



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY INFANTRY SCHOOL
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ATSH-IP

23 June 2021

MEMORANDUM FOR RECORD

SUBJECT: Career Management Field 11 (CMF11) analysis of the FY21 Sergeant First Class Evaluation Board.

1. Purpose: To provide the Soldiers of the 11B/11C Military Occupational Specialty (MOS) statistics from the Fiscal Year 2021 (FY21) Sergeant First Class Evaluation Board.
2. The information in the following tables is derived from data in the Enlisted Distribution Assignment System (EDAS), Electronic Military Personnel Office (eMILPO) and the Service Members individual Interactive Personnel Electronic Records Management System (iPERMS). The data was compiled and analyzed by the Infantry Branch Proponent located at Building 4, Fort Benning, Georgia.
3. The FY21 SFC Evaluation Board identified 487 out of 2,132 eligible CMF 11 SFCs to be in the Top 20%. There was no significant difference in the selection of Most Qualified SFC in MOSs 11B and 11C. MOS 11C had a significantly lower representation in the Top 20% of the entire CMF. ¹

FY 20	EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	2132	45	2.11%	487	22.8%
MOS 11B	1868	45	2.41%	450	24.0%
MOS 11C	264	0	0.00%	37	14.0%

4. Operating Force versus Generating Force (11B): There was no significant difference in the top 20% rates of MOS 11B NCOs between the Operating and Generating Forces for FY21. However, 11C NCOs had a significantly lower evaluation rate in the generating force.

FORCE SEGMENT		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11 TOTAL		2132	45	2.1%	487	22.8%
OPERATING	11B	956	31	3.2%	233	24.4%
	11C	135	0	0.0%	20	14.8%
GENERATING	11B	909	14	1.5%	217	23.9%
	11C	132	0	0.0%	17	12.9%

Operating /Generating Force Comparison

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.

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a. Operating Force: Out of the 1,868 11B SFCs evaluated, 956 were in the Operating Force. Out of those 956 SFCs evaluated, 233 were in the TOP 20%. Ranger Regiment continues to have higher evaluation rates than other Divisions in the force. This trend is re-enforced by previous selection/promotion boards.

UNIT TYPE		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	11B	956	31	3.2%	233	24.4%
75TH RANGER	11B	64	17	26.5%	40	62.5%
1ST ID	11B	26	0	0.0%	3	11.5%
SFAB	11B	117	4	3.4%	37	31.6%
101ST AASLT	11B	101	3	3.0%	24	23.8%
82ND ABN	11B	107	3	2.8%	27	25.2%
25TH ID	11B	76	1	1.3%	16	21.1%
4TH ID	11B	48	0	0.0%	13	27.1%
1ST AD	11B	39	0	0.0%	7	17.9%
7TH ID	11B	50	0	0.0%	6	12.0%
3RD ID	11B	22	0	0.0%	2	9.1%
10TH MTN	11B	92	2	2.2%	23	25.0%
EAB	11B	87	0	0.0%	15	17.2%
1ST CD	11B	34	0	0.0%	1	2.9%
173RD	11B	19	1	5.3%	4	21.1%
TOG	11B	17	0	0.0%	2	11.8%
2ND CR	11B	26	0	0.0%	8	30.8%
3RD CR	11B	19	0	0.0%	2	10.5%
11TH ACR	11B	12	0	0.0%	3	25.0%

Operating Force by Division

OPERATING FORCE		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	11B	892	14	1.5%	193	21.6%
IBCT (ABN)	11B	226	21	9.3%	79	35.0%
IBCT	11B	276	6	2.2%	66	23.9%
SBCT	11B	155	0	0.0%	32	20.6%
ABCT	11B	165	0	0.0%	18	10.9%
TOG	11B	17	0	0.0%	1	5.9%
SFAB	11B	117	4	3.4%	37	31.6%

Operating Force by BCT Type (minus SOF)

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b. Generating Force/Broadening Positions: Out of the 1,868 11B SFCs evaluated, 909 were in the Generating Force. Out of the 909 Generating Force SFCs evaluated, 231 were evaluated to be in the top 20% resulting in 23.9% rate within the Generating Force. 11B NCOs assigned to ARTB had a significantly higher evaluation rate. The higher evaluation rate is tied to Ranger qualified Ranger Instructors.

GENERATING FORCE		EVALUATE D	MQ	RATE	TOP 20%	RATE
CMF 11	11B	909	14	1.5%	217	23.9%
ARTB (-1/507TH)	11B	77	2	2.6%	30	39.0%
MATA	11B	20	0	0.0%	7	35.0%
AWG	11B	6	0	0.0%	3	50.0%
MCOE Other	11B	25	0	0.0%	0	0.0%
JMRC/JRTC/NT C	11B	138	3	2.2%	41	29.7%
DS (OSUT)	11B	21	0	0.0%	0	0.0%
USA MIL Academy	11B	7	0	0.0%	4	57.1%
2WTU Cadre	11B	25	0	0.0%	1	4.0%
Drill Sergeant	11B	23	0	0.0%	1	4.3%
198TH INF BDE	11B	16	0	0.0%	3	18.8%
Cadet Command	11B	165	2	1.2%	50	30.3%
Victory TRNG BDE	11B	42	0	0.0%	3	7.1%
Army Materiel Command	11B	13	0	0.0%	2	15.4%
NCOA	11B	21	2	9.5%	7	33.3%
Recruiting	11B	76	0	0.0%	3	3.9%
1st Army (AC/RC)	11B	77	2	2.6%	19	24.7%
ATEC	11B	7	0	0.0%	3	42.9%
WHINSEC	11B	4	0	0.0%	1	25.0%
HHC MCOE	11B	11	0	0.0%	0	0.0%
1/507TH	11B	19	0	0.0%	0	0.0%
199TH INF BDE	11B	21	0	0.0%	4	19.0%
CAC	11B	8	0	0.0%	1	12.5%
316th CAV REGT	11B	1	0	0.0%	0	0.0%
OTHER	11B	86	3	3.5%	34	39.5%

Generating Force

5. Skill Qualification Identifiers (SQI) and Additional Skill Identifiers (ASI):

a. SQI Data: 11B SFCs who were Ranger qualified and had the indicated SQI.

CMF 11 RANGER QUALIFIED INDIVIDUALS ONLY (U,V,G)						
SPECIAL QUALIFICATION IDENTIFIER (SQI)		EVALUATED	MQ	RATE	TOP 20%	RATE
U-75TH RANGER REGIMENT LDR	11B	105	18	17.1%	49	46.7%
V-RANGER PARACHUTIST (NON-SQI U)	11B	294	9	3.1%	111	37.8%
G-RANGER	11B	13	1	7.7%	8	61.5%
M- FIRST SERGEANT	11B	1	1	100.0%	1	100.0%
X- DRILL SERGEANT	11B	46	1	2.2%	18	39.1%
4- NON-CAREER RECRUITER	11B	29	4	13.8%	12	41.4%
8- INSTRUCTOR	11B	239	16	6.7%	99	41.4%
3- SFAB	11B	17	0	0.0%	11	64.7%
NO SQI	11B	0	0	0.0%	0	0.0%

Ranger qualified (**only**) Skill Qualification Identifiers (SQI)

b. ASI Data: 11B SFCs that had the indicated ASI and were Ranger qualified.

CMF 11 RANGER QUALIFIED INDIVIDUALS ONLY (U,V,G)						
ADDITIONAL SKILL IDENTIFIER (ASI)		EVALUATED	MQ	RATE	TOP 20%	RATE
2B- AIR ASSAULT	11B	185	10	5.4%	72	38.9%
5W- JUMPMaster	11B	183	19	10.4%	87	47.5%
F7- PATHFINDER	11B	118	8	6.8%	59	50.0%
B4- SNIPER	11B	54	4	7.4%	25	46.3%
2S- BATTLE STAFF	11B	35	2	5.7%	12	34.3%
J3- BFV MG	11B	7	0	0.0%	2	28.6%
NO ASI	11B	47	2	4.3%	14	29.8%

Ranger qualified (**only**) Additional Skill Identifiers (ASI)

c. SQI Data: 11B SFCs who were not Ranger qualified and had the indicated SQI.

CMF 11 NON-RANGER QUALIFIED INDIVIDUALS (EXCLUDING U,V,G)						
SPECIAL QUALIFICATION IDENTIFIER (SQI)		EVALUATED	MQ	RATE	TOP 20%	RATE
M- FIRST SERGEANT	11B	11	3	27.3%	9	81.8%
X- DRILL SERGEANT	11B	795	7	0.9%	164	20.6%

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4- NON-CAREER RECRUITER	11B	340	3	0.9%	58	17.1%
8- INSTRUCTOR	11B	1021	11	1.1%	206	20.2%
3- SFAB	11B	138	2	1.4%	30	21.7%
NO SQI	11B	50	0	0.0%	8	16.0%

Non-Ranger Qualified Skill Qualification Identifiers (SQI)

d. ASI Data: 11B SFCs that had the indicated ASI and were not Ranger qualified.

CMF 11 NON-RANGER QUALIFIED INDIVIDUALS (EXCLUDING U,V,G)						
ADDITIONAL SKILL IDENTIFIER (ASI)		EVALUATED	MQ	RATE	TOP 20%	RATE
2B- AIR ASSAULT	11B	736	11	1.5%	160	21.7%
5W- JUMPMaster	11B	196	5	2.6%	53	27.0%
F7- PATHFINDER	11B	265	6	2.3%	76	28.7%
B4- SNIPER	11B	105	2	1.9%	28	26.7%
2S- BATTLE STAFF	11B	329	3	0.9%	77	23.4%
J3- BFV MG	11B	97	0	0.0%	19	19.6%
NO ASI	11B	129	1	0.8%	10	7.8%

Non-Ranger Qualified Additional Skill Identifiers (ASI)

6. **Operating Force versus Generating Force (11C):** There was no significant difference in the top 20% rates of MOS 11C NCOs between the Operating and Generating Forces for FY21.

a. Operating Force: Out of the 267 11C SFCs evaluated, 135 were in the Operating Force. Out of those 135 SFCs evaluated, 20 were in the TOP 20%. While SFABs had a significantly higher selection rate than other Operational Units, this is most likely due to the selection process for NCOs into the SFAB.,

UNIT TYPE		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	11C	135	0	0.0%	20	14.8%
75TH RANGER	11C	1	0	0.0%	1	100.0%
1ST ID	11C	5	0	0.0%	0	0.0%
SFAB	11C	28	0	0.0%	10	35.7%
101ST AASLT	11C	9	0	0.0%	0	0.0%
82ND ABN	11C	8	0	0.0%	1	12.5%
25TH ID	11C	11	0	0.0%	3	27.3%
4TH ID	11C	11	0	0.0%	2	18.2%
1ST AD	11C	10	0	0.0%	0	0.0%
7TH ID	11C	10	0	0.0%	0	0.0%
3RD ID	11C	10	0	0.0%	1	10.0%
10TH MTN	11C	7	0	0.0%	1	14.3%
EAB	11C	2	0	0.0%	0	0.0%
1ST CD	11C	10	0	0.0%	0	0.0%

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173RD	11C	3	0	0.0%	0	0.0%
TOG	11C	1	0	0.0%	0	0.0%
2ND CR	11C	5	0	0.0%	1	20.0%
3RD CR	11C	2	0	0.0%	0	0.0%
11TH ACR	11C	2	0	0.0%	0	0.0%

Operating Force by Division

OPERATING FORCE		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	11C	134	0	0.0%	19	14.1%
IBCT (ABN)	11C	14	0	0.0%	2	14.3%
IBCT	11C	24	0	0.0%	3	12.5%
SBCT	11C	27	0	0.0%	2	7.4%
ABCT	11C	42	0	0.0%	3	7.1%
TOG	11C	1	0	0.0%	0	0.0%
SFAB	11C	28	0	0.0%	10	35.7%

Operating Force by BCT Type (minus SOF)

b. **Generating Force/Broadening Positions:** Out of the 267 11C SFCs evaluated, 132 were in the Generating Force. Out of the 132 Generating Force SFCs evaluated, 17 were evaluated to be in the top 20% resulting in 12.9% rate within the Generating Force.

GENERATING FORCE		EVALUATED	MQ	RATE	TOP 20%	RATE
CMF 11	11C	132	0	0.0%	17	12.9%
ARTB (-1/507TH)	11C	4	0	0.0%	0	0.0%
MATA	11C	1	0	0.0%	0	0.0%
MCOE Other	11C	1	0	0.0%	0	0.0%
JMRC/JRTC/NTC	11C	32	0	0.0%	7	21.9%
DS (OSUT)	11C	3	0	0.0%	0	0.0%
Drill Sergeant	11C	1	0	0.0%	0	0.0%
198TH INF BDE	11C	9	0	0.0%	0	0.0%
Cadet Command	11C	28	0	0.0%	5	17.9%
Victory TRNG BDE	11C	5	0	0.0%	0	0.0%
Army Materiel Command	11C	1	0	0.0%	0	0.0%
NCOA	11C	1	0	0.0%	0	0.0%
Recruiting	11C	13	0	0.0%	0	0.0%
1 st Army (AC/RC)	11C	22	0	0.0%	3	13.6%

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WHINSEC	11C	1	0	0.0%	0	0.0%
HHC MCOE	11C	2	0	0.0%	0	0.0%
199TH INF BDE	11C	1	0	0.0%	0	0.0%
OTHER	11C	7	0	0.0%	2	28.6%

Generating Force

7. Skill Qualification Identifiers (SQI) and Additional Skill Identifiers (ASI):

a. SQI Data: 11C SFCs who were Ranger qualified and had the indicated SQI.

CMF 11 RANGER QUALIFIED INDIVIDUALS ONLY (U,V,G)						
SPECIAL QUALIFICATION IDENTIFIER (SQI)		EVALUATED	MQ	RATE	TOP 20%	RATE
U-75TH RANGER REGIMENT LDR	11C	5	0	0.0%	2	40.0%
V-RANGER PARACHUTIST (NON-SQI U)	11C	13	0	0.0%	3	23.1%
G-RANGER	11C	2	0	0.0%	0	0.0%
X- DRILL SERGEANT	11C	2	0	0.0%	0	0.0%
8- INSTRUCTOR	11C	6	0	0.0%	1	16.7%
3- SFAB	11C	1	0	0.0%	1	100%

Ranger qualified (**only**) Skill Qualification Identifiers (SQI)

b. ASI Data: 11C SFCs that had the indicated ASI and were Ranger qualified.

CMF 11 RANGER QUALIFIED INDIVIDUALS ONLY (U,V,G)						
ADDITIONAL SKILL IDENTIFIER (ASI)		EVALUATED	MQ	RATE	TOP 20%	RATE
2B- AIR ASSAULT	11C	11	0	0.0%	3	27.3%
5W- JUMPMASER	11C	6	0	0.0%	3	50.0%
F7- PATHFINDER	11C	6	0	0.0%	2	33.3%
B1-IMLC	11C	19	0	0.0%	5	26.3%

Ranger qualified (**only**) Additional Skill Identifiers (ASI)

c. SQI Data: 11C SFCs who were not Ranger qualified and had the indicated SQI.

CMF 11 NON-RANGER QUALIFIED INDIVIDUALS (EXCLUDING U,V,G)						
SPECIAL QUALIFICATION IDENTIFIER (SQI)		EVALUATED	MQ	RATE	TOP 20%	RATE
X- DRILL SERGEANT	11C	124	0	0.0%	19	15.3%
4- NON-CAREER RECRUITER	11C	50	0	0.0%	2	4.0%
8- INSTRUCTOR	11C	172	0	0.0%	27	15.7%
3- SFAB	11C	24	0	0.0%	7	29.2%

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NO SQI	11C	11	0	0.0%	1	9.1%
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Non-Ranger Qualified Skill Qualification Identifiers (SQI)

d. ASI Data: 11C SFCs who were not Ranger qualified and had the indicated ASI.

CMF 11 NON-RANGER QUALIFIED INDIVIDUALS (EXCLUDING U,V,G)						
ADDITIONAL SKILL IDENTIFIER (ASI)		EVALUATED	MQ	RATE	TOP 20%	RATE
2B- AIR ASSAULT	11C	116	0	0.0%	9	7.8%
5W- JUMPMASER	11C	18	0	0.0%	2	11.1%
F7- PATHFINDER	11C	33	0	0.0%	6	18.2%
2S- BATTLE STAFF	11C	33	0	0.0%	5	15.2%
B1-IMLC	11C	236	0	0.0%	31	13.1
NO ASI	11C	2	0	0.0%	0	0.0%

Non-Ranger Qualified Additional Skill Identifiers (ASI)

8. **Expert Infantryman Badge (EIB) and Combat Infantry Badge (CIB) Comparison:** Of those 2,132 evaluated 1,805 (84.6%) had earned their EIB where the TOP 20% 475/487 (97.5%) had earned their Expert Infantryman Badge (EIB). All 45 of the MQ had earned their EIB. Soldiers should continue to strive to earn the Coveted EIB. Of those 2,132 evaluated 1,986 (93.1%) had their CIB as where the TOP 20% 466/487 (95.6%) had their CIB.

9. **Physical Fitness:** The average APFT score of those 2,132 evaluated was 266 points with the Top 20% having an average APFT score of 280 points and those who were identified as Most Qualified scored an average of 293.

10. **Civilian Education:** NCOs must embrace lifelong learning by attending both military and civilian educational courses throughout their career. Although Infantry Proponent guidance states that a MSG should have completed a minimum of 30 semester hours, they also conclude that there is no evidence to suggest that degree completion is a selection criteria. Of the Top 20% the average for college credits was 56 hours with Most Qualified individuals having an average of 69 college credits.

11. **Key Developmental (KD) Time:** Serving in key operational assignments remain a factor in evaluation criteria for the board. Of the 45 Most Qualified evaluated, the average Platoon Sergeant time was 22 months and 20 months averaged for the top 20%. It is evident that the recommended minimum of 24 months has higher MQ rating as 22/45 (49%) had met or exceeded the recommended KD time. 20/45 (44%) had served in a 1SG billet with an average of 14.5 months.

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