

ENLISTED CAREER NOTES



FORCE ALIGNMENT PLAN

Two years ago the Army was short 16,000 enlisted soldiers in the ranks of SGT/SP5 and above. Today, that figure has been reduced to 2,650, and in two years the shortage will be totally eliminated. But that progress is partially offset by a continuing imbalance in certain MOSs. While some skills are overstrength in noncommissioned officers, others are short, particularly in combat arms skills in which there was a shortage of 7,000 at the end of September 1981.

As a result, a force alignment plan has been designed to improve the matching of skills, eliminate poor performers, retain good ones, and support the modernization of the Army. The plan includes some recent changes in policies on promotion, reclassification of MOSs, on reenlistments, and on the handling of selective reenlistment bonuses and prior service enlistments.

Several of these policy changes became effective 1 October 1981:

- Reenlistment objectives to major commands are to be specified by MOS as well as quantity.
- Prior service enlistments are now allowed only in critical skills.
- Selective reenlistment bonuses have been readjusted (affects the soldiers in certain MOSs).

The following additional policy changes became effective 1 January 1982:

- Reclassification is permitted into shortage skills only, subject to medical standards.
- Reenlistment is allowed only in a soldier's present skill or in a shortage skill.
- A soldier must be CPL/SP4 or above to reenlist except for two-year enlistees.
- A soldier must have at least three

area aptitude scores of 95 or more on the Armed Services Vocational Aptitude Battery (ASVAB) that was given before 1 October 1980 or three scores of 85 on the current ASVAB. (This affects all SGT/SP5s and all CPL/SP4s on the promotion list.)

- The PSG/SFC promotion board now selects soldiers by MOS within a career management field. (Affects all SSGs being considered for promotion.)

- Some soldiers will be promoted to SGT/SP5 and SSG to fill MOS needs. (Affects CPL/SP4s and SGT/SP5s in overage MOSs.)

- Promotion opportunities by MOS will be published to encourage voluntary reclassification.

DRILL SERGEANT DUTY

Drill sergeants are a select group of NCOs responsible for developing discipline, motivation, morale, esprit de corps, and professionalism in new soldiers. Because of their influence, only the best qualified professional soldiers should be assigned as drill sergeants.

Soldiers are selected for this duty on the basis of their individual qualifications and their demonstrated potential to handle increasing responsibility. Volunteers must be in the ranks of SGT through PSG/SFC in any MOS.

Applications from volunteers must be submitted through command channels on DA Form 4187, following procedures 3-34, DA Pamphlet 600-8, and must include the following:

- DA Form 705 or 705-R, Army Physical Fitness/Readiness Scorecard, showing successful completion of the Basic Physical Fitness Test or the Army Physical Readiness Test

within the last six months.

- A statement from a medical officer that the applicant does not have a history of emotional instability.

- A copy each of DA Forms 2 and 2-1.

- A list of three training centers in order of preference.

All male soldiers in the rank of SGT/SP5 must meet the following additional qualifications:

- Have a minimum of four years of service.

- Have successfully completed PNCOC/BNCOC or PLC.

- Have been recommended for drill sergeant duty by a commander in the rank of LTC or above.

The soldiers selected for drill sergeant duty will be stabilized for two years at an Army Training Center with the option of requesting an additional 12 months. They also receive special duty assignment pay, a supplemental issue of uniforms with free laundry, and authorization to wear the distinctive drill sergeant hat and badge.

In addition, they will have the pride of accomplishment in doing a difficult and demanding job.

There is a continuing need for highly qualified personnel to serve in these vital duties at Army Training Centers. For more information, soldiers who are interested may contact their local military personnel offices or their career branches.

CLASSIFICATION

Classification, in the "life cycle management" process, relates to a soldier's initial award of an MOS and to any subsequent changes in the MOSs awarded to that soldier. It is a continuing process.

An enlisted soldier's classification begins the day he enters the Army and continues as long as he stays in, keeping pace with his growth in knowledge and experience and with the changing needs of the Army.

Classifying a new soldier is mainly a process of sizing up his human attributes by examining, testing, and categorizing his physical and mental qualities and inquiring into his educational and occupational background and interests. With this information, the Army has a basis for determining what sort of training the soldier is best suited for and how he can be employed most effectively.

Usually a soldier is awarded his first MOS by the training center or service school at which he completes his advanced individual training. An MOS may be awarded when a soldier becomes qualified through formal training or formal on-the-job training or on the basis of skills he has acquired as a civilian.

A soldier is reclassified when his MOS must be withdrawn or changed or when a new primary or secondary MOS is designated.

This redesignation of a primary MOS should be considered carefully at all personnel management levels from the unit commander in the field to the Enlisted Personnel Management Directorate. The primary MOS represents the experience of the soldier and also an investment in time and money by the Army. It is an asset in the Army's inventory of skills, which in turn serves as a basis for determining training requirements, promotion ceilings, and other actions of individual and Army-wide importance.

For these reasons certain restrictions and controls must be imposed in the redesignation of the primary MOS. To that end all reclassification actions are monitored by the Force Management Division of EPMD to ensure that they conform to the grade and MOS management policies and procedures outlined in DA Circular 611-81-4 (Career Management of the Enlisted Force) and Section VII, Chapter 2, AR 600-200.

The Army recognizes that soldiers perform best when they are well motivated, thoroughly understand their tasks, and are satisfied with their performance. It tries to provide each soldier with a sense of the importance of his present job and with a pattern of visible progression toward successively higher levels of work that will challenge his initiative and ability. This is accomplished through the Enlisted Personnel Management System (EPMS).

EPMS extends beyond the MOS system and affects all aspects of enlisted personnel management. Its fundamental effect is on the training, evaluation, classification, and promotion features.

Under EPMS, all enlisted career fields have been reshaped to accomplish the following:

- Reflect a modified grade structure that brings authorized grades in-line with future feasible assets.
- Consolidate MOSs and merge them at the higher grades, where practical.
- Standardize career management fields having a fixed grade-skill relationship.
- Provide visible and logical patterns for progression to successively higher level jobs.

SRB CHANGES

Soldiers who hold MOSs for which there is no Skill Qualification Test will now take the Common Task SQT (CTSQT).

The CTSQT will cover selected critical tasks that are applicable to all soldiers in Skill Level 4 and below. Included are the critical tasks all soldiers must be able to perform to survive and win on the modern battlefield. Many of them are also included in the MOS-specific SQTs.

Like the other SQTs, the CTSQT is organized into three parts: Skill Component (SC), Hands-On Component (HOC) and Job-Site Component (JSC). The 16 tasks, written by seven different U.S. Army Service Schools, cover such critical areas as com-

munications, map reading, basic weapons, survival techniques, NBC, first aid, and physical fitness.

These tasks have been included in two new field manuals, entitled Soldier's Manuals of Common Tasks. FM 21-2 covers Skill Level 1, and FM 21-3 covers Skill Levels 2, 3, and 4. These manuals were distributed to units worldwide in May 1981.

CTSQT scores will not be used in promotion decisions. Their purpose is to help identify and eliminate common task training deficiencies.

During the first test period (1 December 1981 to 31 August 1982) the CTSQT will cover only the Skill Level 1 tasks in FM 21-2. The soldiers who must take this test should already have copies of their SQT notices and Job Site Components. The notices inform the soldiers of the specific areas they should study in the manual. Those who are not sure they can perform the tasks should get help from their supervisors or check the appropriate references at the end of each task summary in the manual.

Training Standard Officers (TSOs) at units or installations will inform units when the test will be given and which soldiers will take the CTSQT. They will also announce sites and dates before 1 November each year.

Soldiers who are notified that they are scheduled to take the CTSQT should make sure they receive the CTSQT Notice so that they can prepare for the test.

HANDICAPPED DEPENDENTS

Soldiers with physically, emotionally, or intellectually handicapped dependents have a way of letting assignment authorities know about them and their special needs. These soldiers can submit an application requesting recognition of the specific condition and asking that the availability of specialized care be considered in the assignment selection process.

This program does not provide a means for deletion from assignment

or for stabilization in a specific geographical location.

Procedure 4-28, DA Pamphlet 600-8 contains detailed instructions

for submitting an application. The application should contain, at least, a statement outlining the handicap of the dependent, a medical statement

signed by a physician verifying the handicap, or, if appropriate, a statement of the intellectual or educational handicap.

RESERVE COMPONENT NOTES

RESIDENT MOS COURSES

Resident school instruction is often available for enlisted Reservists assigned to MOSs for which they have not been fully trained.

Such formal schooling is especially valuable for Reservists when their unit's designation is changed, or when their units receive new, unfamiliar equipment.

The U.S. Army Formal Schools Catalog (DA Pamphlet 351-4) describes the Army's resident courses.

All applications for attendance must be submitted in accordance with AR 135-200, Active Duty for Training and Annual Training for Individual Members.

For information about class

schedules and space available, commanders should call their respective CONUS training offices.

DRILL SERGEANTS SCHOOL

Army Reservists who want to become drill sergeants are encouraged to apply for one of the drill sergeant courses conducted at Fort Leonard Wood, Missouri; Fort Knox, Kentucky; and five other stateside posts. A new eight-week class reports about every four weeks throughout the year.

Applicants must be in the rank of CPL or higher and must be hard-stripe NCOs. Specialists who have been appointed as acting sergeants by unit orders may also apply.

All applicants must be prepared to

pass the three-event physical fitness test upon reporting to drill sergeant school.

In addition to Forts Leonard Wood and Knox, Reservists may take the drill sergeant course at Fort Sill, Oklahoma; Fort Dix, New Jersey; Fort Jackson, South Carolina; Fort Benning, Georgia; and Fort McClellan, Alabama.

Many Army Reserve units, including reception stations and training divisions, have requirements for drill sergeants up to and including the rank of SGM.

For additional details, anyone who is interested should read TRADOC Regulation 350-16 and AR 600-200, or call his major U.S. Army Reserve Command.

