

Focused and Lethal Post Army Structure 25-29

The recent release of Army Structure (ARSTRUC) 2025-2029 will set the conditions for the Army to not only right-size its formations but enable the proper capabilities at echelon during the next couple of decades. There is some concertation with arguably the largest structure change since the introduction of modularity. Change is difficult for most of us, but we have an opportunity to increase lethality at the tactical level that we have not seen since pre-modularity. For Armor specifically, Career Management Field (CMF) 19 will primarily train/operate within armored brigade combat teams (ABCT) minus the few outside the contiguous U.S. cavalry squadrons and the new Mobile Protected Firepower units. Cavalry scouts will no longer be required to be jacks of all trades, but rather focused on reconnaissance and security within armored formations; tank companies will see their manning improve and readiness increase; and platform proficiency will increase for the Bradley Fighting Vehicle with the new 19C military occupational specialty (MOS).

For these benefits to come to fruition, the Army must decide where to place Soldiers (faces) in authorized positions (spaces) and with that comes the inevitable MOS reclassifications. To set conditions for the Army of 2030 and beyond, we need to address the shortages and gaps that we have today to sustain true readiness and meet force requirements. With reductions in authorized MOS 19D positions and shortages in authorized MOS 19K (and soon MOS 19C), the answer is clear for CMF 19 — fix yourself. This will have to be done through reclassification, whether voluntary or involuntary.

The first priority for CMF 19 is to fill the manning gaps for MOS 19K across the 11 ABCTs. Within ABCTs, Abrams and Bradleys are priority to man first over squads. Due to priorities and MOS 19K shortages, there are upward of 500 MOS 11Bs (infantryman) on tank crews. It is not that the infantry Soldiers make bad tankers, it's what they are not doing, which is individual, team, and squad infantry tasks. From a retention perspective, we will need approximately 600 reclassifications into MOS 19K, and a large portion of that number will need to come from MOS 19Ds. A point to highlight is MOS 19K accessions is one of the few MOS' on glidepath to make mission this fiscal year, which will assist with maintaining a steady state along with reclassifications. Bottom line, we have an opportunity to properly man our tank crews this year and maintain a high state of readiness for years to come.

MOS 19D cavalry scouts are still the largest MOS within CMF 19 even with the structure reductions. In other words, scouts are alive and well, but their expertise is needed within the ABCTs. Like our tankers, we have manning gaps with our scout positions within the ABCTs. The scouts who do not reclass from the light divisions will need to make a permanent change of station move to installations with ABCTs to fill these gaps. Nothing increases readiness faster than being manned appropriately. Cavalry squadrons will train from the same mission essential tasks which overtime, with sets and reps, will translate into higher expertise at the tactical level.

Most are familiar with the old 11M Bradley crewmember MOS that was removed more than 20 years ago. MOS 11M Soldiers were experts employing and fighting the Bradley. Mechanized infantry companies saw that expertise atrophy quickly after losing the 11M MOS. But the need to have expert Bradley crewmembers and infantry squads remain to have truly lethal mechanized infantry companies. Armor makes perfect sense to own the Bradley crewmember MOS (19C) since Armor Soldiers operate within ABCTs where mechanized infantry companies reside and are expected to be platform experts. 19C will be an official MOS for the Army starting Sept. 2, 2024, but reclassification into the MOS is now in progress. Armor Branch has received multiple reclassification requests for MOS 19C from Soldiers and NCOs with years of experience on the Bradley Fighting Vehicle. Additionally, One Station Unit Training for MOS 19C will kick off in October 2024, where the newest Soldiers will be assigned to a mechanized infantry company as MOS 19C. With experienced NCOs and recently trained Soldiers, MOS 19C will bring a higher level of lethality back into the Bradley Fighting Vehicle and infantry Soldiers can focus on training progression within their teams, squads, and platoons.

This is the first time in more than two decades that all MOS' within CMF 19 will primarily operate within ABCTs, which means more focused and lethal Armor formations, but we've got to get the manning right first. Readiness starts with appropriate manning and with ARSTRUC 2025-2029, the Army has the opportunity to fill the gaps within our ABCTs, specifically the tank crews, cavalry squadrons, and to jump start MOS 19C Bradley crewmember. This will also enable the appropriate manning for ABCT infantry squads by lifting the burden of infantry Soldiers

manning tanks and Bradleys. This can only be done through reclassification and MOS 19Ds will play a big role. Essentially manning CMF 19 appropriately during the next year will allow accessions and retention to focus on future Army priorities, while delivering combat-ready formations within maneuver.

Forge the Thunderbolt!

CSM Waylon D. Petty
Command Sergeant Major
U.S. Army Armor School

Acronym Quick-Scan

ABCT – armored brigade combat team
ARSTRUC – Army Structure
MOS – military occupational specialty