

Personnel--General

AGR Enlisted Career Management

By Order of the Secretary of the Army:

EDWARD D. BACA
Lieutenant General, USA
Chief, National Guard Bureau

Official:

DEBORAH GILMORE
Chief
Administrative Services

Summary. This pamphlet provides information for implementing a career program for enlisted soldiers in the Active Guard/Reserve (AGR) program. It does not create any new policies or procedures. It recommends methods and procedures on how to develop a career program and what is available to the AGR enlisted soldier in planning their career. It provides all levels of command, administration and the individual soldier with sample career tracks as well as sample requests to effect career change.

Applicability. This pamphlet applies to Army National Guard soldiers serving on Full-Time National Guard Duty under provisions of section 502(f), Title 32 and soldiers serving on the Title 10 USC Tour program.

Impact on New Manning System. This pamphlet does not contain information that effects the New Manning System.

Interim changes. Interim changes to this pamphlet are not official unless they are authenticated by the Chief, Administrative Services. Users will destroy interim changes on their expiration dates unless sooner superseded or rescinded.

Suggested improvements. The proponent of this pamphlet is the Army National Guard Full-Time Support Division. Users of this pamphlet are invited to send their comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to NGB-ARP-FS, 111 S. George Mason Drive, Arlington, VA 22204-1382.

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Glossary

Forward

The Active/Guard Reserve (AGR) Program was officially born in 1980 when the Office of the Secretary of Defense submitted reports to Congress validating its existence. In June, the House Appropriations Committee approved expansion of the Program with the requirement that the reserves determine the appropriate mix of the Full Time Military (AGR) and Military Technicians.

Since its inception, the program has grown and matured into a career opportunity for many Guard soldiers. It's the career aspect of the program that we are addressing in this publication. All active Guard soldiers who are committed to the ideals and meaning of the National Guard must be given the opportunity to realize their career goals.

The opportunity for success is multifaceted and all levels of command from the Adjutant General down to the individual soldier must share the responsibility of providing, planning and taking advantage of the opportunities within the program.

The AGR soldier must be willing to embrace or adopt the state as their community. Commands need to view their AGR soldiers as the best qualified of the force and be willing to provide them opportunities for increased responsibility and authority. States must be willing to provide career progression thru effective management of the AGR Program within the state.

The first step in implementing this career program is intra state transferring. This step can best be accomplished by selecting the best qualified soldier from the Select, Train, Promote and Assign (STPA) list and continually moving existing AGR force upward.

It is always in the Guard's best interest to use the AGR force that we have and provide maximum opportunities to enjoy, grow and advance in their chosen career.

Chapter 1 General

1-1. Purpose

a. This pamphlet is designed to help AGR Managers develop and implement a career program for Active Guard Reserve (AGR) soldiers.

b. Guides AGR soldier; Admin Officers; Supervisors; Unit Commanders/First Sergeants; and Battalion, Brigade, Group Leadership on AGR career management.

c. This publication is not intended to replace, or create policies or procedures already in effect through National Guard Regulations and other publications. If the guidance in this pamphlet conflicts with any Army Regulation, National Guard Regulation, DoD Directive, or DoD Instruction, then that regulation, directive or instruction will control.

1-2. References

Related publications and blank forms are listed in appendix A.

1-3. Explanation of abbreviations

Abbreviations used in this publication are explained in the glossary.

1-4. Responsibilities

a. The TAG (Human Resources Officer (HRO) and the AGR Manager) will ensure a career management program exists for soldiers serving on FTNGD under para 502(f) USC in the state AGR Program.

b. The Chief and the Senior Enlisted Tours Manager of the NGB Tours Management Branch are responsible for career management in the Title 10 Program (ARNGUS).

c. Soldiers will ensure their career goals are made known to their immediate supervisor and responsible program manager (app B). Career objectives are discussed during required NCOER counseling sessions and on annual visits conducted by the AGR program manager (NGR 600-5, para 1-4c).

1-5. Career Management Programs

a. Intra-State. The Intra-State transfer program is designed to allow soldiers in the Title 32 FTNGD Program, opportunities to fill vacancies on a career progression basis. Coupled with the STPA Program, selection from the current promotion list will place the right soldier in the right assignment at the right time.

b. Inter-State. The Inter-State transfer program is designed to share information between states to help transfer Title 32 soldiers ONLY when all career opportunities are exhausted in their state. Policies and procedures for inter-state transfer of Title 32 FTNGD soldiers can be found in Chapter 5, NGR 600-200.

c. Title 10 - Title 32/Title 32 - Title 10 Career Enhancement Exchange Program. The program is designed to provide diversification of assignment experiences for both FTNGD Title 32 soldiers and Army National Guard of the US (ARNGUS) Title 10 soldiers. Soldiers exchange positions for no longer

than 3 years and return to their original AGR program. Similar to the Command Leadership program, participants will need to apply and be approved by their chain of command, the State CSM, the AGR Management office and the AGR Title 10 Tour Management Office.

d. Title 10 - Title 32 Command Leadership Program. This program was introduced in 1992 to provide tour personnel with high career potential, and aspiration in the Title 10 and Title 32 program, to achieve better understandings of programs at the State and National level. Participants in this program need to apply and be approved by their chain of command, the State CSM and the AGR Manager.

1-6. Career methodology

a. Career planning is essential if the ARNG is to be successful in developing enlisted soldiers and utilizing them correctly. Career planning includes:

(1) Identifying Army skill requirements to show opportunity for logical progression through the enlisted grades.

(2) Providing opportunity for formal individual training, on-the-job training, self-instruction, civilian education and selective assignments necessary for progression to higher grades.

(3) Classifying and assigning soldiers according to their qualifications and MOS.

(4) Motivating soldiers by providing equal promotion opportunities, meaningful incentives and recognition for their accomplishments.

b. Career management is placing the right soldier in the right job at the right time. The intent of career management is to ensure each soldier equal opportunity for advancement by initially assigning them correctly. Opportunity for advancement continues by rotating soldier's assignments to different duty positions in their MOS or to positions leading to advancement in their MOS.

c. The needs of the service must be the final determining factor in any assignment or reassignment.

d. Promotion. Two important factors affect the selection process for promotion of enlisted soldiers.

(1) **Needs of the Guard.** The needs of the Guard change yearly. The number of projected vacancies at the next higher grade determines the number to be promoted. This is called the select objective and there is one for each MOS. With force modernization and changes to the force structure, the number needed in each MOS will vary from year to year. If the select objective increases in an MOS, the chances for promotion will also increase.

(2) **NCO qualification.** NCO qualifications (promotion potential) may be improved by:

(a) Keeping physically fit.

(b) Sustaining and improving job performance.

(c) Improving military and civilian education.

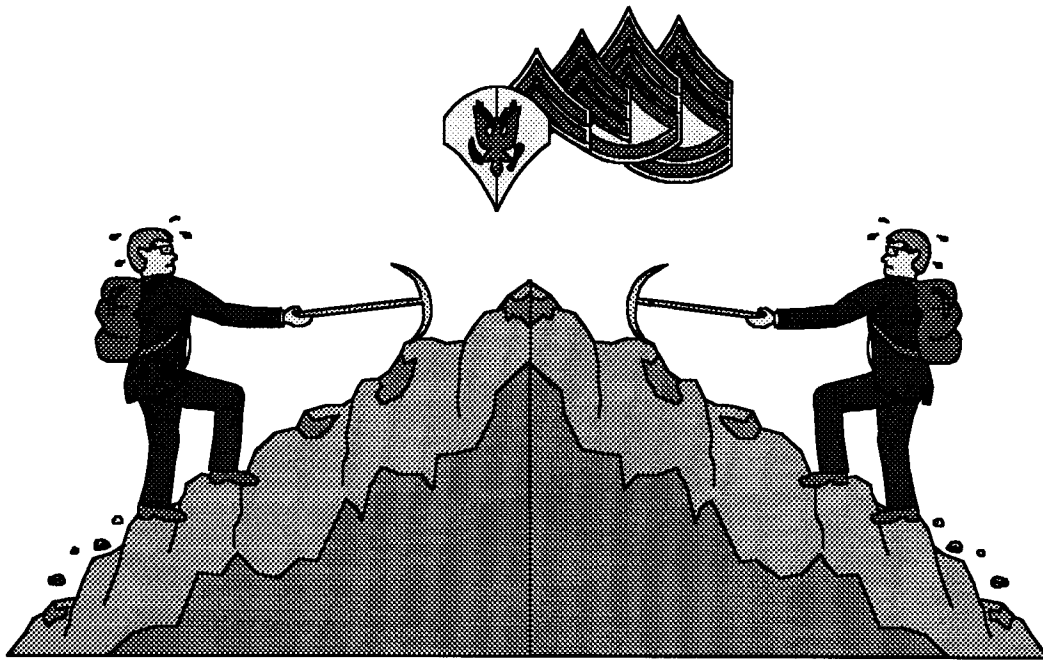
(d) Seeking challenging leadership positions.

(3) In addition, soldiers should improve their qualification by--

(a) Reviewing their official files on an annual basis to ensure all authorized documents are present.

(b) KEEPING THEIR OFFICIAL photograph current, and check it for quality.

Competition for promotion is tough. There is no single item that will guarantee promotion. Soldiers must be strong in all areas, do well in all jobs and stay physically fit.



**Chapter 2
Mechanisms**

2-1. General

Assignments of AGR soldiers are governed by Chapter 3, AR 135-18; Chapter 3, NGR 600-5; and Chapter 5, NGR 600-200. The primary objective of any successful career management program is to provide opportunities for increased responsibilities and promotions. Utilization of current promotion lists are the keys to success for career management. Vacancies that occur above the entry level (CPL/SPC (E4) - SGT (E5)) are filled first by on board soldiers in the AGR program, unless extenuating circumstances require more qualification from outside the program.

2-2. Identification

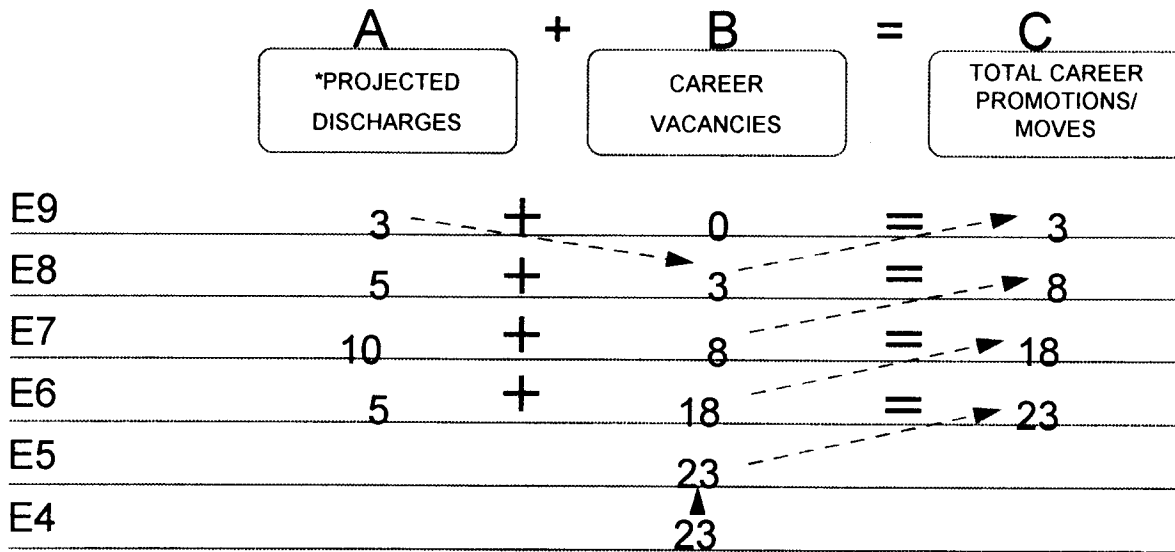
a. Program Needs.

(1) As force structure changes, and the down-swing continues, diversification is important. Soldiers

may begin their AGR careers as Admin Specialist (71L) or Unit Clerk (75B) but **MUST** be prepared to change CMFs to supply or combat arms in order to fill required needs of the ARNG (app D). Currently, there is no single career track in the AGR program that allows a soldier to move from the SPC level to SGM.

(2) Career management requires careful planning. HROs and AGR Managers should be able to reasonably project vacancies within their force up to 18 months in advance (fig. 2-1). Identification of upward mobility positions is critical to the success of a career management program. By utilization of the STPA promotion lists, the selection of the best qualified will become the standard. Placement of the best qualified will allow natural upward progression of career AGR soldiers. New soldiers entering the program will come in at the entry level and the process will start over again.

**AGR CAREER VACANCY
AND
PROMOTION PROJECTIONS**



*PROJECTED LOSSES ARE KNOWN LOSSES THAT WILL OCCUR AS A RESULT OF MANDATORY RETIREMENTS, ETC.

Figure 2-1

b. Soldier Desires.

(1) Soldiers who choose the AGR Program as their career have an inherent responsibility to begin planning where they want to be at the initial 3 year, 8 year, 13 year and 18 year marks (Appendix B).

(2) Methods for making these career plans are varied and many. The most viable is the quarterly career and performance counseling of the NCOER.

Additional methods for expressing career goals and objectives are through the annual AGR Managers visit to the field, and direct communications with the AGR section in the Human Resources Office of your State. The key to success or failure of any plan, is through open communication with your family and your willingness and desire to pursue.

2-3 Process

- a. Position vacancy is identified.
- b. Replacement is identified by reviewing soldiers currently in the Priority Placement Program or by utilization of the published derivative promotion list of Select, Train, Promote and Assign (fig. 2-2).

ization of the published derivative promotion list of Select, Train, Promote and Assign (fig. 2-2).

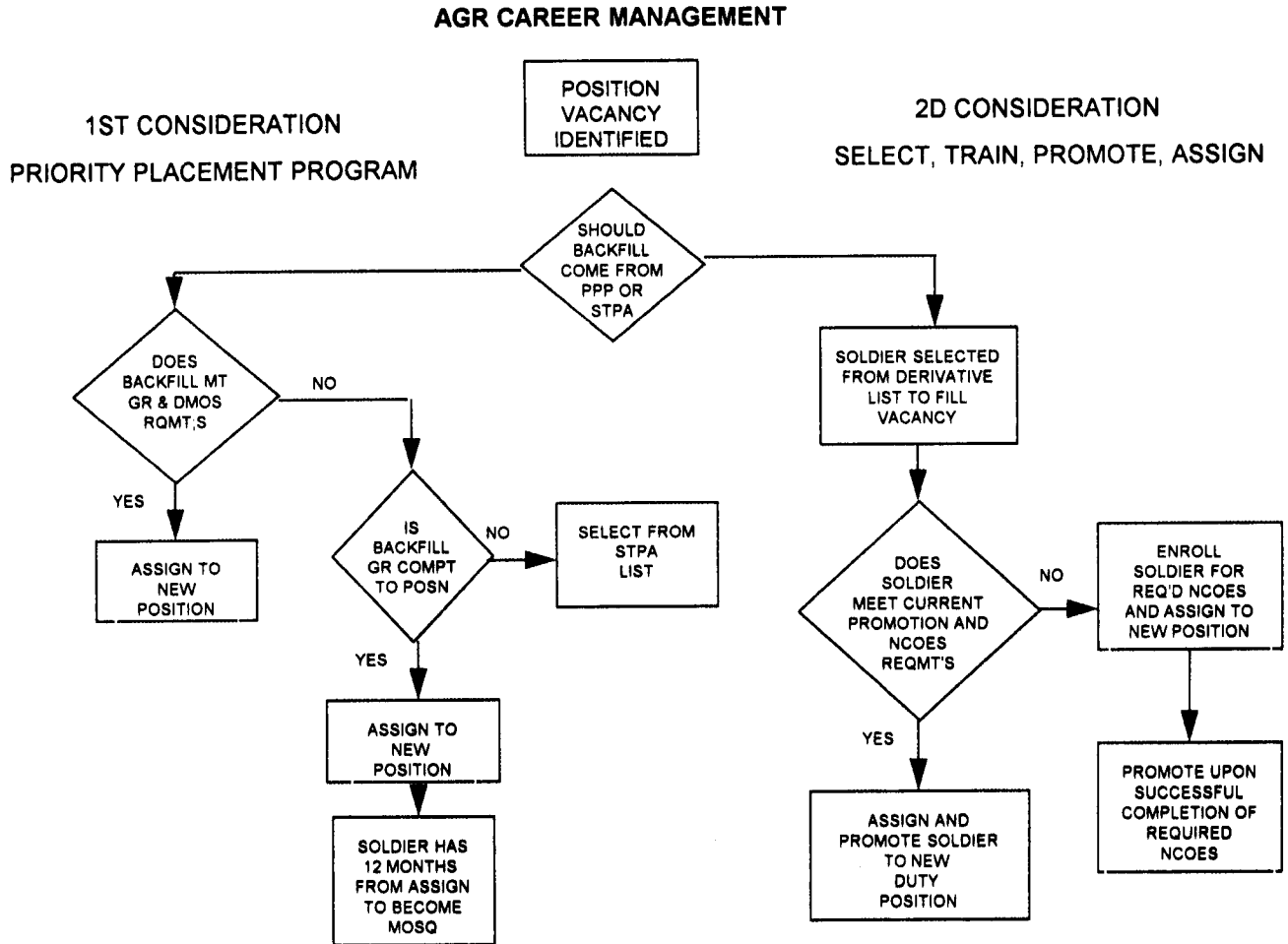


Figure 2-2

c. HRO/AGR Manager in coordination with the Military Personnel Officer (MPO) issues the required PCS orders to transfer soldier.

d. Vacancy created by selected soldier will be filled in the same manner as stated above with the exception of entry level positions.

e. Entry level positions vacated by soldiers selected for career movement are filled by open announcement applicants.

f. The recommended method of selecting and identifying entry level soldiers is to conduct a selection board at least annually, to review, evaluate, and rank order every applicant interested in entering the AGR program. The selection board should consist of a least one member of each major command in the state force structure.

2-4 Procedures

a. **Soldier.** All AGR soldier must ensure that their official military personnel file, DA Form 2-1, and other related documents are reviewed annually and any omissions, or errors are corrected to accurately reflect the correct information. AGR soldiers must be role models for other members of their unit.

b. **First line supervisor/Rater.** Counsel all enlisted soldiers on their job performance and potential. Encourage enlisted soldiers to maintain and improve their military skills but also to actively pursue civilian education. Stress the importance of their role in unit operations and provide opportunities for greater responsibilities in their current assignment.

c. Unit commander/First Sergeant. Provide opportunities for soldiers to be placed in roles of greater responsibility to enhance their soldier skills, leadership skills and CMOS skills. Mentor soldiers as they progress and encourage their individual pursuit of additional skills through correspondence courses and civilian education.

d. Battalion, Brigade, Group Leadership. Place command emphasis on providing adequate opportunities for soldiers to lead and train. Stress the importance of honest evaluation to all raters and senior raters on soldiers performance and future potential.

e. PSBs and SIDPERS Offices. Ensure that all documents submitted for official record keeping are properly annotated on the soldiers permanent record and that all inputs required for the official data base are accurate.

f. MILPOs. Implement the provisions of NGR 600-200 for promotion board conduct, consolidation and publication of derivative promotion lists. Ensure that all soldiers are judged to the same standards as evidenced in the NGB 4100. Ensure close coordination and cooperation between the MILPO, the HRO and AGR Manager takes place for the AGR and Technician FTS force. Publish required promotion orders and if necessary PCS orders.

g. HROs and AGR Mgrs. Publish, implement and manage an AGR career management program to meet the needs of the state and the soldier.

h. NGB, HROs and AGR Mgrs. Establish and maintain information that will identify position vacancies in the T32 program within CONUS. Include information that will allow soldiers to apply to positions available outside their respective home state. Assist participating states to allow soldiers to PCS across state borders and change State affiliations IAW NGR 600-200.

2-5 Networking To be published (TBP)

2-6 Permanent Change Of Station (PCS)

a. Permanent change of station moves are one of the keys to a successful career program. These changes occur when a soldier selected from the STPA List is provided with the opportunity for advancement and greater responsibility.

b. HROs/AGR Managers should review their current and future FTS needs. This review will aid in determining the amount of PCS funds that will be required to implement career based moves.

2-7 Select, Train, Promote and Assign (STPA)

a. STPA will be the main process by which all enlisted soldiers will be selected to fill career management positions based on their promotion list status.

b. The system is devised to rate each soldier in concert with established standards as specified in NGR 600-200 and reflected on NGB Form 4100.

c. AGR soldiers will compete and be assigned within the program based on their standing in the CMOS they indicated.

d. The primary objective of this system is to pick the right soldier for the right training, and for the right assignment, at the right time.

Chapter 3 Intra-State Assignments

3-1. General

a. Provide a visual framework for AGR soldiers to use in planning their careers.

b. Provide guidance and options for states to use in constructing career management plans for their AGR soldiers.

c. Create career enhancing tours for state AGR soldiers by providing access to Title 10 tours and tours in other states.

3-2. Procedures

a. NGB. Provide oversight for the program. Notify states of Title 10 tour opportunities and develop/refine the selection and accession process.

b. TAG/CSM. Ensure there is a viable career management program for AGR soldiers within the state. Approval authority for AGR soldiers wishing to accept tours of duty outside the state.

c. AGR MGR. Develop and administer the AGR Career Management Program. Notify other states of tour opportunities within your own state. Notify AGR soldiers of Title 10 tour opportunities. Maintain a career plan (app B) and update it annually for each soldier.

d. CDR/FULL TIME SUPERVISOR. Mentor, counsel, evaluate.

e. AGR SOLDIER. Provide input to the system through performance of duty, demonstrated potential and completion of career plan (Appendix B).

Chapter 4 Inter-State Transfers Title 32 - Title 32

4-1. General

a. Purpose. Establish standard positions for Title 32 AGR interstate transfers. Any interstate transfer will be in compliance with NGR 600-200, Chapter 5.

b. Transfers. AGR Interstate transfers may be authorized for several reasons, including, but not limited to the following categories.

(1) Soldier desires.

(2) Hardships.

(3) Force structure changes.

(4) MOS/mission specialty requirements to support regional and national training.

4-2. Mechanisms

a. NGB centralized data base which categorizes current or projected available positions. As a minimum, this data base will include DMOS, location of position, and maximum grade.

b. State centralized data base which identifies soldiers who desire an interstate transfer. As a minimum, data will include a soldier's name, current grade, SSN, PMOS, SMOS, AMOS, level of NCOES completed and states of interest.

4-3. Process

a. Soldier makes application via submission of a DA Form 4187 to include information listed in 4-2b above.

b. AGR Manager makes an electronic inquiry to NGB Centralized Bank to determine available and projected position vacancies with duty location.

c. Available positions are presented to the soldier.

d. Soldier makes formal application through their TAG for position. This application must come thru the chain of command and have the endorsement of the major command CSM and the State CSM.

e. State forwards application (confirmed thru NGB data base) to gaining state.

f. Gaining state accepts/rejects.

Chapter 5 Title 10 to 32/32 to 10 Exchange Enhancement Program

5-1. Objective

To provide a mutual exchange of AGR Soldiers between Titles 10/32. The exchange program applies only to CONUS assignments.

5-2. Purpose

Provide an additional career management tool to benefit the AGR Soldier and the AGR Program.

5-3. Identification

Soldiers from the Title 10 and Title 32 have both contacted each other and expressed interest in exchanging positions. Both soldiers are in comparable functional areas and both perform similar functions.

5-4. Application

a. A Title 32 AGR Soldier submits a memorandum requesting consideration to exchange positions with a Title 10 AGR soldier. The soldier identifies their DMOS, PMOS, duty position, duty station and current unit assignment. This memorandum is forwarded thru command channels to NGB-ARP-T, **ATTN:** Enlisted Tours Manager. NGB-ARP-T or the AGR Manager may solicit individual soldiers for exchange if a request FOR exchange is received but an exchange soldier has not been identified.

b. The Title 10 soldier submits a DA Form 4187 requesting consideration for exchange enhancement thru his chain of command to NGB-ARP-T, **ATTN:** Enlisted Tours Manager.

c. The Enlisted Tours Manager then contacts the Title 32 AGR Manager and begins the process of coordinating the exchange.

d. The Title 32 soldier submits a tour packet IAW NGR 600-10, thru command channels to the AGR Manager. This packet also requires the concurrence of the Command's CSM and the State CSM. The AGR

Manager then forwards the completed packet to NGB-ARP-T.

e. The Enlisted Tours Manager of NGB concurrently forwards the Title 10 soldiers packet to the AGR Manager and the gaining command for review.

f. After the Title 32 Command/State and the Title 10 Enlisted Career Manager agree on the exchange, orders will be issued effecting the transfer. Both soldiers will understand that the exchange is for a 3 year period and that the tour is stabilized. At the end of the assignment each soldier will return to their previous status in a comparable grade and DMOS.

Chapter 6 Title 10 to 32 AGR Command and Leadership Program

6-1. General

a. The AGR Command and Leadership Program provides opportunities for senior non-commissioned officers to serve as Command Sergeants Major at battalion or higher units and for First Sergeants to serve in units. The program is administered using a nominative process.

b. Adjutants General nominate Title 10 AGR enlisted personnel to the Command and Leadership Program. Selection is based on available positions in any FY and the soldiers standing on the competitive selection board OML.

c. Soldiers nominated, must meet the following minimum criteria to be eligible for consideration:

COMMAND SERGEANTS MAJOR POSITIONS
Graduate of the Sergeants Major Academy
High School Graduate
Served as a First Sergeant (preferred)
NCOERs that indicate demonstrated potential for future leadership assignments

FIRST SERGEANTS POSITIONS
Graduate of Advanced Noncommissioned Officer Course (ANCOC)
Meet First Sergeant Course prerequisites
High School Graduate
Served as a Platoon Sergeant (preferred)
NCOERs that indicate demonstrated potential for future leadership assignments

6-2. Nomination Procedures

a. The State Adjutant General, upon the recommendation of the State CSM may nominate by name Title 10 AGR personnel from their State/Territory or Title 10 AGR Personnel from another State/Territory with the approval of the respective State Adjutant General.

b. Title 10 AGR personnel may apply for leadership tours within their state via letter request, with endorsements from their State CSM and Adjutant General. Endorsements and letters of nomination must include a statement that the nominee will be offered a leadership position commencing in the FY the nomination is made.

c. Nominations will be forwarded to NGB-ARP-T, **ATTN:** Enlisted Tour Manager

d. The Title 10 Enlisted Tour Manager will, upon receipt of a recommendation, assemble the soldiers packet with the required documents for presentation to the selection board.

e. Nominated soldiers are responsible for ensuring that their tour files, maintained by NGB-ARP-T, are current and that all pertinent documents were submitted.

6-3. Selection procedures

a. National Guard Bureau conducts Command and Leadership selection boards each FY. Announcement for the program and a request for nominations is forwarded to each State during the fourth quarter of each FY.

b. Boards are convened early in the third quarter of the next FY.

c. Order of merit lists are developed and selectees notified.

d. Tours Branch then coordinates with states providing a leadership position to ensure that the selectee are assigned. They concurrently coordinate with the Full-Time Support Division to provide the Title 32 AGR authorization for the duration of the command tour and concurrently withdraw the Title 10 allocation.

e. Soldiers completing their leadership tour are allowed to reenter the Title 10 AGR program with the consent and recommendation of the Adjutant General.

Appendix A References

Section 1 Related Publications

AR 15-6

Boards, Commissions & Committees, Procedures for Investigating Officers & Board of Officers

AR 25-400-2

The Modern Army Record Keeping System (MARKS)

AR 37-106

Finance & Accounting for Installations; Travel & Transportation Allowances

AR 37-104-3

Military Pay & Allowances Procedures - Joint Uniform Military Pay System (JUMPS-ARMY)

AR 55-71

Transportation of Personal Property and Related Services

AR 135-2

Full-Time Support Program

AR 135-18

The Active Guard/Reserve (AGR) Program

AR 135-200

Active Duty for Training and Annual Training of Individual Members

AR 135-205

Enlisted Personnel Management System

AR 350-1

Army Training

AR 350-41

The Army Physical Fitness Program

AR 350-37

Individual Training Evaluation Program (ITEP)

AR 351-1

Individual Military Education and Training

AR 600-8-10

Leave and Passes

AR 600-8-105

Military Orders

AR 600-8-11

Reassignment

AR 600-8-2

Suspension of Favorable Personnel Actions (Flags)

AR 600-8-22

Military Awards

AR 600-9

The Army Weight Control Program

AR 600-20

Army Command Policy and Procedures

AR 600-50

Standards of Conduct for DA Personnel

AR 600-85

Alcohol and Drug Abuse Prevention and Control Program

AR 600-200

Enlisted Personnel Management System

AR 611-201

Enlisted Career Management Fields and Military Occupational Specialty

AR 614-200

Selection of Enlisted Soldiers for Training and Assignment

AR 621-5

Army Continuing Education System

AR 623-1

Academic Evaluation Reporting System

AR 623-205

Enlisted Evaluation Reporting System

AR 635-40

Physical Evaluation for Retention, Retirement, or Separation

AR 635-200

Personnel Separation Enlisted Personnel

AR 640-2-1

Personnel Qualification Records

AR 640-10

Individual Military Personnel Records

AR 640-30

Photograph for Military Personnel Files

AR 670-1

Wear and Appearance of Army Uniforms and Insignia

AR 672-5-2

Decorations and Awards

NGR (AR) 37-104-3

Military Pay and Allowances--Army National Guard

NGR 310-10

Military Orders [Modifies AR 310-10]

NGR (AR) 350-1

Army National Guard Training

NGR 351-1

Individual Military Education and Training

NGR (AR) 600-5

The Active Guard/Reserve (AGR) Program Title 32, Full-Time National Guard Duty (FTNGD)

NGR 600-10

ARNG Tour Program (NGB Controlled Title 10 USC Tours)

NGR (AR) 600-21

Army National Guard Equal Opportunity Program

NGR 600-23

Nondiscrimination in Federally Assisted Programs

NGR 600-200

Enlisted Personnel Management

NGR 635-101

Efficiency and Physical Fitness Boards [Modifies AR 15-6]

NGB Pam 600-8-1

Standard Installation/Division Personnel System (Unit Level User Manual)

NGB Pam 600-8-3

Standard Installation/Division Personnel System, Interface Branch Level User Manual

NGB Pam 601-200

Army National Guard Recruiting Program

DODPM

Department of Defense Military Pay and Allowances Entitlements Manual

JFTR

Joint Federal Travel Regulations

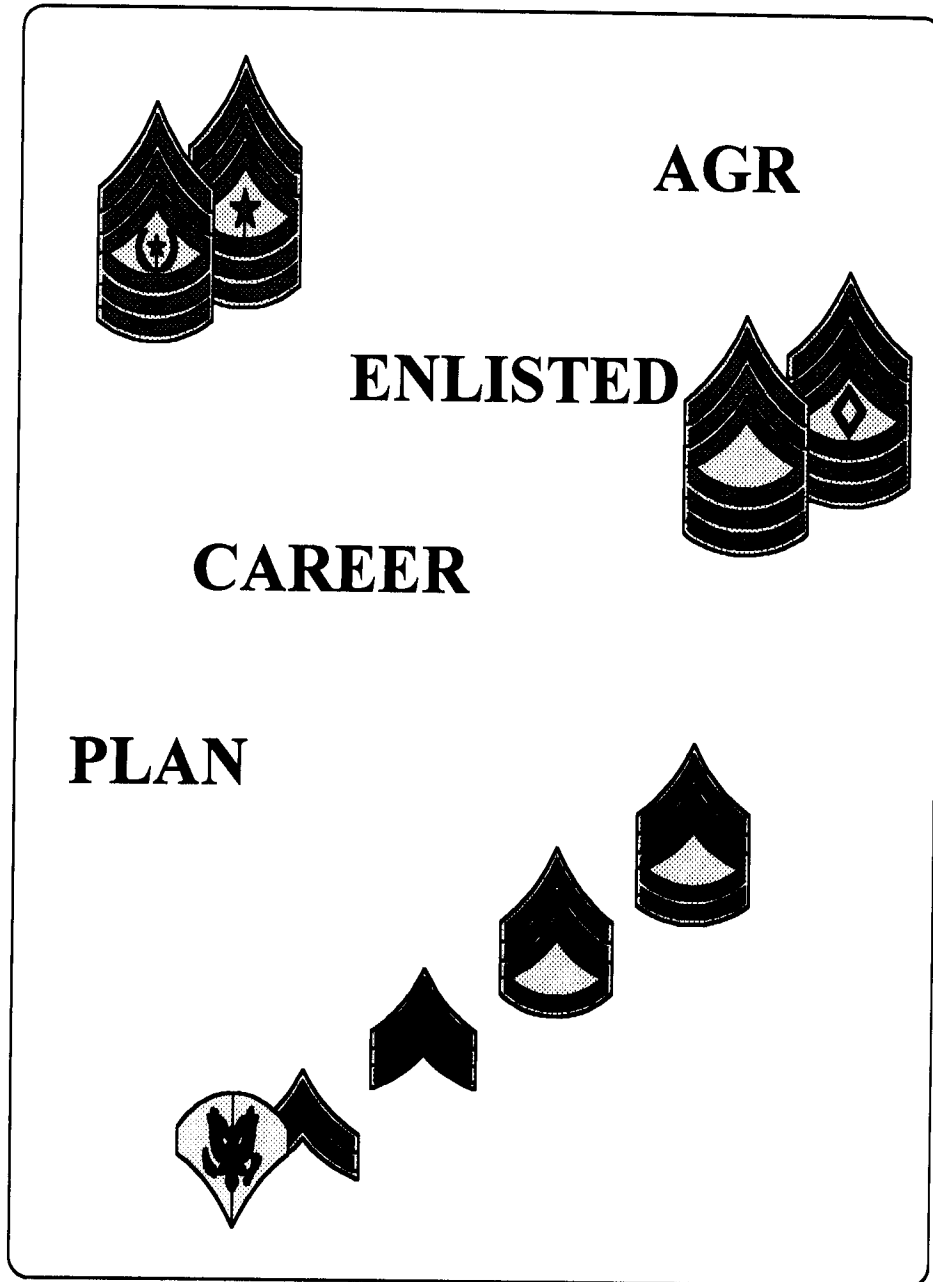
Section II

Referenced Forms

DA Form 4187, Oct 93

Personnel Action

Appendix B
Sample Enlisted Career Plan



Sample AGR Enlisted Career Plan--Continued

PRESENT ASSIGNMENT/LOCATION: _____

WORK MAILING ADDRESS: _____

TELEPHONE CML: _____ DSN: _____

FAX CML: _____ DSN: _____

CURRENT QTRS ARRANGEMENT (CHECK ONE): OWN _____ RENT/LEASE _____ GOV'T QTRS _____

CAREER GOALS: State your career objective in the AGR Program.

NEXT ASSIGNMENT: List the type(s) of duty/specific assignment for which you feel best qualified by experience, training, natural aptitude or interest.

- 1. Position/Location: _____
- 2. Position/Location: _____
- 3. Position/Location: _____

ASSIGNMENT RESTRICTIONS: Explain possible limitations on any assignment to include physical and /or compassionate considerations. If enrolled in the Family Member Program (EFMP), please indicate.

ADDITIONAL COMMENTS: _____

Sample AGR Enlisted Career Plan--Continued

BACKGROUND DATA				
(List positions held, MOS, time in position and unit)				
DUTY POSITION	MOS	TIME IN POSITION		UNIT
		FROM	TO	
NCOES DATA				
(List NCO Schools and Special Schools you have attended)				
SCHOOL	YEAR(s) ATTENDED		LENGTH OF COURSE	
(List schools you would like to attend to meet your goals)				
SCHOOL	DESIRED MONTH/YEAR TO ATTEND			
CAREER GOALS				
(Indicate your <u>intermediate</u> goal in the AGR Program)				
OFFICER	CSM	SGM	1SG	
MSG	PLT SGT	SQD LDR	TM LDR	
(Indicate your long range goal in the AGR Program)				
OFFICER	CSM	SGM	1SG	
MSG	PLT SGT	SQD LDR	TM LDR	

Appendix C
Sample Career Progression

POSSIBLE AGR PMOS
CAREER PROGRESSION

SR PERS SGT, SR
RCDS SGT,
1SG, OPNS SGT, CH
PERS SGT

75H
SL 5

DIVISION, STARC,
TROOP CMD,
NGB T10

SR PERS SVC SGT
PLATOON SGT

75H
SL 4

BRIGADE, DIVISION,
TROOP CMD,
STARC, NGB T10

PERS SVC SGT

75H
SL 3

BATTALION,
BRIGADE,
DIVISION LEVEL,
TROOP CMD

PERSONNEL SGT,
PERS RCDS SGT

75B/F/H
SL 2

COMPANY, TRP,
BTRY, GP,
BATTALION,
BRIGADE LEVEL

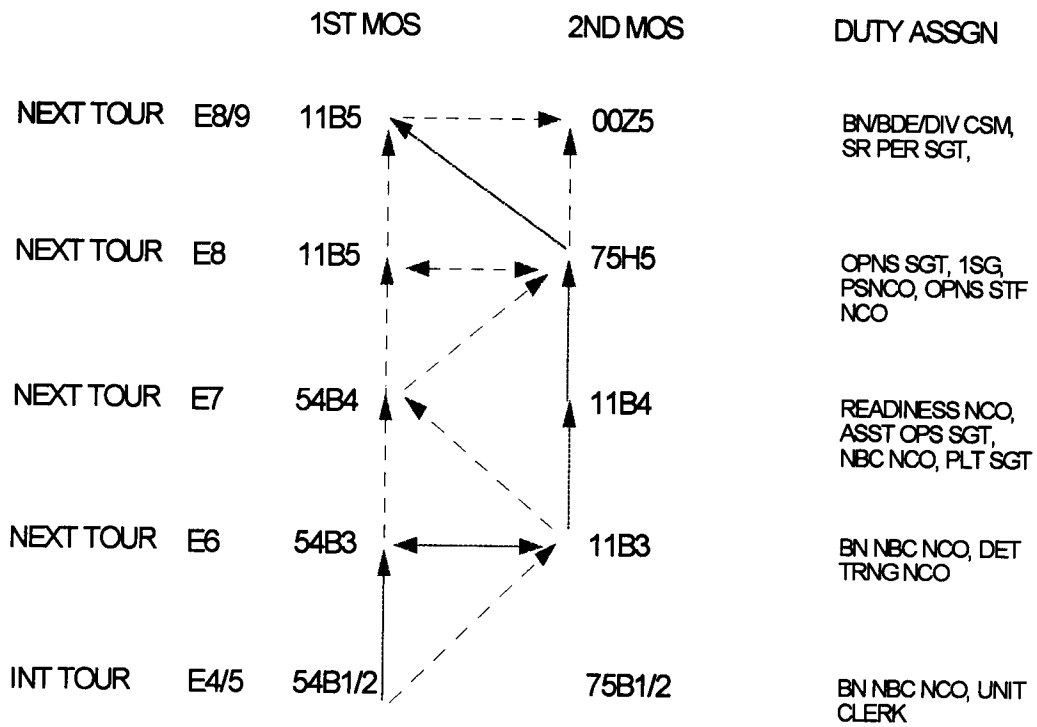
UNIT CLERK
ADMIN SPECIALIST

75B/F/H
SL 1

COMPANY, DET
LEVEL, BTRY, TRP,
GRP

Sample Career Progression--Continued

POTENTIAL CAREER PROGRESSION
TWO OR MORE MOS FIELDS



Appendix D
SAMPLE DA Form 4187s

To be published (TBP)

TIMIG
Time in grade

TIS
Time in service

Glossary
Abbreviations

AFS
Active Federal Service

AGR
Active Guard/Reserve

ARNGUS
Army National Guard of the United States (Title 10)

CPL
Corporal

CSM
Command Sergeant Major

1SG
First Sergeant

FTNGD
Full Time National Guard Duty (Title 32)

FTS
Full Time Support

FTM
Full Time Manning

MSG
Master Sergeant

NCO
Noncommissioned Officer

NCOES
Noncommissioned Officer Education System

NCOER
Noncommissioned Officer Evaluation Report

PCS
Permanent change of station

SFC
Sergeant First Class

SGT
Sergeant

SPC
Specialist

SSG
Staff Sergeant

1

2

3

4

5

6

7