

CONSOLIDATION OF MOS 21E AND MOS 21J

By Mr. Ronnie King

Many personnel have contacted the United States Army Engineer School, Fort Leonard Wood, Missouri, for clarification of the intent, regulation, or policy on the consolidation of military occupational specialty (MOS) 21E construction equipment operator and MOS 21J general construction equipment operator. The Notification of Future Change on the consolidation of the two MOSs pointed out that all personnel who had been awarded those specialties before the effective date of the consolidation would have a Y2 identifier (signifying transition to a new MOS that requires supervised on-the-job training [OJT]) placed in the Human Resources Command databases for the Regular Army and Reserve Component until units provided documentation of cross-training requirements on their Soldiers.

The Engineer School Director of Training and Leader Development (DOTLD) has provided cross-training guidance for the Engineer Regiment. The Individual Training Division created a booklet of personnel assessment sheets (PAS) that provide guidance on which tasks must be trained or for which tasks evidence of performance of, or knowledge about, the task must be provided. Once completed, Department of the Army (DA) Form 4187 (Personnel Action) should be submitted to the appropriate personnel agency for deletion of the Y2 identifier. The PAS booklet contains a sample form with routing instructions for each component.

The PAS booklets are divided into two volumes. Volume I was designed for 21J Soldiers who require training on 21E skills. Volume II is designed for 21E Soldiers who require training on 21J skills. The tasks listed in the booklets are the same tasks a Soldier would be trained on during advanced individual training or an MOS reclassification course. The difference is that either the unit is providing the training or the Soldier has already acquired the skills through OJT. A senior member in the Soldier's chain of command signs off to verify qualification on each task after the Soldier has demonstrated proficiency at it.

Volume I provides a breakout of tasks on the scoop loader, motorized scraper, and crawler tractor, while Volume II lists tasks on the hydraulic excavator, the small emplacement excavator (SEE), and the backhoe loader (BHL). Fielding of the BHL, an Army replacement for the SEE,

began in 2008. Some units have received the BHL, and some still have the SEE. Soldiers and units are not expected to train on both pieces of equipment. Tasks performed on the SEE are transferable to the BHL and a waiver of tasks is not required.

The PAS booklets do not cover all of the critical tasks in the 21E MOS skill set, but only those that are designated as "institutionally trained." The booklets are not intended to award an MOS to Soldiers but to outline the skills required to apply for removal of the Y2 identifier. Neither are the booklets meant as a replacement tool for reclassification through OJT. A residential, institutional version of the course at either a Regular Army location such as Fort Leonard Wood or a Reserve Component Regional Training Institution is still required for reclassification.

Units must still provide training on the full 21E skill set. Brigadier General Bryan G. Watson, Engineer School Commandant, recently signed a new critical task list for MOS 21E. The task list is available at Army Knowledge Online (AKO). Portable document format (PDF) copies of the PAS booklets can be found by logging on to AKO and typing *PAS books* into the Search box.

PAS booklets have been a good tool for field commanders who need guidance on skill set requirements for cross-training and Y2 identifier removal. They have also become a good foundation for measuring the beginning of technical competence. There has been discussion at the Engineer School about the design and structure of a booklet to outline and measure the technical competence of Soldiers. In line with the "Building Great Engineers" campaign of Major General Gregg F. Martin, Commanding General, United States Army Maneuver Support Center of Excellence (COE), the Engineer Regiment needs a tool to outline, track, and measure the MOS qualification levels of its Soldiers. The construction of a technical competency assessment booklet for each MOS would provide units and field commanders with a way to track the progress of Soldiers and assess their promotion potential. Guidance on this matter, if approved, will come out in future issues of *Engineer* and the *Engineer Blast*. 

Mr. King is a training specialist with the Capability Development and Integration Directorate, MANSCEN, Fort Leonard Wood, Missouri.