

ENLISTED CAREER NOTES



SPECIAL OPERATIONS CMF

The new career management field (CMF) 18, Special Operations, will focus on the unconventional employment of soldiers and units on tactical missions under a wide variety of conditions. Special Operations noncommissioned officers will participate in foreign internal defense, unconventional warfare, strike missions, and numerous other activities.

CMF 18 will include the following new military occupational specialties (MOSs): 18B, Special Operations Weapons NCO; 18C, Special Operations Engineer NCO; 18D, Special Operations Medical NCO; 18E, Special Operations Communication NCO; 18F, Special Operations Intelligence NCO; and 18Z Special Operations Senior Sergeant.

To be eligible for reclassification into one of these MOSs, a soldier must meet the following criteria:

- Must be male.
- Must be school trained in SQI "S".
- Must have a secret clearance, or be eligible for one.
- Must have passed the most recent APRT within the past six months.
- Must meet the height and weight standards of AR 600-9.
- Must have a physical profile of 111221. (Exceptions to the physical profile require a statement from the soldier's unit commander attesting to the soldier's ability to perform the duties of his current MOS.)
- Must have an appropriate current PMOS or SMOS for reclassification to CMF 18.

Reclassification will be effective no later than September 1984. If a soldier is reclassified, his current PMOS will become his SMOS on the effective date of the reclassification. The record of each service member who

currently shows SQI "S" on either his PMOS or SMOS will be reviewed; if these records indicate that the soldier has the experience and training for CMF 18, he will be reclassified.

The records of soldiers in the rank of SFC/PSG (promotable) are being reviewed to determine those best qualified for MOS 18Z50. The selected promotable SFC/PSGs will retain their current PMOSs until they are promoted to 18Z50. If a soldier is selected and is now serving outside a Special Forces assignment, he will remain in that assignment until he completes a normal tour, but he will be programmed for an 18Z50 position upon reassignment.

Soldiers who are now serving in 18Z50 positions who are not selected for reclassification to that MOS, or who do not choose to be reclassified, will remain in their positions until a replacement in 18Z is assigned. They will then be reassigned in their PMOSs by their career branches. Although soldiers in this category will retain their SQI "S" designation, they will not receive any future assignments within the Special Forces community. Their career management individual files (CMIFs) will be returned to their career branches permanently. Any future requests for these soldiers to return to the Special Forces community will be considered on a case by case basis.

Soldiers in the ranks of SFC/PSG and below will undergo a records review some time in Fiscal Year 1984 to determine their eligibility for CMF 18. The final results of all boards and reviews will be implemented not later than September 1984.

The creation of CMF 18 carries with it a promotion forecast of 90 percent, the best in the Army, with the exception of the Chaplains' Corps.

Anyone who would like more information on CMF 18 may call MSG Milligan or SSG Miller at AUTOVON 221-8340/9429.

ATTACHE DUTY

The Army has openings throughout the world for enlisted personnel in the ranks of SSG and SFC/PSG in the Defense Attache System (DAS). The MOS requirement for all enlisted soldiers is 71L, Administrative Specialist. NCOs in other administrative MOSs or CMFs (career management fields) may apply if they are fully qualified and willing to be reclassified into MOS 71L. (An additional skill identifier of E4 is awarded to these NCOs after they complete attache training.)

Personnel who are accepted for these assignments will receive administrative orientation, attache training, and language training (if they need it) in Washington, D.C.

Preparation for an attache assignment takes from four to eighteen months, and tour lengths are normally two to three years. Positions, duty stations, and application procedures are listed in AR 611-60, Assignment to Army Attache Duty.

LANGUAGE TRAINING

Becoming qualified in a particular foreign language can have a great deal to do with a soldier's future assignments throughout his military career. His PMOS qualifications coupled with his linguistic ability in a foreign language may qualify him for assignments he could not otherwise get.

But many soldiers don't apply for language training at the Defense Lan-

guage Institute's Foreign Language Center because they think it's too hard to do or that they won't be qualified.

DA circulars in the 350 series (Language Training for Enlisted Personnel) contain detailed information on class start and end dates, which MOSs and grades are currently eligible, and where assignments are available. This information is brought up to date each year to show what is available for the next fiscal year.

Personnel Staff NCOs can also help in initiating applications, using Chapter 4 of AR 611-6 to ensure that a certain soldier meets the basic requirements for the program.

After a soldier has gone through these steps and determined that he is eligible, he should submit a DA Form 4187 to MILPERCEN, ATTN: DAPC-EPT-L, 2461 Eisenhower Avenue, Alexandria, Virginia 22331. His request must include updated DA Forms 2A and 2-1 and verification of his Defense Language Aptitude Battery (DLAB) score.

BIFV TRAINING COURSE

The following classes of the Bradley Infantry Fighting Vehicle (BIFV) training course will be conducted at the Infantry School, Fort Benning, Georgia, during the remainder of Fiscal Year 1984:

Class	Title	Start/End Dates
3-84	BIFV Gunner Course	22 Apr 84 - 18 May 84
2-84	BIFV Commander Course	20 May 84 - 3 Jul 84
4-84	BIFV Gunner Course	8 Jul 84 - 3 Aug 84
3-84	BIFV Commander Course	19 Aug 84 - 1 Oct 84

SP4s and SGTs attend the Gunner Course and SSGs and SFC/PSGs attend the Commander Course. (There are 32 quotas for each Gunner Course and 37 for each Commander Course.)

Soldiers who successfully complete the training requirements of these courses will be reclassified into PMOS 11M and assigned to a BIFV unit upon graduation. Current 11M assignments are available at Fort Benning, Georgia, and Fort Hood, Texas, and in Germany.

Volunteers must be in PMOSs 11B, 11C, or 11H; cannot be affiliated with regimental or COHORT units;

and must not have already received assignment instructions.

Certain other categories are also ineligible and need not apply: Those who have received Article 15s or courts martial; have profiles in excess of 11121; are overweight according to AR 600-9; or are under suspension of favorable personnel action.

Applicants must forward their requests on DA Form 4187, with the recommendations of their chains of command and a copy of their DA Forms 2A and 2-1 to DA, MILPERCEN, ATTN: DAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, Virginia 22331.

EO TRAINING

The Army is trying to strengthen its equal opportunity program by ensuring that EO advisors have recent experience with the kind of work done by the soldiers they advise. To bring this about, the Army will more than double the enrollment of soldiers in the 16-week course offered at the Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida.

Soldiers trained in equal opportunity will no longer lose their basic MOSs but will be given an additional skill identifier instead. This will enable them to return to their basic skills after their tours as EO specialists.

A new three-week course is being added to the institute's curriculum to train selected officers and senior NCOs for assignment to EO positions at major Army commands and headquarters. While the Army will no longer award MOS 00U, some senior NCOs who now hold it will retain it indefinitely in order to provide continuity during the training period.

WARRANT OFFICER PROGRAM

Soldiers who are interested in the Army Warrant Officer Program should apply now for appointment in technical service fields.

A recent change to AR 135-100

allows for the direct appointment of soldiers in the ranks of SFC/PSG through SGM/CSM directly to CWO-2. The appointment carries a six-year initial service obligation. Otherwise, appointments are to CWO-1 with a four-year active duty commitment.

A complete list of warrant officer MOSs and specific prerequisites for appointment are given in DA Circular 601-83-2 (Warrant Officer Procurement Program — FY 84). Preferred qualifications and application procedures are also listed.

STRIPES FOR BARS

The Army is looking for about 600 noncommissioned officers to fill warrant officer vacancies in the following specialties: 310A, Utilities Operations and Maintenance Technician; 621A, Engineer Equipment Repair Technician; 630A, Automotive Repair Technician; 761A, General Supply Technician; and 762A, Support Supply Technician.

Soldiers in the ranks of SGT/SP5 and above should contact their Military Personnel Centers or Personnel Action Centers to apply for these appointments.

SKILL ALIGNMENT

The Army has developed The Skill Alignment Module (TSAM) to set priorities for Army jobs by skill level. With TSAM, soldiers are offered only the re-enlistment and reclassification options that meet the Army's needs. TSAM will help the Army balance its MOSs and will help its soldiers, too, by guiding them to under-strength MOSs that offer better opportunities for promotions, bonuses, and assignments.

TSAM will be used for all reclassifications for soldiers in the ranks of SGT/SP5 and below and for medical reclassifications for those in the ranks of MSG/1SG and below. The system will give commanders, personnel offices, and reclassification boards a

current list of the Army's MOS needs.

Eight months before a soldier's enlistment is up, his re-enlistment NCO will review and update his personnel data records. Then a computer will screen the soldier's record and produce a re-enlistment worksheet, which will have information on the soldier's qualifications, MOS balance, bonus, and option availability.

After the soldier selects an option, the re-enlistment NCO will reserve the assignment of his choice if it is available. If not, the soldier may choose another location where there is a vacancy. If a match cannot be made after three searches, the re-enlistment option will be withdrawn.

If no locations are available when an assignment search is made, the soldier may go on a waiting list. If the assignment becomes available, MILPERCEN will make the soldier an assignment offer. In the past, however, 85 percent of the soldiers on the waiting list were waiting for assignments to Hawaii, Japan, Alaska, and Panama, where only five percent of the Army is assigned. TSAM will show soldiers the alternatives and help them make more realistic choices. And under TSAM, soldiers are not being required to change their MOSs at re-enlistment.

COUNTERINTELLIGENCE

About 300 counterintelligence agents (MOS 97B) are needed to conduct security inspections, investigations, and surveys. Soldiers in the ranks of CPL/SP4 through SFC/PSG may apply. The need for 97Bs with airborne qualification and German and Korean language qualification is especially critical.

Soldiers entering this field are authorized selective reenlistment bonuses under Zones 4A, 2B, and 2C. Those who are within one year of separation and who will have less than 10 years of active federal service upon completion of the 97B course may apply under the bonus extension and retention program.

Soldiers who are serving overseas

may apply at any time, but they must complete their tours before attending the 97B course, unless their commands agree to pay for their TDY to the school and return.

Applicants who are accepted will be assigned a class to attend for the 18-week 97B course at Fort Huachuca, Arizona, after special background investigations have been initiated.

Applicants must meet many stringent prerequisites. Anyone who is interested in more details should call or visit their local military intelligence units and their personnel offices.

OVERWEIGHT SOLDIERS

Soldiers whose records are flagged because they are overweight can still be reassigned. They will not, however, be assigned to professional schools or command positions, nor will they be allowed to extend or re-enlist to meet requirements for overseas tours.

Losing commanders must ensure that soldiers meet the Army's weight control program standards before they leave for schools or for command assignments. Overweight soldiers who report to such assignments will normally be reassigned to other duties and enrolled in the weight control program.

RESERVE COMPONENT CMF 18

The Active Army will implement a new career management field (CMF 18) in special operations units in October 1984 (see note above). But the Reserve Components will have up to five years to implement this CMF in all applicable units.

All enlisted positions in the ranks of PVI to CPL/SP4 selected for conversion to CMF 18 will be regraded to SSG slots. Non-selected lower grade positions identified by skill identifier "S" will remain unchanged.

Detailed guidance and criteria for the Army Reserve on the conversion of unit members and individuals in

the Individual Ready Reserve or Individual Mobilization Augmentees, and the accession of non-prior service personnel into the Special Operations career field will be provided to the field by 1 October 1984. Organizational structure changes to reflect the new career field will be published and become effective after that date.

USAR PST OPTION

Prior service soldiers who do not have MOSs that match local U.S. Army Reserve unit requirements can now be recruited under the new Prior Service Training (PST) option.

This new option allows (USAR) guidance counselors to process qualified prior service applicants for formal Army schooling as they are enlisted or assigned to USAR units.

Under this option, applicants must either enlist for three years or extend their current contracts to a total of three years. Currently, this option is limited to priority units and to MOS skills in which there is a shortage of qualified soldiers.

The PST option will not replace on-the-job training or USAR schools; it is designed to provide training that the unit cannot provide and to use training spaces that would otherwise remain vacant.

While less than 200 PST options were used in Fiscal Year 1983, funds have been made available to cover the cost of nearly 3,000 such options in Fiscal Year 1984.

FORSCOM officials have estimated that half of the soldiers who return to civilian life do not have MOSs that match local USAR unit requirements. These units, therefore, spend a lot of time and money retraining soldiers.

Despite these drawbacks, however, in most communities, units could not meet their strength requirements without the assignment of experienced prior service personnel by the recruiting force. The option will also help reduce MOS mismatches in USAR units while making it easier for recruiters to fill hard skill vacancies with prior service soldiers.