

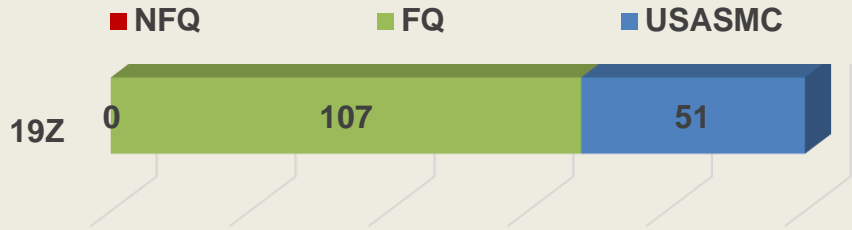


CMF19 USASMC, Class 76 Selection Results

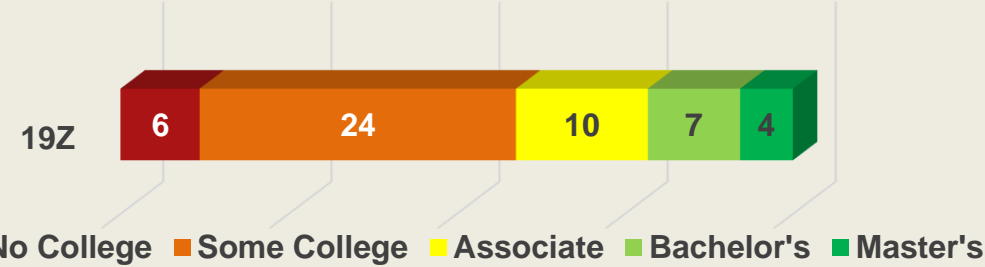


Fort Moore, Home of the Armor & Cavalry

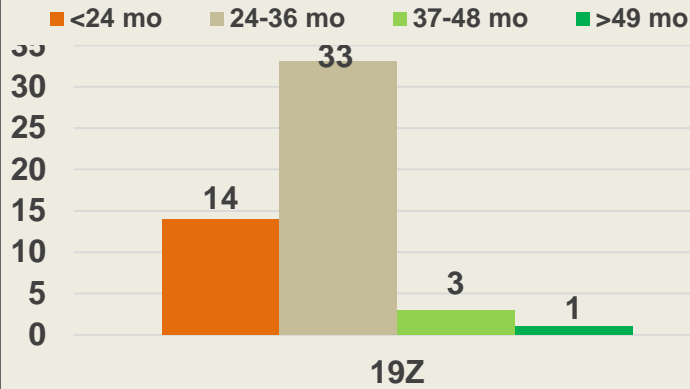
CMF 19 Selection rates



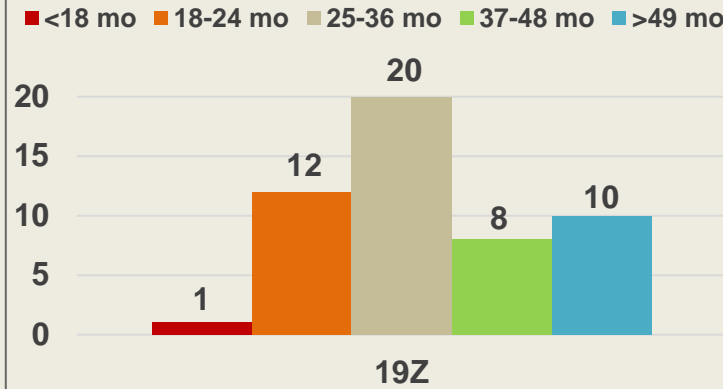
Civilian Education



KD Time (1SG & OPS SGM)



Time on Station (KD)



Professionally Developing Assignments

	19Z	Totals
MG	7	13.7%
DS	20	39.2%
Recruiter	11	21.6%
Instructor	20	39.2%
OC/T	8	15.7%
First Army	6	11.8%
ROTC	11	21.6%
SFAB	9	17.6%

Functional Courses for CMF 19 NCOs

	Cavalry Leader	Master Gunner	Battle Staff	JFPC	Ranger
19Z	16	9	15	7	3
PCT	31%	17%	29%	13%	5%

CONCLUSION:

NCOs who lacked the minimum Key Development (KD) time fared less favorably than those who met or exceeded KD requirements. NCOs who remained in one type of organization/position for too long lacked a diverse file and were looked at less favorably. OCOA recommends following the TDMs outlined in DA PAM 600-25. NCOs should strive to maximize KD leadership positions prior to moving to broadening assignments. NCOs should strive to diversify assignments between operational and generating force

NCOs that followed the Career Progression Plan guidance listed in DA PAM 600-25 fared well and were selected. Completing more than the required Key Developmental Time, First Sergeant and as an Operations Sergeant Major, was seen and graded favorably by the board. Completing multiple functional courses that benefit both the unit, and the NCO was viewed favorably by the board, only 17 NCOs (33.3%) had fewer than two functional courses recommended in DA PAM 600-25. The board also favored NCOs that completed the recommended level of Civilian Education, 24 NCOs (47.1%) had at a minimum some college, while 21 NCOs (41.2%) had an Associate's Degree or higher.

The DA PAM 600-25 Armor Career Progression Plan and Talent Development Models for CMF19 can be found online at <https://www.army.mil/g-1#org-g-1-publications>