldiers serving in training and operations supporting assignments should seek to attend the Training Plan Development Course and Army Training Requirements and Resources System (ATRRS) Course at a minimum. In addition to the HQDA KLV Communications Awards Competition, USAR Soldiers can further distinguish themselves by competing and winning in the LTC Wetzel "Scoop" Brumfield Mass Communications Competition (BMCC).

b. *Army National Guard (ARNG)*. The ARNG has a unique dual mission, with both Federal (Title 10) and State (Title 32) responsibilities. During peacetime, the Governor commands ARNG forces through the State Adjutant General. The Governor can call the ARNG into action during local or statewide emergencies, including, but not limited to severe storms, droughts, forest fires, floods, and civil disturbances. In addition, the President of the United States can activate the ARNG to participate in Federal missions. When federalized, ARNG units are commanded by the Combatant Commander of the theater in which they are operating. The ARNG is a key element in the U.S. Army's multicomponent unit force, training with AC and USAR units to ensure all three components work as a fully integrated team. In addition, State offices should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC, as this practice allows their Soldiers to readily integrate into AC formations with similar skill sets and experiences as their AC counterparts.

## **Chapter 6**

### **Military Occupational Specialty 46Z, Chief Public Affairs NCO**

#### **6-1. Major Duties**

See Smartbook DA Pam 611-21, Chapter 10.

#### **6-2. Prerequisites**

See Smartbook DA Pam 611-21, Chapter 10.

#### **6-3. Goals for Development**

- a. *Sergeant First Class (SFC/E-7)*.
- (1) *Institutional Training*. MLC.
  - (2) *Key Leadership Positions*. Pursue leadership positions as a PAD NCOIC or AFN Station Manager.
  - (3) *Key Development Positions*. Pursue positions as a Public Affairs Operations NCO.
  - (4) *Broadening Assignments*. Pursue broadening assignments as a Training Developer, Senior SGL, Senior Drill Sergeant, Inspector General, Sexual Assault Response Coordinator, MEO Advisor, or TWI.
  - (5) *Additional Training*. Airborne, BSNCO, EOA, Joint Contingency Public Affairs Course (JCPAC), Joint Intermediate Public Affairs Course (JIPAC), Jumpmaster, MFT, MRT, SHARP Trainer, JPME II, and TIOPC.
  - (6) *Self-development*. See paragraph 1-3d(5).
  - (7) *Special Assignments*. Secretary of the Army PAO or Enlisted Talent Management NCO.
- b. *Master Sergeant/First Sergeant (MSG/1SG/E-8)*.
- (1) *Institutional Training*. SGM-A.
  - (2) *Key Leadership Positions*. Pursue leadership positions as a First Sergeant.
  - (3) *Key Development Positions*. Pursue positions as a Senior Public Affairs NCO.
  - (4) *Broadening Assignments*. Pursue broadening assignments as the Proponent NCOIC or an Office of the Chief of Public Affairs (OCPA) Regional Office NCOIC.
  - (5) *Additional Training*. AFMC, CDC, JCPAC, JIPAC, TIOPC. RCNSC (USAR and ARNG Only).
  - (6) *Self-development*. See paragraph 1-3e(5).
  - (7) *Special Assignments*. Pursue special assignments as the Senior Talent Management NCO or Sergeant Major of the Army Public Affairs NCO for Chief of Staff.
- c. *Sergeant Major/Command Sergeant Major (SGM/CSM/E-9)*.
- (1) *Institutional Training*. Battalion/Brigade Pre-Command Course, Nominative Leaders Course, and Keystone Course.
  - (2) *Key Leadership Positions*. Pursue leadership positions as the TPASE CSM, DINFOS CSM, or Garrison CSM.
  - (3) *Key Development Positions*. Pursue positions as a Chief Public Affairs NCO.
  - (4) *Broadening Assignments*. Pursue assignments at HQDA OCLL or SGM-A Fellowship.
  - (5) *Additional Training*. AFMC, CDC, HTAR or SGM-A Fellowship. RCNSC (USAR and ARNG Only).
  - (6) *Self-development*. See paragraph 1-3f(5).
  - (7) *Special Assignments*. Pursue special assignment as the Sergeant Major of Public Affairs.

#### **6-4. Military Occupational Specialty Professional Development Model**

The 46Z Professional Development Model is found in the Smartbook DA Pam 600-25 on milSuite at <https://www.milsuite.mil> or the Army G-1 Personnel website at <https://www.army.mil/G-1#org-g-1-publications>.

#### **6-5. Military Occupational Specialty 46Z Reserve Component**

*a.* The mission and duties for the ARNG and USAR Chief Public Affairs NCO are identical to those in the AC. Whenever possible, duty assignments for career progression should parallel those of AC, although geographical limitations and lack of access to certain assignments will determine in what capacity an RC Public Affairs Soldier serves throughout their career. Soldiers should pursue broadening assignments. Opportunities exist within the AGR that allow for these opportunities as well as other supporting assignments in an active-duty status. USAR Soldiers can also volunteer for specified periods of active duty to complete specific missions ADOS, being released upon completion of the mission to a traditional reserve status. AGR and ADOS Soldiers serving in training and operations supporting assignments should seek to attend the Training Plan Development Course and Army Training Requirements and Resources System (ATRRS) Course at a minimum. In addition to the HQDA KLV Communications Awards Competition, USAR Soldiers can further distinguish themselves by competing and winning in the LTC Wetzel “Scoop” Brumfield Mass Communications Competition (BMCC).

*b. Army National Guard (ARNG).* The ARNG has a unique dual mission, with both Federal (Title 10) and State (Title 32) responsibilities. During peacetime, the Governor commands ARNG forces through the State Adjutant General. The Governor can call the ARNG into action during local or statewide emergencies, including, but not limited to severe storms, droughts, forest fires, floods, and civil disturbances. In addition, the President of the United States can activate the ARNG to participate in Federal missions. When federalized, ARNG units are commanded by the Combatant Commander of the theater in which they are operating. The ARNG is a key element in the U.S. Army’s multicomponent unit force, training with AC and USAR units to ensure all three components work as a fully integrated team. In addition, State offices should make every effort to ensure their Soldiers are afforded the same additional training opportunities as the AC, as this practice allows their Soldiers to readily integrate into AC formations with similar skill sets and experiences as their AC counterparts.

## **Appendix A References**

### **Section I Referenced Publications**

#### **AR 25-1**

Army Information Technology

#### **AR 220-1**

Army Unit Status Reporting and Force Registration

#### **AR 350-1**

Army Training and Leadership Development

#### **AR 360-1**

The Army Public Affairs Program

#### **AR 600-9**

The Army Body Composition Program

#### **AR 600-20**

Army Command Policy

#### **AR 601-208**

The Army Marketing Program

#### **AR 623-3**

Evaluation Reporting System

#### **AR 640-30**

Official Army Photographs

#### **AR 750-1**

Army Materiel Maintenance Policy

#### **Army Campaign Plan**

Army Campaign Plan

#### **ATP 6-02.40**

Techniques for Visual Information Operations

#### **DA Pam 25-91**

Visual Information Procedures

#### **DA Pam 600-25**

U.S. Army Noncommissioned Officer Professional Development Guide

**DA Pam 611-21**

Military Occupational Classification Structure Development and Implementation

**DA Pam 623-3**

Evaluation Reporting System

**DoDI 5040.02**

Visual Information

**DoDI 5040.07**

Visual Information Productions

**DoDI 5120.04**

DoD Newspapers, Magazines, Guides, and Installation Maps

**DoDI 5120.20**

American Forces Radio and Television Services

**DoDI 5122.08**

Use of DoD Transportation Assets for Public Affairs Purposes

**DoDI 5160.48**

DoD Public Affairs and Visual Information Education and Training

**DoDI 5230.16**

Nuclear-Radiological Incident Public Affairs Guidance

**DoDI 5400.14**

Procedures for Joint Public Affairs Operations

**DoDI 5400.17**

Official Use of Social Media for Public Affairs Purposes

**DoDI 5405.03**

Development, Submission, and Approval of Proposed Public Affairs Guidance

**DoDI 5410.01**

Release of Information Concerning Accidents Involving Military Personnel or Equipment or Concerning Senior Personnel

**DoDI 5410.16**

DoD Assistance to Non-Government, Entertainment-Oriented Media Productions

**DoDI 5410.19**

Community Outreach Activities, Volumes 1-4

**DoDI 5535.12**

DoD Branding and Trademark Licensing Program Implementation



**FM 3-0**  
Operations

**FM 3-13**  
Information Operations

**FM 3-61**  
Communication Strategy and Public Affairs Operations

**JP 3-61**  
Public Affairs

**National Defense Strategy**  
National Defense Strategy

**STP 21-24-SMCT**  
Soldier's Manual of Common Tasks Warrior Leader Skill Level 2, 3, and 4

**TC 7-22.7**  
The Noncommissioned Officer Guide

**TRADOC Pam 525-3-1**  
The U.S. Army in Multi-Domain Operations

## **Glossary**

### **Section I**

#### **Abbreviations**

**AC**

Active Component

**ACT**

Army Career Tracker

**ADOS**

Active Duty Operational Support

**AFCT**

Armed Forces Classification Test

**AFMC**

Army Force Management Course

**AFN**

American Forces Network

**AGR**

Active Guard Reserve

**ALC**

Advanced Leader Course

**ALMS**

Army Learning Management System

**AMVID**

Army Multimedia and Visual Information Directorate

**AR**

Army Regulation

**ARNG**

Army National Guard

**ARNG TDP**

Army National Guard Talent Development Program

**ASCC**

Army Service Component Command

**ASVAB**

Armed Services Vocational Aptitude Battery

**ATP**

Army Techniques Publication

**ATRRS**

Army Training Requirements and Resources System

**BLC**

Basic Leader Course

**BMCC**

LTC Wetzel "Scoop" Brumfield Mass Communications Competition

**BOD**

Broadcast Operations Detachment

**BRTSM**

Broadcast Radio/Television System Maintenance Course

**BSEP**

Basic Skills Education Program

**BSNCO**

Battle Staff NCO Course

**CDC**

Capabilities Development Course

**CLEP**

College Level Examination Program

**CMF**

Career Management Field

**COCOM**

Combatant Command

**COMCAM**

Combat Camera

**DANTES**

Defense Activity for Non-Traditional Education Support

**DINFOS**

Defense Information School

**DLC**

Distributed Learning Course

**DMC**

Digital Multimedia Course

**DoDI**

Department of Defense Instruction

**EOL**

Equal Opportunity Leader

**ESB**

Expert Soldier Badge

**FA**

Functional Area

**FAST**

Functional Academic Skills Training

**FM**

Field Manual

**HQDA**

Headquarters, Department of the Army

**HTAR**

How the Army Runs

**IMMC**

Intermediate Motion Media Course

**IPASC**

Intermediate Public Affairs Specialist Course

**IPC**

Intermediate Photojournalism Course

**JCPAC**

Joint Contingency Public Affairs Course

**JIPAC**

Joint Intermediate Public Affairs Course

**JP**

Joint Publication

**KLW**

MG Keith L. Ware

**MCF-W**

Mass Communications Foundation-Writing

**MEO**

Military Equal Opportunity

**MDMP**

Military Decision Making Process

**MFT**

Master Fitness Trainer

**MLC**

Master Leader Course

**MOS**

Military Occupational Specialty

**MPAD**

Mobile Public Affairs Detachment

**MRT**

Master Resilience Trainer

**NCOA**

Non-commissioned Officer Academy

**NCOES**

Non-commissioned Officer Education System

**NCOIC**

Non-commissioned Officer-in-charge

**OCLL**

Office of the Chief Legislative Liaison

**OCPA**

Office of the Chief of Public Affairs

**PAD**

Public Affairs Detachment

**PDM**

Professional Development Model

**PSYOP**

Psychological Operation

**RC**

Reserve Component

**RCNSC**

Reserve Component National Security Course

**ROTC**

Reserve Officers' Training Corps

**SGL**

Small Group Leader

**SGM-A**

Sergeants Major Academy

**SHARP**

Sexual Harassment/Assault Response Program

**EJPME**

Enlisted Joint Professional Military Education

**SLC**

Senior Leader Course

**SMU**

Special Mission Unit

**TA**

Tuition Assistance

**TATS**

The Army Training System

**TIOPC**

Tactical Information Operations Planner Course

**TPASE**

Theater Public Affairs Support Element

**TRADOC**

U.S. Army Training and Doctrine Command

**TSC**

Theater Sustainment Command

**TWI**

Training with Industry

**USAR**

U.S. Army Reserve

**VI**

Visual Information

**VIM**

Vision Information Management Course

**WHCA**

White House Communications Agency