ATSH-IP
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1. Purpose: To provide information on the results of the FY20 Career Management Field (CMF) 11 training and selection list to Sergeant Major (SGM).

2. Overview: The FY20 SGM Training and Selection Board convened at the DA Secretariat, Fort Knox, Kentucky on 4 December 2019, to select the best-qualified noncommissioned officers for training and selection to SGM.

3. Primary and Secondary Zone were broke down as follows:

    a. Primary Zone: Date of Rank 29 November 2016 and earlier.

    b. Secondary Zone: Date of Rank 30 November 2016 through 5 December 2017.

4. Summary of Selectee Characteristics:

    a.   The Army selected 530 MSGs/1SGs for training and selection to the rank of SGM. The Army's training and selection rate was 15.4%. The Infantry had 259 MSGs/1SGs considered and 101 selected for a 38.9% average. The average time in service for the Infantry selectees was 18.5 years and the average time in grade was 2.8 years.

    b.   There was a significantly higher selection rate for the secondary zone with the selection rate of 27.7% for the primary and 40.0% from the secondary. This may be representative of the higher percentage of Ranger qualified NCOs eligible in the secondary zone (131/155) 84.5% versus (49/163) 30%.

5. Infantry MSG/1SG Training and Selection Information:

    a. The information in tables 1 thru 10 is from the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2020 SGM Considered Select List. Table 1 uses the Army selection rate as the base rate for comparison. Lines highlighted in green indicate those data elements where the selection rate was statistically[1] higher than the base rate.

    (1). Table 1 illustrates the selection rates between the Army, the Infantry, and the other Operations Division CMFs. Comparison between CMFs is impractical due to the different impacts of proposed force structure changes on requirements.

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[1] For the purpose of this analysis, the term "significant" indicates that there is a statistical difference in selection rates between the compared populations. Given the varying population density of the individual segments analyzed, raw percentages are at times misleading. The level of significance was set at 0.1 for this analysis. Unless otherwise indicated the base population (mean) for comparison highlighted in blue on each table. Data elements highlighted in red had statistically lower rates and those in green had statistically higher rates.

Operations Division	ELIGIBLE	SELECTED	RATE
ARMY	3437	530	15.4%
Air Defense	104	9	8.6%
Armor	151	31	20.5%
Aviation	181	13	7.1%
Infantry	259	101	38.9%
Field Artillery	164	23	14.0%
Special Forces (18, 37, & 38)	513	54	10.5%

TABLE 1: Operations Division Comparison

(2). Table 2 illustrates the selection rates between the Operating and Generating Force.

FORCE SEGMENT	% CONSIDERED	% SELECTED
OPERATING FORCE (109)	42.0%	50.4%
GENERATING FORCE (150)	57.9%	49.5%

TABLE 2: CMF 11 Generating Force versus Operating Force

(3). Table 3 illustrates the selection rates between Operating Force types of units.

TYPE OF UNIT	ELIGIBLE	SELECTED	PERCENTAGE
OPERATING FORCE	109	51	46.7%
RANGER REGT	10	6	60%
IBCT (ABN)	15	8	53.3%
IBCT	22	11	50%
SBCT	15	5	33.3%
ABCT	13	2	15.3%
EAB (DIV, CORP HQs)	8	3	37.5%
OTHER (CTCs, TOG,SFAB)	35	24	68.5%

TABLE 3: CMF 11 Operating Force by Type of Unit

(4). Table 4 illustrates the selection rates between the Divisions.

DIVISION	ELIGIBLE	SELECTED	PERCENTAGE
DIVISION TOTAL	59	21	35.5%
1ST ARMORED DIV	6	1	16.6%
1ST CAVALRY DIV	7	1	14.2%
1ST INF DIV	4	1	25%

3RD INF DIV	1	1	100%
4TH INF DIV	9	4	44.4%
7TH INF DIV	3	0	0%
10TH MOUNTAIN DIV	6	2	33.3%
25TH INF DIV	3	2	66.6%
82D ABN DIV	10	5	50%
101ST ABN DIV	11	5	45.5%

TABLE 4: Operating Force Selection Rates by Division

(5). Table 5 illustrates Generating Force selection rates by major components.

Generating Force	ELIGIBLE	SELECTED	PERCENTAGE
GENERATING FORCE TOTAL	**150**	**50**	**33.3%**
AC/RC	10	3	30%
COMBAT TRAINING CENTERS	19	10	52.6%
NCO ACADEMIES	3	0	0%
ROTC	46	18	39.1%
TRADOC	42	9	21.4%
WARRIOR TRAINING UNITS	1	0	0%
OTHER(USASMA)	29	10	34.4%

Table 5: CMF 11 Generating Force by Major Components

(6). Table 6 illustrates TRADOC broken down for further detailed explanation.

TRADOC	ELIGIBLE	SELECTED	PERCENTAGE
TRADOC Total	**42**	**9**	**21.4%**
MCOE (Minus ARTB)	16	6	37.5%
Infantry School (Minus ARTB)	11	3	27.2%
ARTB	1	0	0%
AWG	4	1	25%
Armor School	0	0	0%
IMT Fort Jackson	12	0	0%

Table 6: TRADOC Broken Down

(7). Tables 7 and 8 illustrate selection rates for Soldiers by SQI and ASI. Ranger qualified Soldiers continue to experience significantly higher selection rates. Although Pathfinder and Jump Master qualified Soldiers had higher selection rates, the majority of those selected were also Ranger qualified. An analysis on Pathfinder and Jumpmaster personnel that were non-Ranger qualified did not reveal a significant advantage.

SQI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	259	101	38.9%
U 75TH RANGER REGT LDR	23	12	52.1%
X DRILL SERGEANT	118	48	40.6%
V RANGER-PARACHUTIST	101	48	47.5%
G RANGER	105	50	47.6%
(U, V, G) ALL RANGER	106	50	47.1%
P PARACHUTIST	201	82	40.7%
8 INSTRUCTOR	188	72	38.2%
4 NON-CAREER RECRUITER	26	14	53.8%
Q EQUAL OPPORTUNITY	6	0	0%
B INSPECTOR GENERAL	11	4	36.3%

Table 7: Special Qualification Identifiers (SQI)

ASI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	259	101	38.9%
F7 PATHFINDER	92	42	45.6%
2B AIR ASSAULT	151	63	41.7%
5W JUMPMASTER	94	43	45.7%
2S BATTLE STAFF	62	16	25.8%
J3 MASTER GUNNER	8	2	25%
1B/1H SHARP	23	10	43.4%

Table 8: Additional Skill Identifiers (ASI)

(8). Table 9 illustrates the experience history of the Selected population by BCT type.
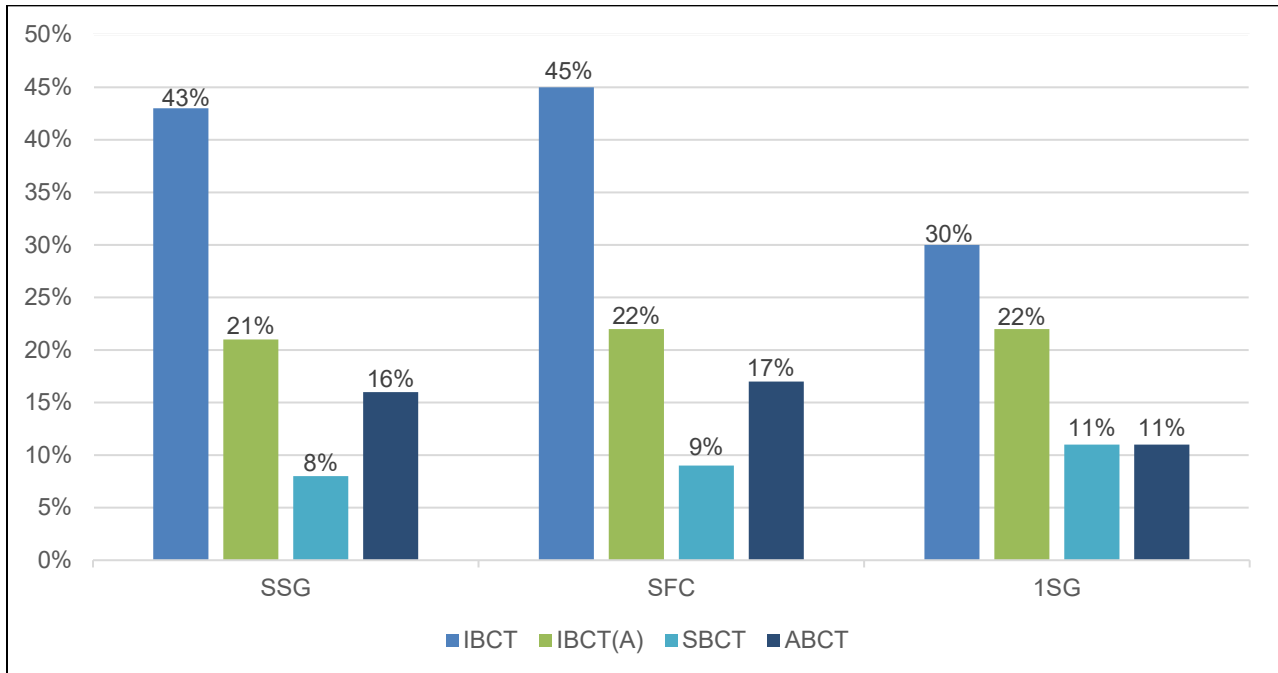

Table 9: Selected Leadership Experience History by BCT Type

(9). There was no significant decrease in the percentage of EIBs,CIBs earned or APFT average between the Selected and Non-Selected Population.
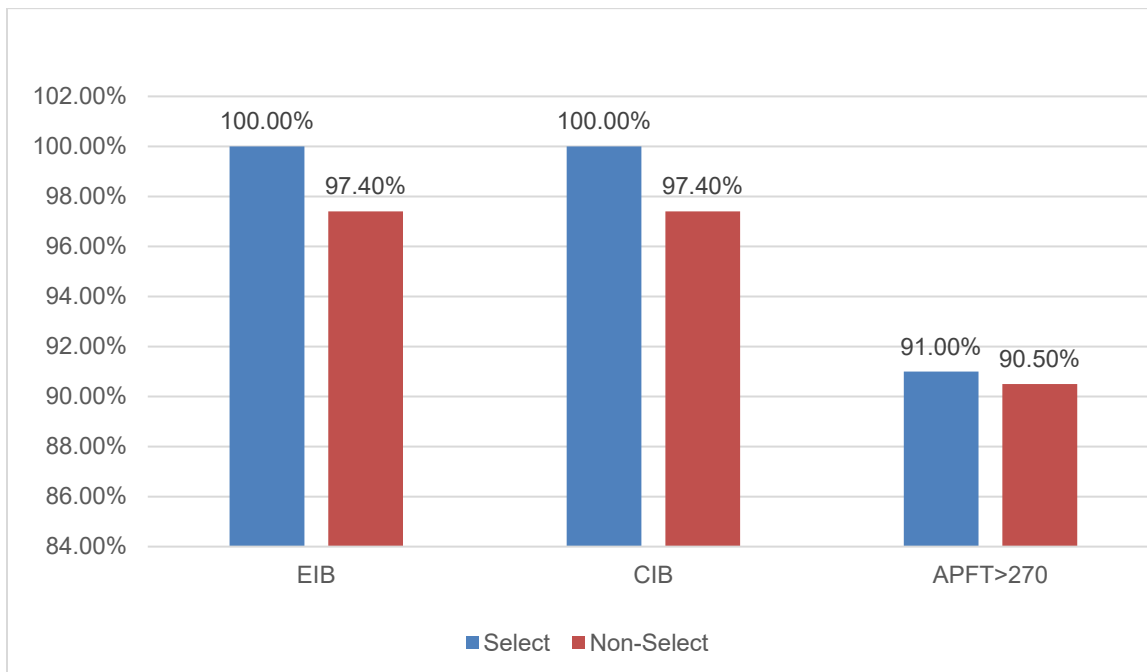

Table 10: EIB/CIB/APFT Comparison

6. General observations: The Office of the Chief of Infantry (OCOI) is confident the board selected our most qualified Master Sergeants for training and selection to the rank of Sergeant Major. Additional observations include:

There was no significant differences in the individual qualifications or assignment patterns of the eligible MSGs. This suggests that the majority of those have met the proponent's professional development standards and that their individual manner of performance as documented on their NCOERs was the critical indicator of potential to serve at the SGM level.

    a. The Infantry promotion rate decreased from 95.9% in FY19 to 38.9% in FY20.

    b. The average rated months as a 1SG was 19.5 months

    c. 90% of those selected met the recommended requirement of 24 months rated 1SG time.

    d. 41% of the considered population were Ranger qualified (G, V, U) with 50% of the selected population being Ranger qualified.

    e. 32% of the considered population has a college degree. However 80% of selects had a minimum of 30 credit hours compared to 46.3% of non-selects.

    f. 86% of the selected population served in both the Operating and Generating forces at the current or previous grades.