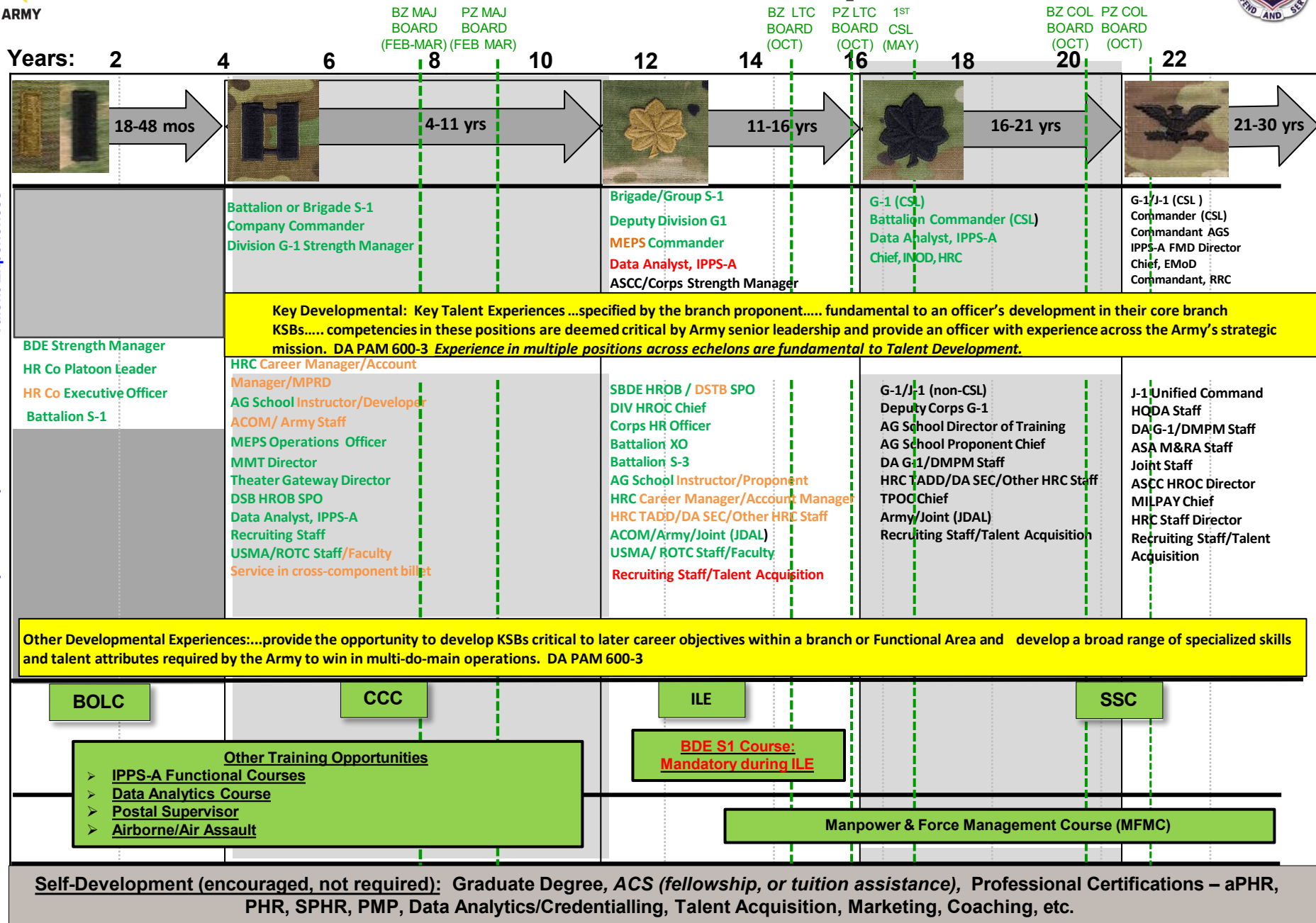




# 42B/42H Officer Talent Development Model

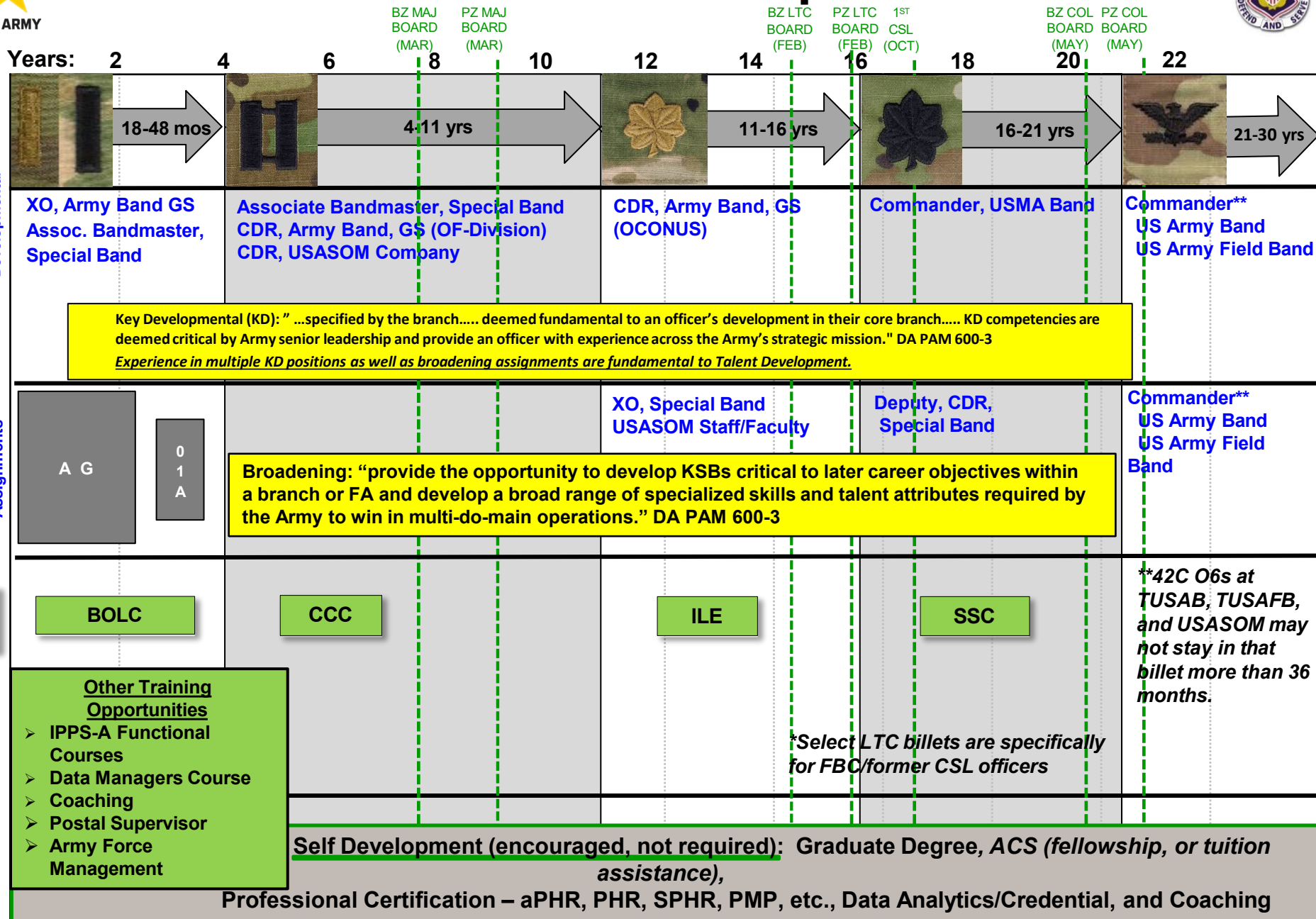


U.S. ARMY





# 42C Officer Talent Development Model

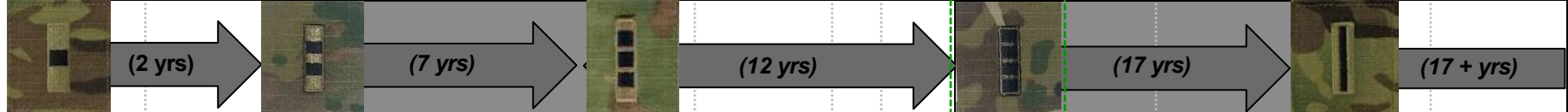




# 420A Talent Development Model



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



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

**Key Developmental**

**Company Grade:** BDE/BCT/SBDE HR Tech, HR CO HR Tech, HR Operations Branch (SBDE or ESC)

**Field Grade:** Corps G-1 HR Tech (Ops/PRM), HHBN/STB/CAB HR Tech, TPOC HR Tech, Combined Arms Center

**Senior Field Grade:** **TIER 1**  
Corps G-1 SR HR Tech, ASCC G-1 SR HR Tech, HQDA G-1 DMPM, HRC G-1 SR HR Tech

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

**Post-KD (Broadening Assignments)**

**Company Grade:** Special Operations HR Tech, TPOC HR Tech (CW2), ASCC/Division HROC HR Tech, FORSCOM HR Tech, ASCC HR Tech, FFID HR Tech, US NATO MPD Chief, OCLL ARSTAFF HR Tech, Cadet Command HR Tech

**Field Grade:** IPPS-A Development Team Instructor/Writer, AG School WOCC TAC Officer, Special Operations HR Tech, GOMO HR Tech, WO Recruiter (USAREC), US NATO Brigade HR Tech, HRC EPMD Readiness

**Senior Field Grade:** **TIER 2**  
FORSCOM SR HR Tech, HRC WO Advisor (TAG), CWO, AG Corps, WO Advisor/AXO VCSA, WO Advisor/AXO CSA, WO Advisor/AXO Sec Army, 011A MOS Immaterial

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

**PME**

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

**Broadening Opportunities**

**Other Training Opportunities**

- IPPS-A Functional Courses
- Data Managers Course Coaching
- Postal Supervisor
- Army Force Management (CW3/CW4)
- How the Army Runs (CW4/CW5)
- Senior Leader Seminar (CW5)

**Degree Completion** (0-8 years)

**TWI (Mandatory Utilization)** (8-12 years)

**Broadening Seminars / WO Congressional Fellowship** (12-17 years)

**Joint Assignments** (12-17 years)

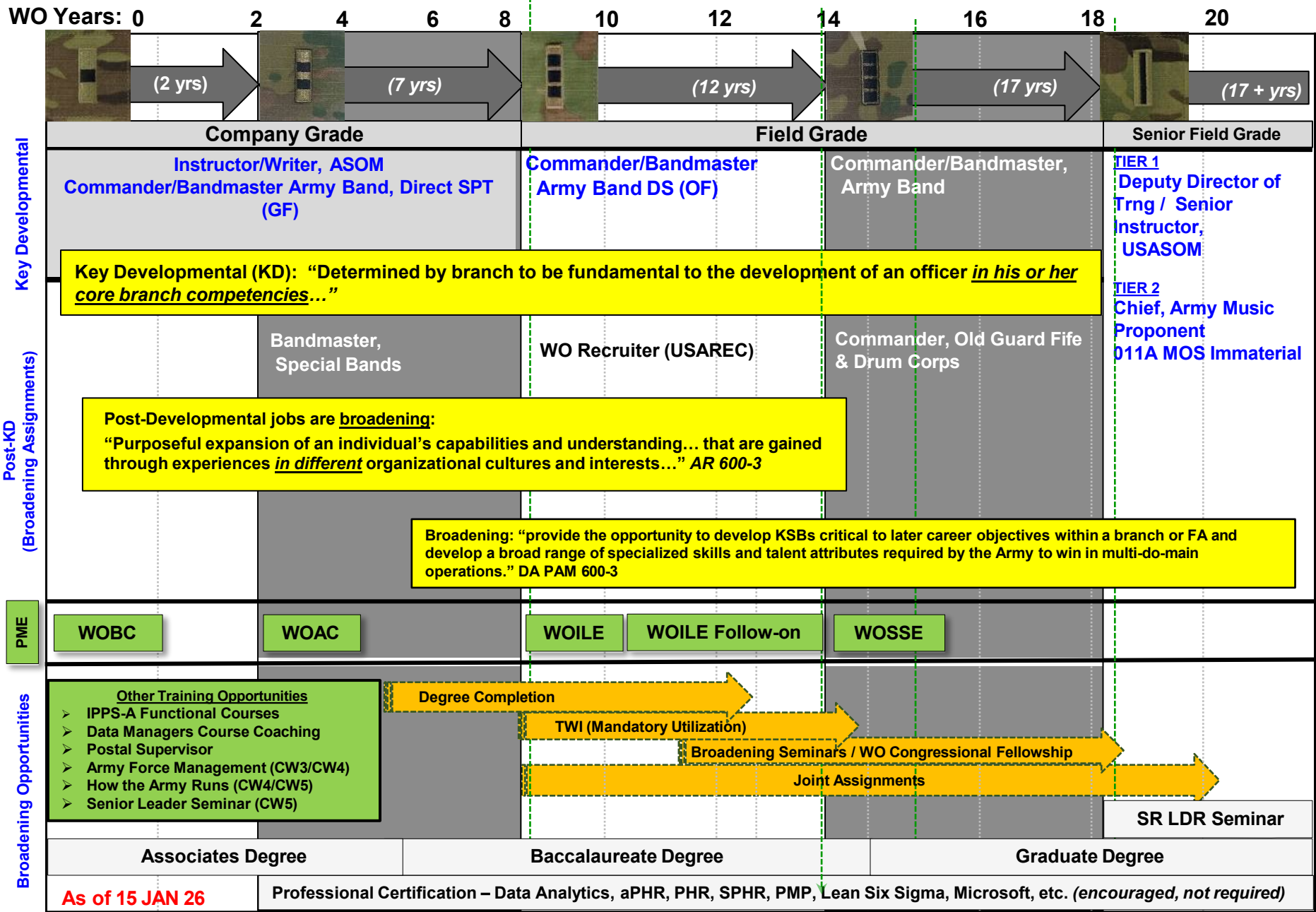
**SR LDR Seminar** (17+ years)

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

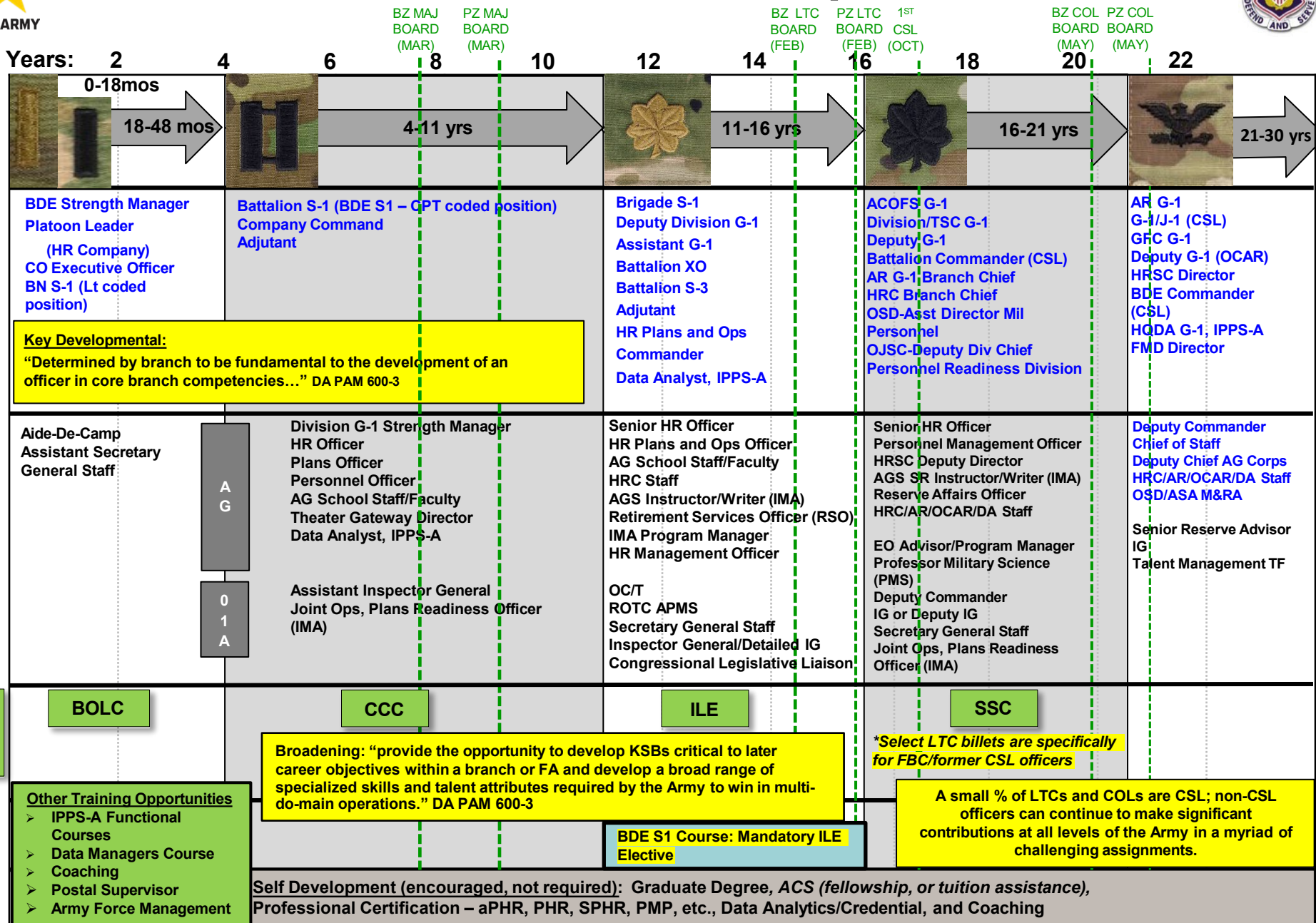
**As of 15 JAN 26** | Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, Lean Six Sigma, Microsoft, etc. (*encouraged, not required*)



# 420C Warrant Officer Talent Development Model

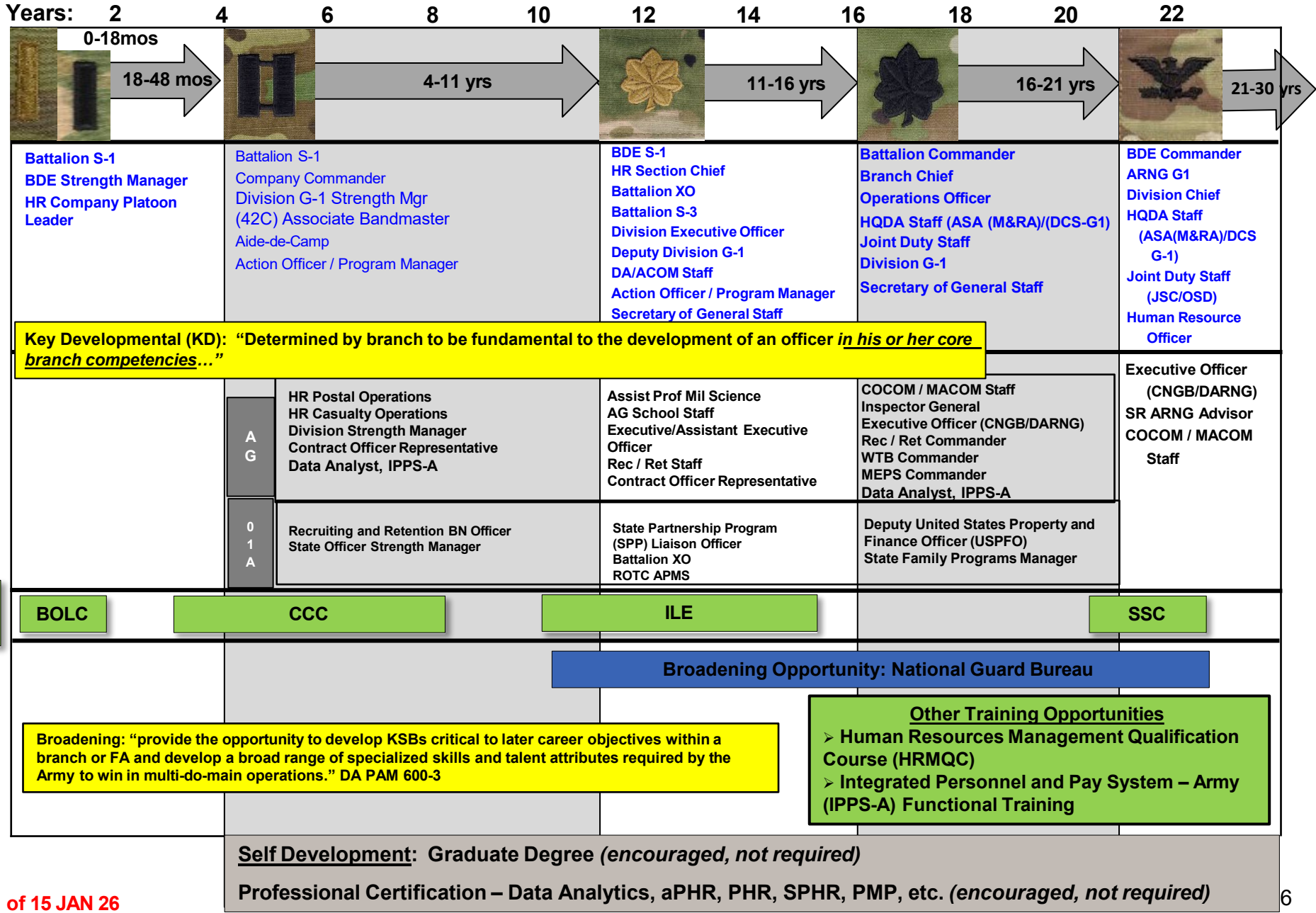


# USAR Officer Talent Development Model



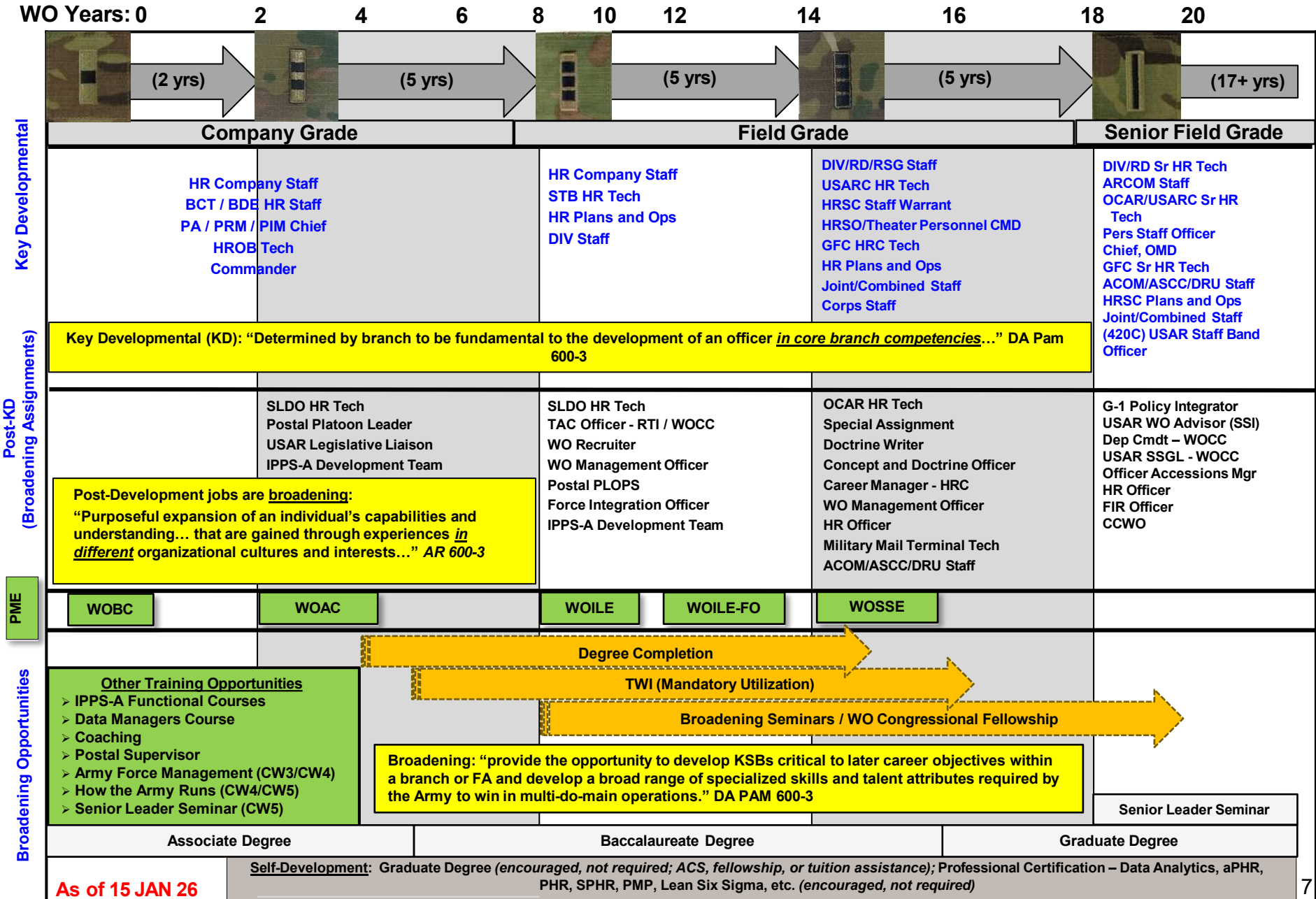


# ARNG Officer Talent Development Model





# USAR Warrant Officer Talent Development Model





# ARNG Warrant Officer Talent Development Model



WO Years: 0		2		4		6		8		10		12		14		16		18		20							
		(2 yrs)		(5 yrs)		(5 yrs)		(5 yrs)		(5 yrs)		(5 yrs)		(5 yrs)		(5 yrs)		(17 + yrs)									
Company Grade										Field Grade						Senior Field Grade											
<b>Key Developmental</b> BDE/STB/MSC HR Tech Human Resource Office (HRO) Technician Management Officer HR Company Plans and Operations Tech Sustainment SPO HR Operations Tech Commander/Bandmaster (420C)										<b>Key Developmental</b> G-1 HR Tech G-1/DIV/MSC Policy Branch Chief G-1 Education/Incentives Branch Chief G-1 Health Services Branch Chief Commander/Bandmaster (420C)						<b>Key Developmental</b> G-1 Officer/Enlisted Personnel Manager Chief G-1 Systems Integration Branch (SIB) Chief DIV/MSC Sr HR Tech ARNG Training Site Personnel Actions Chief HRO AGR Manager JFHQ Administrative Officer Commander/Bandmaster (420C)						<b>Key Developmental</b> G-1/J-1 Sr HR Tech/Advisor Deputy G-1/J-1 Command Chief Warrant Officer NGB Sr HR Advisor TRADOC ARNG Sr. HR Advisor Chief ARNG Bands (420C) Vice-Chief, ARNG Bands (420C) (Commander/Bandmaster (420C))					
<b>Key Developmental (KD):</b> "Determined by branch to be fundamental to the development of an officer <i>in his or her core branch competencies...</i> " DA PAM 600-3																											
<b>Post-KD (Broadening Assignments)</b> Warrant Officer Strength Manager TAC Officer - RTI/WOCC Contracting Officer										<b>Post-KD (Broadening Assignments)</b> Warrant Officer Strength Manager TAC Officer - RTI/WOCC Mobilization Planner USPFO Pay Branch Chief NGB Staff Officer						<b>Post-KD (Broadening Assignments)</b> Force Integration Readiness Officer (FIRO) Commander/Sr TAC Officer - RTI/WOCC Mobilization Branch Chief NGB Staff Officer Adjutant General School Instructor						<b>Post-KD (Broadening Assignments)</b> G-1 Policy Integrator USAR WO Advisor (SSI) Dep Cmt - WOCC USAR SSGL -WOCC Officer Accessions Mgr - ARC HRO - SLDO Force Integration Readiness Officer CCWO					
<b>Post-Developmental jobs are broadening:</b> "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		WOAC		WOILE		WOSSE																					
<b>Other Training Opportunities</b> > IPPS-A Functional Courses > Data Managers Course Coaching > Postal Supervisor > Army Force Management (CW3/CW4) > How the Army Runs (CW4/CW5) > Senior Leader Seminar (CW5)										Degree Completion						TWI (Mandatory Utilization)						Broadening Seminars / WO Congressional Fellowship					
										<b>Broadening:</b> "provide the opportunity to develop KSBs critical to later career objectives within a branch or FA and develop a broad range of specialized skills and talent attributes required by the Army to win in multi-do-main operations." DA PAM 600-3																	
Associates Degree (Recommended)										Baccalaureate Degree (Recommended)						Graduate Degree (Recommended)											
As of 15 JAN 26										Professional Certification – Data Analytics, aPHR, PHR, SPHR, PMP, Lean Six Sigma, Microsoft, etc. (encouraged, not required)																	