



U.S.ARMY

CMF 19 Progression Chart

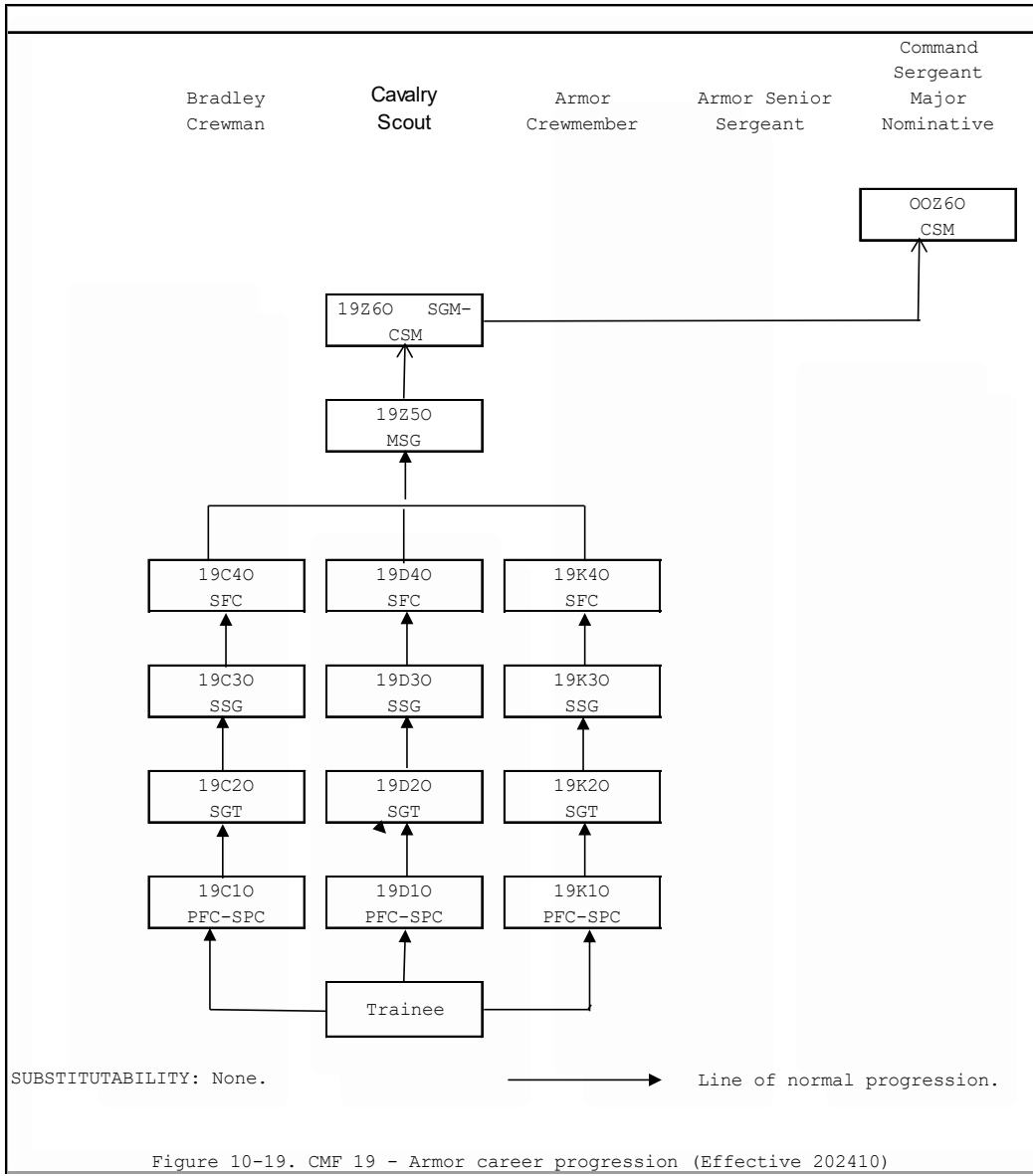








Figure 10-19. CMF 19 - Armor career progression (Effective 202410)

19C Talent Development Model

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

Rank Position	 Driver	 Gunner	 BFV Commander			 Platoon Sergeant			 First Sergeant			 BN/BDE CSM				
Military Education Distributed Learning NCOPDS Civilian Education Degree Program	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">BLC</div> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">ALC</div> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">SLC</div> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">MLC</div> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">SMC</div> <div style="border: 1px solid black; background-color: #e9ecef; padding: 5px; margin: 5px;">NOM</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Associate's Degree</div> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Bachelor's Degree</div> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Master's Degree</div> </div>															
Broadening Opportunities (Not ordered in precedence)	PVT-SPC <i>No broadening opportunities exist</i>		SGT <i>No broadening opportunities exist</i>		SSG <ul style="list-style-type: none"> AC/RC OC/T Drill Sergeant Instructor MSI Recruiter SGL 			SFC <ul style="list-style-type: none"> AC/RC OC/T CTC OC/T Equal Opportunity Advisor Inspector General Instructor MSI Senior Drill Sergeant SGL Talent Management NCO Career Management NCO 			MSG <ul style="list-style-type: none"> AC/RC OC/T CTC OC/T Equal Opportunity Advisor Inspector General SR Instructor MSI Senior Career Management NCO Senior Talent Management NCO 			SGM/CSM <ul style="list-style-type: none"> Branch SGM Chief Career Management NCO Chief MSI CSM O/C CST SGM DOTS SGM CH Instructor JMRC CSM USAAC BDE CSM USASMA <ul style="list-style-type: none"> Executive Officer Instructor Training Developer 		
Functional Courses/Troop Schools (Earliest opportunities to attend courses, not all encompassing)	SPC <ul style="list-style-type: none"> DTMS Environmental Compliance Unit Armorer 		SGT <ul style="list-style-type: none"> Master Driver Safety HAZMAT Unit Prevention Leader 		SSG <ul style="list-style-type: none"> BFV Master Gunner BFV Commander Course Basic Recruiter Course Battle Staff NCO CFDIC Drill Sergeant Equal Opportunity Master Fitness Master Resiliency Unit Movement Officer (UMO) 			SFC <ul style="list-style-type: none"> Cavalry Leader Course Inspector General Maneuver Leader Maintenance Course 			MSG <ul style="list-style-type: none"> 1SG/Commander Course Joint Firepower Course 			SGM <ul style="list-style-type: none"> Command Sergeant Major Legal Orientation Keystone AMF Pre-Command Course 		
Career Development	<i>The Armor Branch only recognizes Career Developmental Assignments and Broadening Opportunities</i>															



MOS 19C



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

LEADERSHIP POSITIONS

Most-qualified looks like:

SSG: 18 months as a Bradley Commander with MQ rating and high enumeration and selected to serve as a Platoon Sergeant.

SFC: 18 months as a Platoon Sergeant with MQ rating and high enumeration and selected to serve as a First Sergeant.

Highly qualified looks like:

SSG: 18 months as Bradley Commander with HQ rating and mid-level enumeration.

SFC: 18 months as Platoon Sergeant with HQ rating and mid-level enumeration.

*Armor Proponent defines bradley commander positions as those within Operating Force, Opposing Force (OPFOR) elements at the National Training Center (NTC), Ft Irwin,

*pending restructure of 19C KD positions within 194th AR and 316th CAV.



MOS 19C



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 19C



ASSIGNMENTS (Broadening and Generating)

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

SFC: Battalion Master Gunner, Talent Manager (HRC), Career Management NCO (OAOA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Observer Controller Trainer (OC/T), EOA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Military Science Instructor (MSI), Project Warrior.



U.S. ARMY

MOS 19C



TRAINING

Most-qualified looks like:

SSG: Two or more of the following courses: Bradley Master Gunner, Instructor/Operator Course (I/O Certification), and/or Battle Staff.

SFC: Two or more of the following courses: Bradley Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course (CLC), and/or Battle Staff.

Highly qualified looks like:

SSG: One of the following courses: Bradley Master Gunner, Instructor/Operator Course (I/O Certification), or Battle Staff.

SFC: One of the following courses: Bradley Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator certified (I/O Certification), Cavalry Leader Course (CLC), or Battle Staff.

OTHER INDICATIONS







Most-qualified looks like:

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

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

19D Talent Development Model

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

<p>Rank Position</p>	 Driver, Gunner, Scout	 Gunner, Team Leader	 Squad / Section Leader  Platoon Sergeant  First Sergeant <p>Requires a <u>minimum</u> of 18 months to be considered Career Developmental (CD) complete</p>					 BN/BDE CSM
<p>Military Education</p> <p>NCOPDS (earliest opportunities to attend course)</p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">BLC</div> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">ALC</div> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">SLC</div> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">MLC</div> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">SMC</div> <div style="border: 1px solid black; background-color: #4a86e8; color: white; padding: 5px;">NOM</div> </div>							
<p>Civilian Education</p> <p>Degree Program</p>	Associate's Degree		Bachelor's Degree			Master's Degree		
<p>Broadening Opportunities</p> <p>(Not ordered in precedence)</p>	<p>PVT-SPC</p> <p><i>No broadening opportunities exist</i></p>	<p>SGT</p> <p><i>No broadening opportunities exist</i></p>	<p>SSG</p> <ul style="list-style-type: none"> • AC/RC OC/T • Drill Sergeant • Instructor • MSI • Recruiter • SFAB Combat Advisor • SGL 	<p>SFC</p> <ul style="list-style-type: none"> • AC/RC OC/T • CTC OC/T • Equal Opportunity Advisor • Instructor • MSI • Senior Drill Sergeant • SGL • Talent Management NCO • Career Management NCO 	<p>MSG</p> <ul style="list-style-type: none"> • AC/RC OC/T • CTC OC/T • Equal Opportunity Advisor • Inspector General • SR Instructor • MSI • Senior Career Management NCO • Senior Talent Management NCO 	<p>SGM/CSM</p> <ul style="list-style-type: none"> • Branch SGM • Chief Career Management NCO • Chief MSI • CSM O/C • CST SGM • DOTS SGM • CH Instructor • JMRC CSM • USAAC BDE CSM • USASMA <ul style="list-style-type: none"> ▪ Executive Officer ▪ Instructor ▪ Training Developer 		
<p>Functional Courses/Troop Schools</p> <p>(Earliest opportunities to attend courses, not all encompassing)</p>	<p>SPC</p> <ul style="list-style-type: none"> • Ranger Course • DTMS • Environmental Compliance • Unit Armorer • Airborne • Air Assault 	<p>SGT</p> <ul style="list-style-type: none"> • Master Driver • Safety • Unit Prevention Leader • HAZMAT • Jumpmaster 	<p>SSG</p> <ul style="list-style-type: none"> • Scout Leader Course • BFV Master Gunner • Basic Recruiter Course • Battle Staff NCO • BFV CDR Course • Combat Advisor • CFDIC • Drill Sergeant • Equal Opportunity • Master Fitness • Master Resiliency • Master Driver • Unit Movement Officer 	<p>SFC</p> <ul style="list-style-type: none"> • Cavalry Leader Course • Inspector General • Maneuver Leader • Maintenance Course 	<p>MSG</p> <ul style="list-style-type: none"> • 1SG/Commander Course • Joint Firepower Course 	<p>SGM</p> <ul style="list-style-type: none"> • Command Sergeant Major Legal Orientation • Keystone AMF • Pre-Command Course 		



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: 18 months as Squad Leader or Section Leader with MQ rating and high enumeration. Selected to serve as a Platoon Sergeant.

SFC: 18 months as Platoon Sergeant with MQ rating and high enumeration. Selected to serve as a First Sergeant.

Highly qualified looks like:

SSG: 18 months as Squad Leader or Section Leader with HQ rating and mid-level enumeration.

SFC: 18 months as Platoon Sergeant with HQ ranking and mid-level enumeration.

*Armor Proponent defines squad leader or section leader positions as those within Operating Force, Opposing Force (OPFOR) elements at the Combat Training Centers (JMRC, JRTC, NTC), or within 1-16th Cavalry Squadron, 316th Cavalry BDE, Fort Moore, GA.



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.



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.

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



MOS 19D



TRAINING

Most-qualified looks like:

SSG: Two or more of the following courses: Scout Leader Course (SLC), Bradley MasterGunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, and/or Battle Staff.

SFC: Cavalry Leaders Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, or Battle Staff.

Highly qualified looks like:

SSG: One of the following courses: Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, and/or Battle Staff.

SFC: One of the following courses: Cavalry Leader Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, 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, Distinguished score 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

<p>Rank Position</p>	 Driver/ Loader	 Gunner	 Tank Commander/ MPF Commander Requires a <u>minimum</u> of 18 months to be considered Career Developmental (KD) complete	 Platoon Sergeant	 First Sergeant	 BN/BDE CSM
<p>Military Education</p> <p>NCOPDS (earliest opportunities to attend courses)</p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">BLC</div> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">ALC</div> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">SLC</div> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">MLC</div> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">SMC</div> <div style="border: 1px solid black; background-color: #d9edf7; padding: 5px;">NOM</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Associate's Degree</div> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Bachelor's Degree</div> <div style="border: 1px solid black; background-color: #fff3cd; padding: 5px; width: 33%;">Master's Degree</div> </div>					
<p>Broadening Opportunities</p> <p>(Not ordered in precedence)</p>	<p>PVT-SPC</p> <p><i>No broadening opportunities exist</i></p>	<p>SGT</p> <p><i>No broadening opportunities exist</i></p>	<p>SSG</p> <ul style="list-style-type: none"> AC/RC OC/T Drill Sergeant Instructor MSI Recruiter SGL 	<p>SFC</p> <ul style="list-style-type: none"> AC/RC OC/T CTC OC/T Equal Opportunity Advisor Inspector General Instructor MSI Senior Drill Sergeant SGL Talent Management NCO Career Management NCO 	<p>MSG</p> <ul style="list-style-type: none"> AC/RC OC/T CTC OC/T Equal Opportunity Advisor Inspector General SR Instructor MSI Senior Career Management NCO Senior Talent Management NCO 	<p>SGM/CSM</p> <ul style="list-style-type: none"> Branch SGM Chief Career Management NCO Chief MSI CSM O/C CST SGM DOTS SGM CH Instructor JMRC CSM USAAC BDE CSM USASMA <ul style="list-style-type: none"> Executive Officer Instructor Training Developer
<p>Functional Courses/Troop Schools</p> <p>(Earliest opportunities to attend courses, not all encompassing)</p>	<p>SPC</p> <ul style="list-style-type: none"> DTMS Environmental Compliance Unit Armorer MPF Operations and Maintenance 	<p>SGT</p> <ul style="list-style-type: none"> Safety Unit Prevention Leader HAZMAT 	<p>SSG</p> <ul style="list-style-type: none"> Abrams Master Gunner Tank Commander Course MPF Commander Course Basic Recruiter Course Battle Staff NCO CFDIC Drill Sergeant Equal Opportunity Master Fitness Master Resiliency Master Driver 	<p>SFC</p> <ul style="list-style-type: none"> Cavalry Leader Course Inspector General Maneuver Leader Maintenance Course 	<p>MSG</p> <ul style="list-style-type: none"> 1SG/Commander Course Joint Firepower Course 	<p>SGM</p> <ul style="list-style-type: none"> Command Sergeant Major Legal Orientation Keystone AMF Pre-Command Course



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: 18 months as a Tank Commander with MQ rating and high enumeration. Selected to serve as a Platoon Sergeant.

SFC: 18 months as a Platoon Sergeant with MQ rating and high enumeration. Selected to serve as a First Sergeant.

Highly qualified looks like:

SSG: 18 months as Tank Commander with HQ rating and mid-level enumeration.

SFC: 18 months as Platoon Sergeant with HQ rating and mid-level enumeration.

*Armor Proponent defines tank commander positions as those within Operating Force, Opposing Force (OPFOR) elements at the Combat Training Centers (JMRC, JRTC, NTC), or within 1-16th Cavalry Squadron, 316th Cavalry BDE, Fort Moore, GA.



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.

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



U.S. ARMY

MOS 19K



TRAINING

Most-qualified looks like:

SSG: Two or more of the following courses: Abrams Master Gunner, Instructor/Operator Course (I/O Certification), and/or Battle Staff.

SFC: Two or more of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course (CLC), and/or Battle Staff.

Highly qualified looks like:

SSG: One of the following courses: Abrams Master Gunner, Instructor/Operator Course (I/O Certification), or Battle Staff.

SFC: One of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course, 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, Distinguished score 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-MSG/1SG



The Armor MSG/1SG 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 in a secondary First Sergeant position.

Highly qualified looks like:

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

*Armor Proponent defines first sergeant positions as identified within MTOE and TDA with a Special Qualification Identifier of “M”. Secondary positions are defined as HHT/HHC, SFAB, and Garrison First Sergeant positions.



U.S. ARMY

MOS 19Z-MSG/1SG



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.

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 (OCOA), Battalion or higher Operations Sergeant, ROTC MSI, AC/RC, OC/T, Division or higher level staff, Inspector General NCO, EOA.



MOS 19Z-MSG/1SG



TRAINING

Most-qualified looks like:

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

Highly qualified looks like:

MSG: One of the following courses: Abrams/Bradley Master Gunner, Cavalry Leaders Course (CLC), Joint Fire Power Control, or Battle Staff.

OTHER INDICATORS

Most-qualified looks like:

MSG: Focused on Company/Troop level accomplishments.