



890A Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

	0-2 yrs		2-7 yrs			7-12 yrs			12-17 yrs		17+ yrs				
	Company Grade					Field Grade					Senior Field Grade				
Developmental	<ul style="list-style-type: none"> Ordnance Company/Platoon/Group ABCT/IBCT/SBCT Ammunition WO CAB/FAB Ammo WO Security Force Assistance Regiment/ Group Munitions Officer 					<ul style="list-style-type: none"> Munitions Manager (ESC) Sustainment BDE, Ammo WO OD BN (Ammo) Ammo WO AFSB Munitions Officer Special Operation AVN Reg 			<ul style="list-style-type: none"> Army Munitions Officer (8A) Senior Munitions Officer (ESC, TSC) ASCC Munitions Officer (USAREUR-AF, USARCENT, USARPAC), USASOC 		TIER 1 <ul style="list-style-type: none"> AFRICOM, Munitions Advisor CENTCOM, Munitions Advisor HQDA, G-4 Munitions Advisor 				
	<ul style="list-style-type: none"> WOCC (TAC) Security Assistance Training Mgt ORG 					<ul style="list-style-type: none"> Training With Industry (TWI) Capabilities Developer Training Developer USARDEC MCTP Army Sustainment University (ASU), Instructor 			<ul style="list-style-type: none"> Army Sustainment University (ASU), Instructor Training Developer Army Futures Command, Capabilities Developer Strategic Broadening Seminars Army Chief of Staff Strategic Studies Group Deputy Chief of Staff, G-3,5,7 Army Combat Readiness Center 		TIER 2 <ul style="list-style-type: none"> JPEO A&A Military Executive Assistance TIER 3 <ul style="list-style-type: none"> JMC Military Executive Officer 011A MOS Immaterial 				
<p>Post-Developmental jobs are broadening: "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3</p>															
Broadening Assignments	WOBC		WOIC			WOAC		WOAC-FO		WOSC		WOSC-FO		WOMC*	
	<ul style="list-style-type: none"> Other Training Opportunities TRADOC Data Literacy Portal Army explosive Safety Site Planning SPO Phase II (CW2-CW5) Operational Contract Support (CW2-CW5) Army Force Management (CW3-CW5) Joint Logistics Course (CW3-CW5) How the Army Runs (CW4-CW5) 					Broadening Seminars / WO Congressional Fellowship					Strategic Assignments				
PME	Associates Degree					Baccalaureate Degree					Graduate Degree				
	*WOMC currently awaiting approval and resourcing														



913A Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

		0-2 yrs		2-7 yrs			7-12 yrs		12-17 yrs		17+ yrs		
		Company Grade				Field Grade				Senior Field Grade			
Developmental	<ul style="list-style-type: none"> Field Maintenance Company, BSB, IBCT, BSB/RSS, SBCT, Airborne BCT, BSB, ABCT Support Battalion, Special Forces Group 					<ul style="list-style-type: none"> Sustainment BDE, Support Battalion, Support Maintenance Company Area Support Group 					<ul style="list-style-type: none"> Expeditionary Sustainment Command (ESC) 	915E (17+ yrs)	
	<ul style="list-style-type: none"> Warrant Officer Career College (Instructor / TAC) 					<ul style="list-style-type: none"> Training With Industry (TWI) Agency (WHCA) (J-4) John F. Kennedy Special Warfare Center and School Ordnance School, Instructor Army Sustainment University (ASU) 					<ul style="list-style-type: none"> Army Sustainment University Instructor Army Ordnance School Training Developer Combined Arms Support CMD and Sustainment Center of Excellence 	TIER 1 <ul style="list-style-type: none"> Division G4 ESC SPO Spec Ops Avn CMD USASOC G4 TIER 2 <ul style="list-style-type: none"> ASU USACE Mission CMD TRNG USA PEO CS&CSS / GCS SETAF-AF G4 8th Army G4 Corps G4 TACOM ASC TSC SPO TIER 3 <ul style="list-style-type: none"> ASCC G4: USARPAC / USAREUR-AF FORSCOM G4 AMC HQDA G4 CWO of OD Corps 011A MOS Immaterial 	
Broadening Assignments	<p>Post-Developmental jobs are broadening: "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3</p>												
PME	WOBC	WOIC		WOAC		WOAC-FO		WOSC	WOSC-FO		WOMC*		
Professional Development	<ul style="list-style-type: none"> Other Training Opportunities TRADOC Data Literacy Portal SPO Phase II (CW2-CW5) Joint Logistic Course Joint Armorer Course Capabilities Development Gunsmithing Army Force Management (CW3/CW4) How the Army Runs (CW4) 						Broadening Seminars / WO Congressional Fellowship				Strategic Assignments		
		Associates Degree				Baccalaureate Degree				Graduate Degree			



914A Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

		Company Grade			Field Grade				Senior Field Grade		
		<ul style="list-style-type: none"> Field Maintenance Company BSB (IBCT/ SBCT/ABCT) Support Squadron, 11th Armored Cav Regiment 			<ul style="list-style-type: none"> Support Maintenance Company Transportation Company Support Battalion 				<ul style="list-style-type: none"> TSC SPO 	<p>915E (17 + yrs)</p>	
Developmental	Broadening Assignments				<ul style="list-style-type: none"> JFK Special Warfare Center and School 				<ul style="list-style-type: none"> Training With Industry (TWI) U.S Army Ordnance School Instructor ASU Instructor 	<ul style="list-style-type: none"> ASU Instructor CASCOM Ordnance School Training Developer 	<p>TIER 1</p> <ul style="list-style-type: none"> Division G4 ESC SPO Spec Ops Avn CMD USASOC G4 <p>TIER 2</p> <ul style="list-style-type: none"> ASU USACE Mission CMD TRNG USA PEO CS&CSS / GCS SETAF-AF G4 8th Army G4 Corps G4 TACOM ASC TSC SPO <p>TIER 3</p> <ul style="list-style-type: none"> ASCC G4: USARPAC / USAREUR-AF FORSCOM G4 AMC HQDA G4 CWO of OD Corps 011A MOS Immaterial
		<p>Post-Developmental jobs are broadening: "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3</p>									
PME	Professional Development	WOBC		WOIC		WOAC	WOAC-FO	WOSC	WOSC-FO	WOMC*	
		<p>Other Training Opportunities</p> <ul style="list-style-type: none"> TRADOC Data Literacy Portal SPO Phase II Army Knowledge Management Joint Logistic Course Welding Certification Capabilities Development Army Force Management (CW3/CW4) How the Army Runs (CW4) 						<p>*WOMC currently awaiting approval and resourcing</p>			
		Associates Degree			Baccalaureate Degree				Graduate Degree		
					<p>Broadening Seminars / WO Congressional Fellowship</p>				<p>Strategic Assignments</p>		



915A Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20



Company Grade	Field Grade	Senior Field Grade
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Developmental

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> FMC BSB IBCT Transportation Co Support Maint Co Ranger Regiment FSC IBCT FSC Aviation FSC HIMARS/MLRS HHD MP BN Civil Affairs BN FSC SF BN/Group Exped Signal BN, | <ul style="list-style-type: none"> HHC Space BN UN Cmd Security Force AVN Support BN HHBN Division ADA Regiment Medical BN Chemical BN Old Guard Support Co | <ul style="list-style-type: none"> FSC / FMC IBCT Cyber Command Area Support Group BSB SFAB CSS Advisor HHC MP BDE NET Command ADA BDE HHC CSSB POW MIA Accounting agency HHC Signal BDE |
|---|---|---|

Broadening Assignments

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> WOCC (Instructor / TAC) BDE Modernization CMD Maneuver CoE OC/T Infantry BDE S4 SATMO Capability Developer US Army Futures CMD Joint Modernization CMD | <ul style="list-style-type: none"> Training With Industry (TWI) OD School Instructor ASU Instructor CASCOM CTC Ops Group OC/T OC/T Infantry BDE Aviation CoE TACOM OD School Training Developer | <ul style="list-style-type: none"> ASU Instructor CASCOM OD School Training Developer Army Element DLA USAE US Special Ops CMD Mission Support Elem Sus CMD JRTC/NTC Support BDE Joint Comm Support Element Army Combat Readiness Center US Army Fires CoE |
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Post-Developmental jobs are **broadening**:
 "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences *in different* organizational cultures and interests..." AR 600-3

PME

WOBC		WOIC		WOAC	WOAC-FO	WOSC	WOSC-FO	WOMC*
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Professional Development

- | | | |
|--|--|---|
| <p style="text-align: center;"><u>Other Training Opportunities</u></p> <ul style="list-style-type: none"> TRADOC Data Literacy Portal SPO Phase II Army Knowledge Management Joint Logistic Course Capabilities Development Army Force Management (CW3/CW4) How the Army Runs (CW4) | | <p style="text-align: center;">*WOMC currently awaiting approval and resourcing</p> |
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Broadening Seminars / WO Congressional Fellowship

Strategic Assignments

Associates Degree	Baccalaureate Degree	Graduate Degree
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915S Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

0		1		2		5		7		9		12		14		17		20						
																		915E (17 + yrs)						
Company Grade										Field Grade						Senior Field Grade								
Developmental	<ul style="list-style-type: none"> FMC BSB SBCT Support Maintenance Company FSC SBCT ADA Regiment MSHORAD Support Squadron CAV Regiment 										<ul style="list-style-type: none"> FMC BSB SBCT Support Maintenance Company FSC SBCT ADA Regiment MSHORAD Support Squadron CAV Regiment 						<ul style="list-style-type: none"> AFSB Division HQ Stryker BDE Support Battalion Division Sustainment Brigade Support Squadron CAV Regiment 				<p>TIER 1</p> <ul style="list-style-type: none"> Division G4 ESC SPO Spec Ops Avn CMD USASOC G4 <p>TIER 2</p> <ul style="list-style-type: none"> ASU USACE Mission CMD TRNG USA PEO CS&CSS / GCS SETAF-AF G4 8th Army G4 Corps G4 TACOM ASC TSC SPO <p>TIER 3</p> <ul style="list-style-type: none"> ASCC G4: USARPAC / USAREUR-AF FORSOC G4 AMC HQDA G4 CWO of OD Corps 011A MOS Immaterial 			
	Broadening Assignments	<ul style="list-style-type: none"> Training With Industry (TWI) Ordnance School Instructor Army Sustainment University Instructor CASCOM TACOM OD School Training Developer 										<ul style="list-style-type: none"> Army Sustainment University Instructor CASCOM SCOE- CD Staff Tech OD School Training Developer LMRD CASCOM 												
<p>Post-Developmental jobs are broadening: "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3</p>																								
PME	WOBC			WOIC			WOAC		WOAC-FO		WOSC		WOSC-FO		WOMC*									
	<p>Other Training Opportunities</p> <ul style="list-style-type: none"> TRADOC Data Literacy Portal SPO Phase II Army Knowledge Management Joint Logistic Course Capabilities Development Army Force Management (CW3/CW4) How the Army Runs (CW4) 																<p>*WOMC currently awaiting approval and resourcing</p>							
Professional Development																								
	Associates Degree					Baccalaureate Degree					Graduate Degree													



915T Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

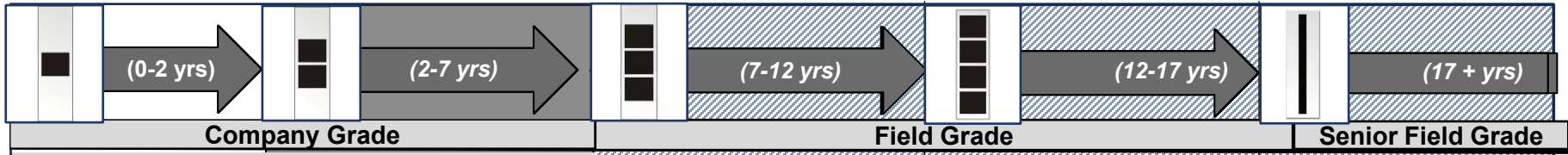
Company Grade				Field Grade				Senior Field Grade					
Developmental <ul style="list-style-type: none"> FMC BSB ABCT Support Maintenance Company, FSC ABCT Engineer BN 		<ul style="list-style-type: none"> FMC BSB ABCT Support Maintenance Company FSC ABCT Engineer BN TSC 		<ul style="list-style-type: none"> TSC Division HQ Stryker BDE Support Battalion Division Sustainment Brigade AFSB Engineer BDE USARCENT 		TIER 1 <ul style="list-style-type: none"> Division G4 ESC SPO Spec Ops Avn CMD USASOC G4 							
						TIER 2 <ul style="list-style-type: none"> ASU USACE Mission CMD TRNG USA PEO CS&CSS / GCS SETAF-AF G4 8th Army G4 Corps G4 TACOM ASC TSC SPO 							
Broadening Assignments		<ul style="list-style-type: none"> Training With Industry (TWI) Ordnance School Instructor ASU Instructor CASCOM TACOM OD School Training Developer Army Engineer School TRADOC Combined Field Agency 		<ul style="list-style-type: none"> ASU Instructor CASCOM SCOE- CD Staff Tech OD School Training Developer CASCOM Army Maneuver Support Center of Excellence Army Engineer School 		TIER 3 <ul style="list-style-type: none"> ASCC G4: USARPAC / USAREUR-AF FORSCOM G4 AMC HQDA G4 CWO of OD Corps 011A MOS Immaterial 							
						Post-Developmental jobs are broadening: "Purposeful expansion of an individual's capabilities and understanding... that are gained through experiences <i>in different</i> organizational cultures and interests..." AR 600-3							
WOBC		WOIC		WOAC		WOAC-FO		WOSC		WOSC-FO		WOMC*	
Professional Development Other Training Opportunities <ul style="list-style-type: none"> TRADOC Data Literacy Portal SPO Phase II Army Knowledge Management Joint Logistic Course Capabilities Development Army Force Management (CW3/CW4) How the Army Runs (CW4) 						*WOMC currently awaiting approval and resourcing							
Associates Degree				Baccalaureate Degree				Graduate Degree					



919A Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20



Company Grade

Field Grade

Senior Field Grade

Developmental

- Engineer BN
- FMC BSB IBCT/SBCT/ABCT
- Support Maintenance Company
- Engineer Company (Multirole Bridge)
- Engineer BN (Prime Power)

Broadening Assignments

- Training With Industry (TWI)
- OD School Instructor
- Army Sustainment University (ASU)

See 915T Development Model

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

PME

WOBC

WOIC

Professional Development

Other Training Opportunities

- TRADOC Data Literacy Portal
- SPO Phase II
- Army Knowledge Management
- Joint Logistic Course
- Capabilities Development
- Army Force Management (CW3/CW4)
- How the Army Runs (CW4)

Associates Degree

Baccalaureate Degree



948B Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20



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

Developmental	<ul style="list-style-type: none"> Aviation Support BN Signal BN / BDE Special Forces GRP BSB (IBCT / ABCT / SBCT) Space BDE 	<ul style="list-style-type: none"> CIV Affairs BDE Support Maint Co Squadron S6 	<ul style="list-style-type: none"> Division G6 DSB / Sus BDE SPO 160th Spec Ops Avn Regiment Signal BDE Armored, Cavalry, Infantry, Airborne DIV/ Sustainment BDE 	<ul style="list-style-type: none"> Air Traffic Services CMD Corps G6 Security Assistance Training Management Organization CECOM Cyber CMD 	<p>TIER 1</p> <ul style="list-style-type: none"> TSC SPO Signal CMD <p>TIER 2</p> <ul style="list-style-type: none"> PEO C3T PEO Missile and Space NETCOM <p>TIER 3</p> <ul style="list-style-type: none"> FORSCOM Cyber CMD 011A MOS Immaterial
		<ul style="list-style-type: none"> Warrant Officer Career College (Instructor / TAC) 	<ul style="list-style-type: none"> Training With Industry (TWI) CASCOM White House Communication Agency JFK Special Warfare School ASU Instructor OD School Training Developer 	<ul style="list-style-type: none"> Army Chief of Staff Strategic Studies Group White House Communication Agency ASU Instructor OD School Training Developer CASCOM Warrant Officer Career College 	

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

WOBC | **WOIC** | **WOAC** | **WOAC-FO** | **WOSC** | **WOSC-FO** | **WOMC***

Professional Development	<p><u>Other Training Opportunities</u></p> <ul style="list-style-type: none"> TRADOC Data Literacy Portal SPO Phase II Army Knowledge Management Joint Logistic Course Capabilities Development Army Force Management (CW3/CW4) How the Army Runs (CW4) 			<p>Broadening Seminars / WO Congressional Fellowship</p>	<p>Strategic Assignments</p>
					<p>*WOMC currently awaiting approval and resourcing</p>

Associates Degree | **Baccalaureate Degree** | **Graduate Degree**



948D Talent Development Model



WO Years:
0 1 2 5 7 9 12 14 17 20

