



UNCLASSIFIED

Select, Train, Educate and Promote

Unit Presentation For

Select, Train, Educate and Promote
(STEP)



Background for STEP Implementation

- Changes recommended by State CSM Advisory Council (CSMAC) in Fall 2013
- The Chief of Staff of the Army ARNG accepted proposal in April 15
- June 15 Workshop formulated ARNG changes to AR 600-8-19
- STEP authorized by Army Directive 2015-31 and ALARACT message 143/2015 for ALL Army Components
- New AR 600-8-19 with STEP changes scheduled for release in DEC 15



The NCO Professional Development System (NCOPDS)

The NCOPDS is an organizing framework aimed at developing the next generation of competent and committed NCOs of character as trusted Army professionals. These are Army professionals who thrive in chaos, adapt, and win in a complex world. Noncommissioned officers develop as leaders over time through deliberate, progressive, and sequential processes incorporating training, education, and experience across the three learning domains throughout the Soldier lifecycle.



Meeting the New Education Challenges

Over the past decade, ARNG Soldiers received an unprecedented amount of combat experience; however, ARNG leaders must possess the requisite formal institutional professional development training and associated skills, in addition to combat experience, to meet future challenges to the ARNG.

ARNG Soldiers who elect not to embrace the new Professional Military Education (PME) requirements will become “Grade Stagnant” and most likely will leave our formations.

Leaders across the force must routinely stress the importance of PME.



Implementation Date

- All promotion boards conducted on or after 1 Jan 16 will be conducted under the new STEP methodology
- Promotion boards and approved promotion list posted prior to 1 Jan 16 will remain under the previous criteria until the next annual board cycle
- Request for modifications or exceptions to the policy to delay implementation will not be considered



Vacancy-Based Promotion System

- The ARNG will continue to be a vacancy-based promotion system
- Commanders must comply with the vacancy fill procedures outlined in NGR 600-200, para 4-10, prior to selecting a Soldier from the promotion list
- As vacancies occur, the first Soldier with that particular Career Progression MOS (CPMOS) who is eligible and available will be offered the position



Vacancy-Based Promotion System

- If the Soldier has attained the new Professional Military Education (PME) requirements, they will be promoted to the next grade upon their assignment
- If they have not, they will remain assigned in the new position and will be promoted upon completion of the new PME requirement



STEP Promotion Board Consideration

- New TIMIG (36 months) requirement for Senior Grades (E7-E9) boards
- New SSD requirements
- New Professional Military Education (PME) requirements
- Soldiers with multiple PME requirements not eligible for board consideration



Promotion Board Consideration

Promotion Board Consideration - TIMIG, TIS, CES, SSD, PME Requirements

| Consideration For | TIMIG | TIS | CES | SSD | PME |
|----------------------|-----------|----------|----------|-------|-------------|
| Sergeant | 12 months | NA | NA | SSD 1 | NA |
| Staff Sergeant | 18 Months | NA | NA | SSD 2 | BLC - (WLC) |
| Sergeant First Class | 36 Months | 9 years | 6 years | SSD 3 | ALC |
| Master Sergeant | 36 Months | 13 years | 8 years | SSD 4 | SLC |
| Sergeant Major | 36 Months | 16 years | 10 years | NA | NA |



Structured Self Development (SSD)

SSD requirements for promotion board consideration on or after 1 Jan 16:

SSD 1: Specialist/Corporals must complete SSD 1 to attain eligibility for promotion board consideration to Sergeant

SSD 2: Sergeants must complete SSD 2 to attain eligibility for promotion board consideration to Staff Sergeant (Exception: Soldiers who completed any of the 10 legacy courses outlined in Change 2, ALARACT 126/2014 are not required, nor eligible, to complete SSD 2)

SSD 3: Staff Sergeants must complete SSD 3 to attain eligibility for promotion board consideration to Sergeant First Class



Structured Self Development (SSD)

SSD 4: Sergeants First Class must complete SSD 4 to attain eligibility for promotion board consideration to Master Sergeant

SSD 4: Master Sergeants/First Sergeants must complete SSD 4 as a prerequisite to enroll into United States Army Sergeant Major Courses (USASMC). Master Sergeants/First Sergeants do not require SSD 4 to attain eligibility for promotion board consideration to Sergeant Major



PME Criteria for Promotion Pin-On

New PME requirements are effective for promotion boards conducted on or after 1 Jan16. Soldiers must meet the following PME requirements in order to be eligible for promotion pin-on:

- (1) Specialists/Corporals must complete the Basic Leader Course (BLC) for promotion to Sergeant
- (2) Sergeants must complete all phases of the Advanced Leader Course (ALC) for promotion to Staff Sergeant
- (3) Staff Sergeants must complete all phases of the Senior Leader Course (SLC) for promotion to Sergeant First Class



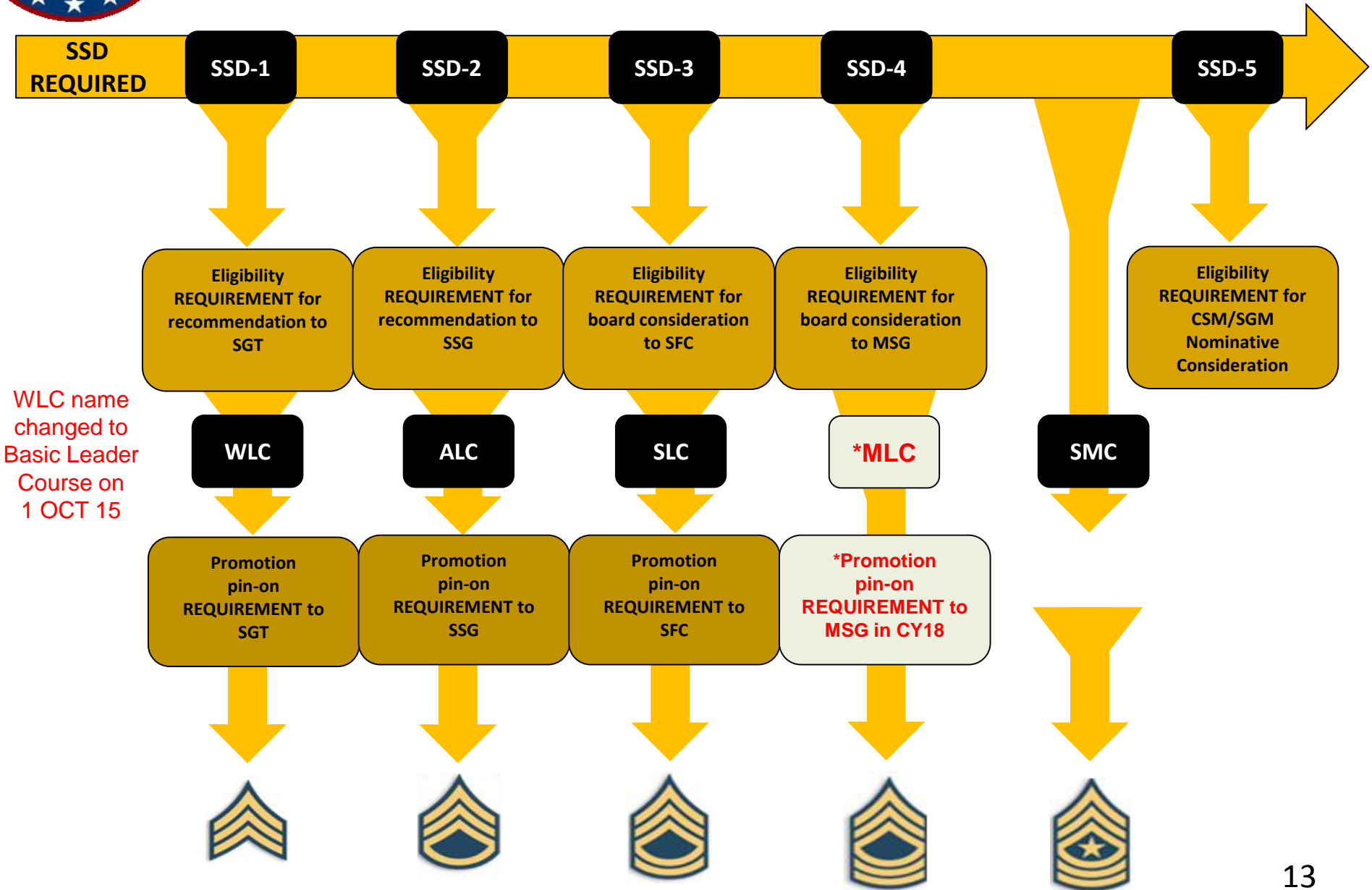
PME Criteria for Promotion Pin-On

(4) Sergeant First Class promotions to Master Sergeant require no additional NCOES training, provided they previously completed SSD level 4 and SLC

(5) Master Sergeants must have ATRRS confirmation of enrollment in USASMC for promotion to Sergeant Major

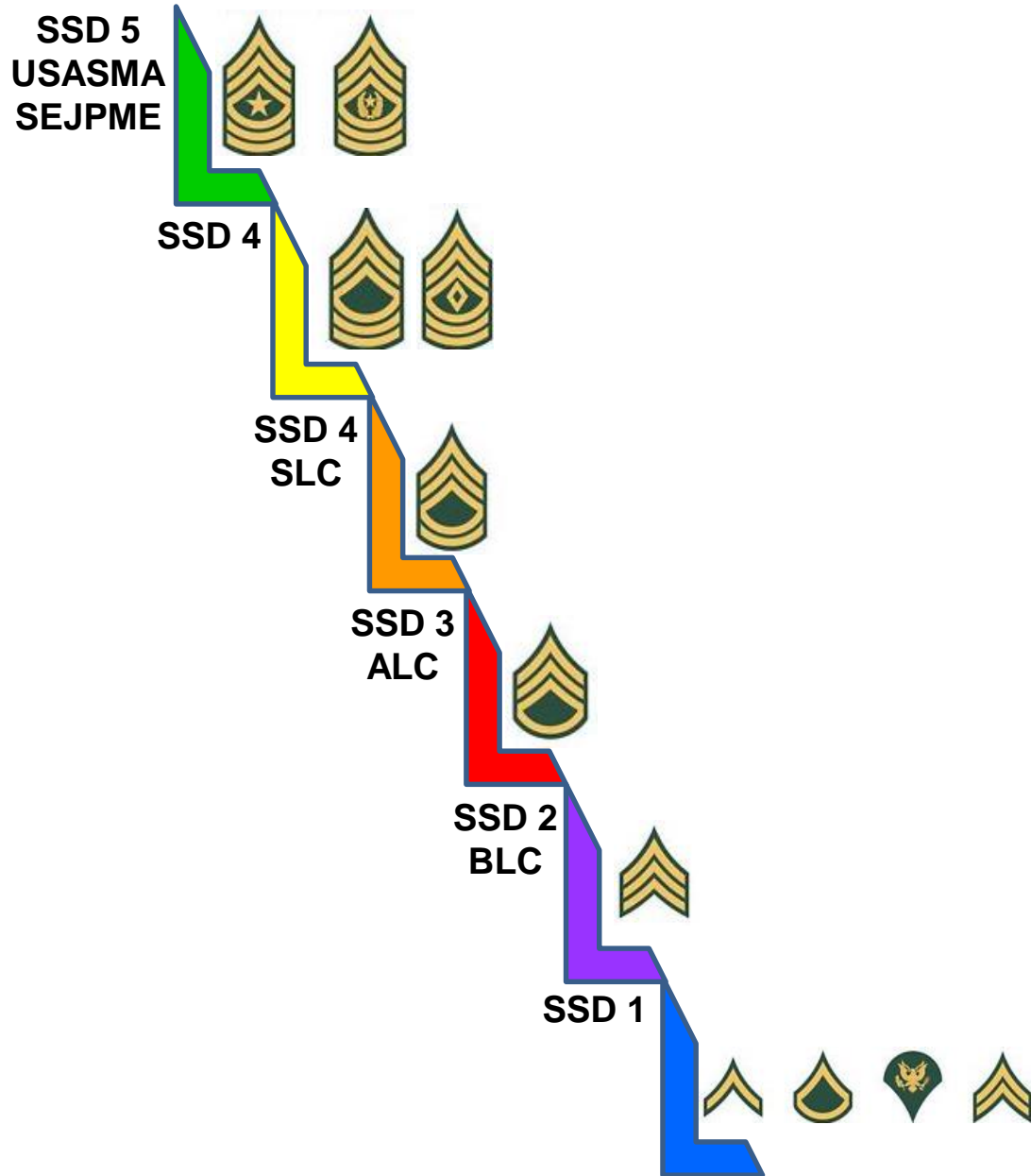


STEP Requirements: Deliberate, Continuous, Sequential, Progressive



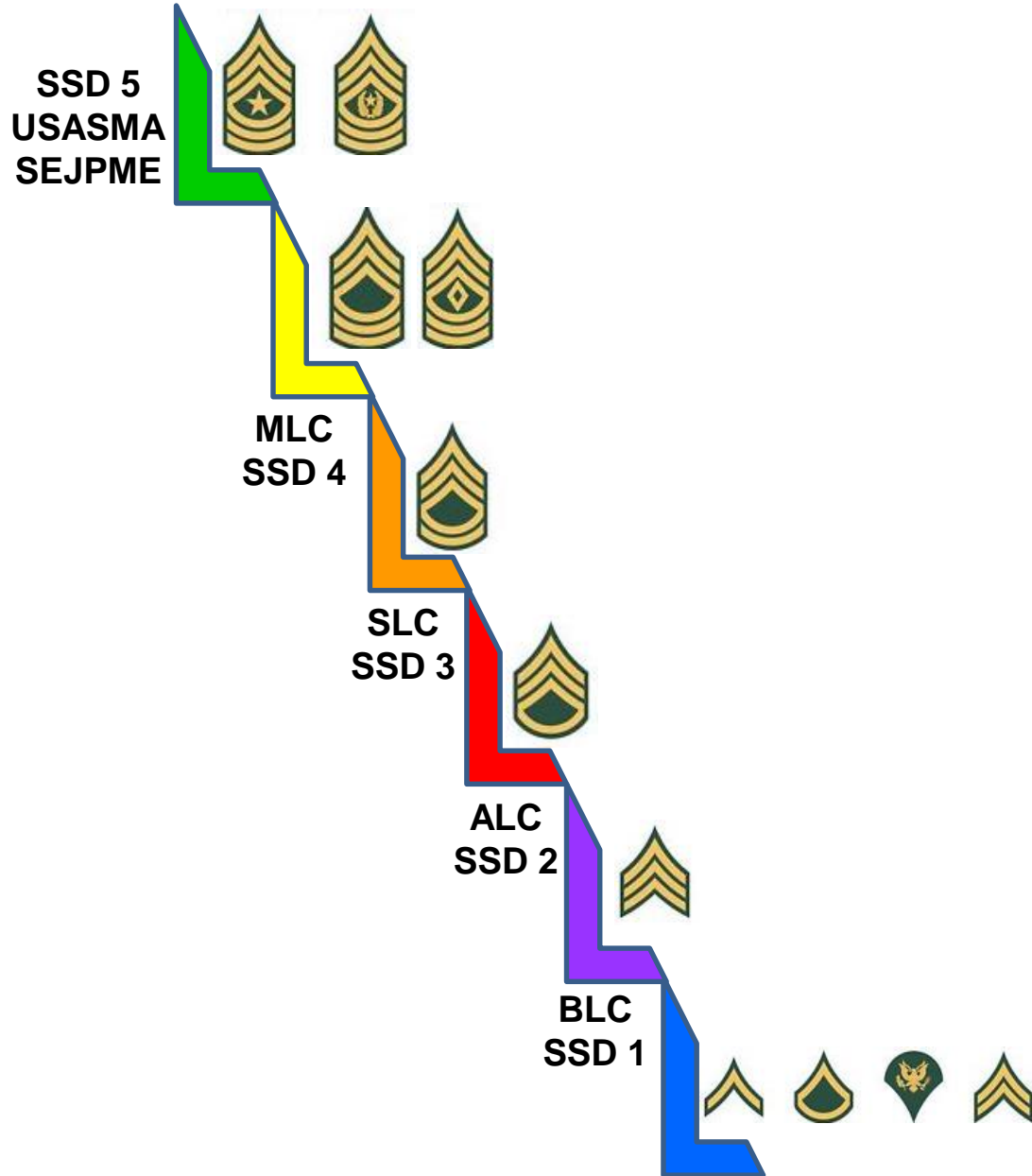


Current Promotion Education Ladder





Future Promotion Education Ladder





PME Timeline Requirements

PME and Timeline Requirement after Selection/Assignment for Promotion

| Ranks selected for | PME | Time to Complete | PME Waiver extension authority | Remarks |
|----------------------|----------|------------------|--------------------------------|---------------------------------|
| Sergeant | BLC | 24 Months | NA | Lateral to CPL |
| Staff Sergeant | ALC | 24 Months * | 06 CDR ** | N/A |
| Sergeant First Class | SLC | 24 Months * | First GO ** | N/A |
| Master Sergeant | N/A | N/A | N/A | N/A |
| Sergeant Major | **USASMC | N/A | N/A | ***Conditional promotion to SGM |



New Staff Sergeant Boards

- The following changes to the SGT/SSG boards will be effective with the publication of the new AR 600-8-19
- Effective 1 Jan 16, or upon the new NGB Form 4100-1B-R-E being loaded in RCAS, SSG Boards will be conducted solely under NGABS under the One Vote (6+) system
- Administrative points eliminated from SSG boards to mirror the Senior promotion boards



New Sergeant Boards

- Effective 1 Jan 16, or upon the new NGB Form 4100-1A-R-E being loaded in RCAS, SPC/CPLs can receive up to 600 board points and a maximum of 400 administrative points
- New NGB Form 4101-1-R-E were revised to reflect 600 board points
- New Admin point structure for Sergeant Boards:

| | |
|-------------------------------------|-----|
| Promotion points for TIMIG/TIS..... | 0 |
| Awards..... | 50 |
| Weapons..... | 75 |
| APFT..... | 75 |
| Other Resident courses..... | 50 |
| Self-development courses * | 75 |
| Post-secondary courses..... | 75 |
| Total score..... | 400 |

* Excludes SSD



PME Training Requirements

- Commanders will ensure Soldiers who are selected and assigned to higher grade position without the required PME for promotion are enrolled within 120 days (provided PME course is available)
- States will update the Soldier's Assignment Consideration Code with "U5" (unit of action assignment) and include the date of assignment in SIDPERS to track and manage successful completion of the required PME
- Commanders must also ensure Soldiers are counseled on the requirement to complete PME



Command Initiated Removal from Position

- Soldiers who decline/refuse, fail to apply/enroll, fail to be accepted, fail to attend, fail to graduate due to an act, omission, or failure of standards (fault of the Soldier), after being notified of the training requirements necessary for promotion, will be counseled and reassigned to the first available vacancy commensurate with their current grade and MOS
- Commanders must follow the notification procedures outlined in AR 600-8-19, paragraph 7-45f, prior to submitting the request through command channels to the promotion authority for final action. The next higher promotion authority will serve as the appeal authority. In cases, where the promotion authority is the Adjutants General, the appeal authority rest with the DARNG (ARNG-HRH)



Priority of NCO PME Course Funding

Recommended Priority of NCO Professional Military Education Course Funding:

1. Soldiers who received a conditional battlefield promotion
2. Soldiers selected and assigned to a higher-grade position without the required NCOES course
3. All other categories
4. Soldiers who previously failed to show (fault of the Soldier) for a scheduled PME course will not be re-scheduled unless approved by the first General Officer in the chain of command



PME Deferment Policy

- Commanders must monitor those Soldiers enrolled in PME courses and only consider deferments in the most extreme hardship cases
- Soldiers who are unable to attend their initially scheduled PME course must request a deferment through their chain of command to the first General Officer for approval
- A second deferment for the same PME course must be approved by the Adjutant General. In cases where the Adjutant General is the first GO in the chain of command, then requests will be forwarded to the DARNG (ARNG-HRH) for approval



PME Deferment Policy

- All deferment requests must include alternate dates for the required course
- States are encouraged to substitute personnel into PME courses when the originally scheduled Soldier is unable to attend
- The timeline for Soldiers mobilized after assignment will stop and restart 90 days post REFRAD (not applicable for conditional promotion to SGM)



PME No Show Policy

- PME No Show Policy. Soldiers who were notified of their PME training dates and intentionally failed to report as ordered (fault of the Soldier) will be removed from their position
- Soldiers who were removed from their higher grade position will not be eligible for promotion board consideration until the next scheduled annual board
- Soldiers may request exception through the chain command to the first General Officer for approval to be retained in the position under meritorious cases (i.e., Family medical emergency, Serious employment issues, etc)



Soldiers who were promoted under the previous PME requirements remain fully eligible to retain their grade. States will NOT subject those Soldiers to reduction for failure to meet the new PME requirements under any circumstances. The only reductions authorized are those outlined in AR 600-8-19, para 10-16c, for those NCOs conditionally promoted to Sergeant Major pending successful completion of the United States Sergeants Major Course



Questions/Concerns