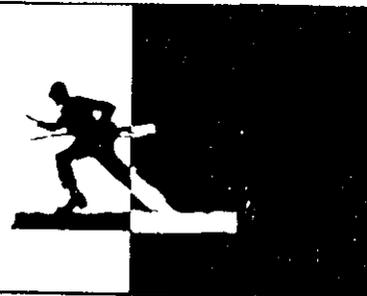


ENLISTED CAREER NOTES



BRANCH CHIEF COMMENTS

The Army is overstrength in many combat support and combat service support MOSs while the combat arms are critically short at the ranks of SGT/SP5 through MSG/ISG. To implement a force alignment plan, DA is soliciting volunteers from MOSs that are overstrength.

MILPERCEN is advertising MOSs in which vacancies exist, canvassing overstrength career fields, and pointing out the advantages of reclassifying into the combat arms for those NCOs who qualify. Among the proposed advantages are MOS training and increased promotion opportunity. The chain of command at all levels will play a decisive role in force alignment through the manner in which they present it to the troops under their command. Commanders must lay a foundation of support for force alignment if NCOs in overstrength MOSs are to make the best decision for the Army and themselves.

LTC TOMMY F. GRIER JR.

PDI CODES

MILPERCEN has introduced a new, temporary management tool called the Project Development Identification (PDI) code. A two-character, alphanumeric designator, the code is used to identify personnel who have gained a high degree of knowledge and experience in a specific project, system, concept, or item of equipment, and for whom no other appropriate occupational identification has been implemented.

The PDI code is not a substitute for an MOS; it is designed to identify qualified personnel at a critical period — during the establishment of a

training base in the development and early deployment of new military technology.

The code will fill a real gap in the personnel management system. For example, a soldier who has trained with a system such as the Abrams tank or the Bradley IFV/CFV during its development and testing has valuable experience. But that experience may not be enough to warrant his reclassification into a new MOS even if an appropriate one exists, and in many cases there is none. Without some way of identifying skills acquired outside the formal MOS structure, these valuable personnel might never be assigned to the units that are scheduled to get that particular vehicle.

Requests for the award of a PDI code to individual soldiers are initiated by DARCOM (the project manager), TRADOC (either the system manager or the commandant of the proponent school), or the commander of the unit responsible for field testing the weapon or equipment.

MILPERCEN (DAPC-POC) reviews the requests and assures that the proper code is entered on the soldier's record in the Enlisted Master File. At the same time, MILPERCEN (DAPC-EPS-D) receives deployment schedules for the new equipment or system and determines which TOE units will need PDI-coded personnel, how many, and when. This information is then passed on to the appropriate MILPERCEN career branch (in this case, DAPC-EPK-1), which identifies qualified soldiers from the Master File, assigns them against the PDI requirement, and notifies the gaining unit (or equipment training team).

Once the MOS structure has been adjusted to accommodate the new

system or equipment — for example, with the introduction of MOS 19K for the Abrams tank — PDI-coded personnel may be reclassified accordingly and the PDI deleted entirely from the Enlisted Master File.

A new Army regulation governing PDI codes and their associated subcodes has been drafted and should be available soon. In the meantime, everyone involved should be aware of the following points:

- MILPERCEN is committed to making the PDI system work, especially in regard to the Abrams tank and the Bradley IFV. Infantry/Armor Branch will continue to devote special attention to managing the PDIs associated with these systems.

- It is important that only the personnel actually involved in the operation, maintenance, or application of the equipment be nominated for the PDI code. (This would normally exclude cooks, clerks, and other support personnel in field test units.)

- It is even more important to see that soldiers who do have the experience are nominated for the PDI. This requires the cooperation of the activities and individuals indicated in assuring that complete rosters of nominated personnel are submitted to MILPERCEN in a timely manner. Certificates of training or some other indication of the PDI award should also be posted to the soldier's field 201 file.

- The individual soldier needs to know what a PDI code is, how it is awarded, and what it means to his career. At the same time, he should know that the PDI will not unfairly jeopardize his CONUS stabilization and will not make him ineligible for deletion or deferment from overseas assignment.

- A PDI code should be awarded

to soldiers who hold an appropriate DS/GS maintenance MOS (CMF 63) as well as combat arms MOSs (CMFs 11 and 19). It is important that experienced maintenance personnel be identified early.

- The commanders of the units or activities that get PDI-coded personnel are encouraged to report on the actual performance level of soldiers so identified. Their comments should be forwarded directly to the appropriate career branches.

Again, the PDI code is a temporary management tool. As new systems and equipment come on line, the skills reflected in the PDI code will be integrated into the formal MOS structure. Existing PDIs will be rescinded and new ones established as needed.

PATHFINDER VACANCIES

There is a critical need for 11B1P and 11B2P soldiers to fill Pathfinder requirements at Fort Campbell, Kentucky, and at Fort Rucker, Alabama.

Qualified applicants, within 10 months of return from overseas, may submit DA Form 4187 for temporary duty en route to Pathfinder School in accordance with DA Pamphlet 351-4, through command channels, to MILPERCEN, ATTN: DAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, VA 22331.

PERSONNEL MANAGEMENT

To ensure that there is a balanced force consistent with the manpower ceilings established by the Congress, Army planners project enlisted personnel strength figures into the future. By projecting the number of soldiers scheduled to leave the Army after their commitment and those who will retire, the planners determine the number of soldiers who must enter the Army each year in order to maintain the desired overall strength. The recruiting objective in the Active Army is translated into annual training requirements by mili-

tary occupational specialty (MOS).

The annual accession and training requirements for an MOS are published in the Army Program for Individual Training by ODCSOPS. Training spaces, or "quotas" as they are commonly called, are entered by MOS, option, and Advanced Individual Training (AIT) start date into the Recruit Quota System (REQUEST).

Within the life cycle management of enlisted personnel, the career divisions of the Enlisted Personnel Management Directorate are responsible for managing an average of 20 to 23 years of a soldier's career.

Although the career branches vary in structure, each branch is composed of a professional development (PD) section and an assignment section. The PD section is responsible for monitoring the professional development of its career soldiers, while the assignment section is responsible for assignment and reassignment functions and related actions.

Professional development can be defined as the developmental and educational function involving ascending levels of military education, civil, or technical training coupled with a predetermined pattern of assignments and duties within a given MOS which prepares the individual soldier through experience for service at the highest enlisted grade.

The PD sections, instituted in 1975 with the inception of EPMS, are staffed by a team composed of civilians, military personnel management specialists, and branch oriented NCOs who have a broad background in the applicable career fields. Within the Infantry/Armor Career Branch, Combat Arms Career Division, for example, the Infantry PD team consists of an Infantry master sergeant (MOS 11B5) and four sergeants first class, Infantry Career Advisors (MOS 11B/C). Among the tasks of the career advisors is a detailed and continuing review of the Career Management Information Files (CMIF) of each 11B/C NCO at each NCO grade level (from the rank of SSG). Their duties are to:

- Recommend career development assignments and schooling.

- Monitor soldiers' assignments and utilization.

- Recommend reclassification or retraining actions.

- Send personalized counseling letters to soldiers who are showing a downward trend and who need to improve in certain areas or who may possibly face Qualitative Management Program (QMP) action.

- Conduct both personal and telephonic interviews with the soldier on a wide range of subjects.

- Answer personal inquiries ranging from assignment actions to EPMS changes and exception to policy requests.

- Select nominated NCOs for special assignments such as ROTC, drill sergeant, or recruiting duty.

- Select soldiers for the DA-directed Reclassification Program.

- Participate as voting members of the EER/SEER Appeals Board and the QMP Appeals Board.

- Evaluate requests for branch clearance, stabilization, overseas assignment, or voluntary reclassification.

- Review DA selection board results, such as for USASMA, ANCOES, or promotion, and QMP lists for the purpose of preparing congratulatory letters, TDY and PCS instructions, and making annotations in the soldier's CMIF.

The management of all sergeants major is centralized within the Command Sergeants Major/Sergeants Major Office of EPMD. This office works directly under the Office of the Director of Enlisted Personnel.

A decision was made in 1975 to consolidate all SGM career management in this office and to implement centralized assignment procedures. The objective was to ensure the efficient and intensified management of SGMs by providing utilization within the individual's area of expertise. The management procedures take full advantage of personal interests, aptitudes, and experience and provide for a pattern of assignments in a variety of duty positions in the

soldier's career management field.

The management of CSMs and SGMs is based on the concept of progressive assignments through positions of increasing responsibility on the basis of background, demonstrated performance, and availability for assignment.

The assignment of CSM to the staff of a commander in the rank of Major General or higher requires the nominative process. CSMs who have the desired qualifications for such a position are evaluated and considered for nomination. Normally, three individuals will be nominated and the comments of the first general officer in each soldier's chain of command will be solicited. If they are recommended, they are included in the slate of nominees submitted to the commander. The individual selected by the general officer is placed on orders to that assignment.

ROTC SCHOLARSHIPS

The Army has reserved 100 ROTC scholarships for active duty enlisted soldiers. These scholarships cover tuition, textbooks, laboratory fees, and certain other educational expenses. For example, if a calculator or a slide rule is required in a certain major academic field, the Army will buy one or the other of them.

The Army will also pay scholarship winners \$100 a month, up to \$1,000 for each academic year, in tax-free subsistence allowance. Cadets are also paid for the six-week Advanced Camp, which they must attend during the summer between their junior and senior years.

In addition, scholarship winners can use any G.I. Bill or Veterans' Educational Assistance Program (VEAP) benefits they may have earned

while on active duty. The nearest Veterans' Administrative Regional Officer can determine their eligibility.

Last year the Army expanded the active duty scholarship program to give more soldiers a chance to apply and also extended the age limit by giving soldiers credit for active service. There is now a three-year scholarship along with the two-year award, and under the new rule soldiers must be younger than 29 on June 30 of the commissioning year. Previously, they had to be younger than 25.

This means that soldiers can now count up to four years of active duty: three years of active duty extends the age limit to under 28; two years extends it to under 27, and so on. This gives soldiers more time to earn credits so they can apply for the scholarships.

To apply for an ROTC Active Duty Scholarship, a soldier must:

- Be a U.S. citizen.
- Be at least 17 years old before the scholarship becomes effective.
- Have served at least one year on active duty.
- Have been accepted for enrollment by a college or university that offers ROTC, or be able to make arrangements to attend ROTC classes at a nearby school that does.
- Have a score of at least 115 on the General Technical (GT) Aptitude Test.
- Have a satisfactory National Agency Check.
- Have maintained a "C" average in college work.
- Have two years of college credit for a two-year scholarship, or one year of college credit for a three-year scholarship.
- Be recommended for the scholarship by his commander.

These soldiers will be discharged from active duty to enter college. Once their scholarships are in effect,

they will be Army ROTC cadets.

The scholarship cadets can major in any area that leads to a bachelor's degree except theology. They can take part in any extracurricular activity that does not interfere with their military science requirements. They will receive commissions as Regular Army or Army Reserve second lieutenants after completing all requirements and graduating, and they must then serve on active duty for four years.

For applications or more information, anyone who is interested should write to Army ROTC, HQ TRADOC, ATTN: ATRO-CS, Fort Monroe, VA 23651.

Soldiers must request scholarship applications for the 1982-83 school year between 15 January and 15 April 1982. If a request is not received by 15 April, it cannot be processed for this year's cycle. Completed applications must be postmarked no later than 1 May 1982.

ENLISTED CIVIL SCHOOLING

The Fellowships, Scholarships, or Grants Program authorizes qualified soldiers to apply for and accept fellowships, scholarships, or grants offered by corporations, foundations, funds, or educational institutions organized primarily for scientific, literary, or educational purposes. Application procedures for this program are explained in AR 621-7.

The Enlisted Education Program, which authorized qualified soldiers to study for up to two calendar years to satisfy Army skill requirements that could not be acquired from the Army's school system, was terminated in 1976. There is no degree completion program for enlisted personnel at this time.

