

# ENLISTED CAREER PROGRESSION



By Sergeant First Class David Hatch

The US Army Engineer School's Engineer Personnel Proponency Office recently completed a draft revision of Department of the Army (DA) Pamphlet (Pam) 600-25, *US Army Noncommissioned Officer Professional Development Guide*, which is being reviewed at the US Army Human Resources Command (HRC). Prior to fiscal year 2005, engineer military occupational specialties (MOSs) were separated into three career management fields (CMFs):

- CMF 12, Combat Engineering
- CMF 51, General Engineering
- CMF 81, Topographic Engineering

Information on these CMFs was further spread through three chapters in DA Pam 600-25. With the consolidation of all engineer MOSs into CMF 21, there are still three distinct categories within the engineer field—combat engineering, general engineering, and topographic engineering—but they are now in one CMF for ease of management. Information on all Army engineer MOSs will be located in one chapter in the revised DA Pam 600-25.

Additional revisions have linked each engineer MOS and its duty description from DA Pam 611-21, *Military Occupational Classification and Structure*, to DA Pam 600-25. The major duties and responsibilities of each MOS and grade are outlined and a list of professional reading is suggested for each skill level, since some reading may not be appropriate for all skill levels. These revisions will provide soldiers and noncommissioned officers additional direction, guidance, and assistance in managing their professional development.

A career model for each MOS, such as the 21B combat engineer model in the figure on page 27, has been included in the draft revision of DA Pam 600-25. The model shows typical career progression and authorized duty titles and grade, according to DA Pam 611-21. The career model will allow soldiers to track their individual progression to see where they are and where they should be at any given time in their career.

The duty positions and titles found in the career model are linked directly to senior noncommissioned officer promotions. Recommendations from the Engineer Personnel Proponency Office are provided to board members concerning leadership

and career-enhancing positions, as well as recommended time in leadership positions.

As the Engineer Regiment transforms to modularity, soldiers in the Regiment must also transform. Soldier transformation is taking place in the form of several ongoing personnel actions within the Engineer Personnel Proponency Office. These include the creation of an additional skill identifier (ASI) for combat engineer soldiers who have successfully qualified as explosive ordnance clearance agents (EOCA). An EOCA is a soldier who has a limited ability to dispose of certain types of unexploded ordnance (UXO). This skill will enhance the ability of engineers to influence mobility on the battlefield, freeing explosive ordnance disposal (EOD) personnel to concentrate on high-payoff targets and further bridge the gap between the engineer and EOD communities. (See article on page 44.)

Consolidation of MOSs 21U topographic analyst and 21L lithographer is in the works, with the end result being an ASI to designate personnel qualified as lithographers. Also ongoing is the consolidation of MOSs 21T technical engineer specialist and 21S geodetic surveyor, resulting in the deletion of MOS 21S and creating a 21T multifunctional surveyor. MOSs 21F crane operator and 21J general construction equipment operator will consolidate in fiscal year 2006, resulting in MOS 21J becoming a general construction equipment operator. Another consolidation under consideration is the combination of MOS 21J with 21E heavy construction equipment operator to create a 21E construction equipment operator. This consolidation is being reviewed by the Engineer School and the US Army Training and Doctrine Command to resolve funding issues.

The Engineer Regiment is changing daily, with the implementation of the new engineer force structure. The consolidations that are currently in progress will greatly enhance the capabilities of the Engineer Regiment for current and future operations.

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Years	1-2 Years	3-5 Years	6-10 Years	11-15 Years	16-30 Years
<b>Rank</b>	<b>PVT-SPC</b> Combat Engineer Vehicle Operator Heavy Vehicle Operator Track Vehicle Operator Armored Combat Earthmover (ACE) Operator Wolverine Operator	<b>SGT</b> Team Leader AVLB Commander ACE Operator Wolverine Commander	<b>SSG</b> Squad Leader Section Sergeant Drill Sergeant / Recruiter Instructor / Writer Observer-Controller / Active-Reserve M/CM/S NCO Deception NCO Recon SGT / Construction Foreman	<b>SFC</b> Platoon Sergeant Opns/Asst Opns Sergeant	<b>MSG/SGM</b> See MOS 21Z
<b>Operational Domain</b>					
<b>Professional Military Education</b>		Primary Leadership Development Course (PLDC)	Basic Noncommissioned Officer Course (BNCOC)	Advanced Noncommissioned Officer Course (ANCOG)	
<b>Functional Training</b>	Advanced Individual Training Engineer Mine Dog Handler (K9)	Air Assault / Airborne / Jump Master / Pathfinder / Sapper / Ranger Drill Sergeant School US Army Recruiting and Retention School Urban Mobility Breaching Course	Battle Staff Operations (2S) Master Fitness Trainer (P5)		
<b>Self-Development Domain</b>	Army Correspondence Course Program (ACCP), College-Level Examination Program (CLEP), Defense Activity for Nontraditional Education Support (DANTES), Servicemembers Opportunity College Associates Degree (SOCAD)				
<b>Links</b>	FAST Civilian Degree Program < <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a> >	Civilian Degree Program < <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> > < <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> >	Complete Associate Degree Program < <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> >	Begin Bachelor's Degree Program < <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a> >	
<b>Promotion</b>	PV2 - 6 mo time in service PFC - 12 mo time in service SPC-24 mo time in service/6 mo time in grade	PZ - 36 mo time in service/8 mo time in grade SZ - 18 mo time in service/6 mo time in grade	PZ - 84 mo time in service/10 mo time in grade SZ - 48 mo time in service/7 mo time in grade	6 Years time in service minimum PZ - 35 mo SZ - 23 mo	
<b>Retention Control Point</b>	3 Years	15 Years SGT(P) 20 Years	22 Years SSG(P) 24 Years	24 Years SFC(P) 26 Years	