



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON, DC 20310-0300

DAPE-MPE-PD

11 AUG 2011

MEMORANDUM FOR U.S. Army Chaplain Center & School, ATTN: Chief of Proponency,
10100 Lee Road, Fort Jackson, SC 29207

SUBJECT: Approved Revision to Department of the Army Pamphlet (DA Pam) 600-25

1. Reference DAPE-MPE-PD Memorandum, Proponent Input to HQDA Enlisted Centralized Selection Boards, 29 Nov 10.
2. Your Career Management Field (CMF) update (enclosed) to DA Pam 600-25 is approved, effective this date.
3. This office is working to formally publish the update in accordance with the provisions of AR 25-30 and existing Army Publishing Directorate (APD) staffing processes.
4. Beginning with FY12 enlisted centralized selection boards, this update (combined with a formal board Memorandum of Instruction (MOI)) will be accessible to all serving board members and serve as the medium to inform them of professional development guidance for NCOs within your respective CMF.
5. To facilitate the transition to the Army's NCO Professional Development Guide within the selection process, we ask you to post this approved update to your web site as an interim measure during the APD staffing process. This ensures complete transparency and common accessibility to all Soldiers competing for selection by a centralized board, now and in the future.
6. A copy of this memorandum will be furnished to Human Resources Command with the intent that your respective Career Branch will also post these changes to their respective website in an effort to disseminate the information to as many Soldiers as possible.
7. The point of contact for this action is Mr. Gerald J. Purcell, Personnel Policy Integrator, Directorate of Military Personnel Management, at (703) 695-7960.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl
as


GARY H. CHEEK
Major General, GS
Director, Military
Personnel Management

CF:
CDR, TRADOC (ATTG-TRI-GP)
CDR, AHRC (KNOX-HRC-EPZ)

Chapter 20

Chaplain Assistant CMF 56 Career Progression Plan

20-1. Duties

The chaplain assistant is a part of the U.S. Army Chaplain Corps and, with the chaplain, forms a Unit Ministry Team (UMT) at the battalion and Brigade level. At echelons above the brigade, the chaplain assistant serves as either an NCOIC or staff member in support of the command's religious support mission. The chaplain assistant is a Soldier trained in religious support and is essential to the accomplishment of the religious support mission. The mission of the chaplain assistant is to provide religious support to Soldiers and families, members of other services, and authorized civilians. The chaplain and chaplain assistant arrive in the operational environment by wheeled vehicle, foot, airborne, or air assault. CMF 56 Soldiers need to have knowledge of AR 25-55, AR 340-21, and Privacy Act Systems of Records Notices.

20-2. Transformation

Chaplain Assistants shape the environment to accomplish the Commander's Religious Support mission by providing technical expertise in religious support operations and the impact of religion on the unit and the mission. Chaplain Assistants have three core capabilities: Integrate Religious Operations, Spiritual Readiness, and Basic Human Interaction. Chaplain Assistants integrate religious support operations in the total Joint, Interagency, Intergovernmental and Multi-National (JIIM) battle space at the tactical, operational and strategic levels. Chaplain Assistants are also trained in other specialized skills, which enhance their capabilities in providing religious support. The branch provides the Army with highly trained Chaplain Assistants and Noncommissioned Officers (NCOs), which carry the military occupational skills (MOS), 56M.

20-3. Recommend career management self-development by rank

a. PVT-SPC/CPL.

- (1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 55% in the operational force assignments and 45% of generating force assignments.
- (2) Soldiers should study and master the following military publications: STP 21-1; FM 1-05; AR 165-1; DA Pam 165-3; FM 3-21.5; FM 3-25.26; TC 3-22.20JP 1-05; FM 4-25.11; FM 21-75; AR 670-1; FM 3-90.61; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.
- (3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.
- (4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 100 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.
- (5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.
- (6) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.
- (7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.
- (8) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

b. SGT.

- (1) The quality and success of a Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high goals will develop leadership skills and have the

practical knowledge and ambition to put them to good use. . Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 75% in the operational force assignments and 25% of generating force assignments.

(2) Sergeants should study and master the following military publications: STP 21–24, FM 1, FM 1-05; AR 165-1; DA Pam 165-3; JP 1-05; FM 3–0, FM 6–22, TC 3-22.20, FM 7-21.13, AR 670-1, FM 7-22.7, FM, FM 3-21.5FM 7–0, FM 7–1, FM 3–21.18, and FM 7–93; all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Common Sense Training* by Collins, Presidio Press, 1980; *Small Unit Leadership* by Malone, Mike; readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *The Story of the Noncommissioned Officer Corps* (USA Center of Military History, 70–38); *Infantry Attacks* by Rommel; and *When Bad Things Happen to Good People* by Kushner, Harold S. CSA Reading List, AKO, General Army Links, and Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(5) Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(8) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: STP 21–24; FM 3–22.3, FM 1-05, AR 165-1, DA PAM 165-3 FM 3-21.5, FM 3-25.26, TC 3-22.20, JP 1-05, FM 4-25.11, AR 670-1, FM3-90.61, FM 5-0, FM 7-0, FM 3-24, FM 3-24.2, FM 6-22, FM 7-22.7, FM 7-1-10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment. Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 59% in the operational force assignments and 41% of generating force assignments.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and

Schwartzkopf); *Small Unit Administration, Manual or ADP Systems*, Stackpole Books; and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. These self-development options are based on the SSG's own desire to excel. At this stage, SSGs should seek opportunities to

pursue completion of an Associate's Degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

d. SFC.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Strive to complete a degree program or accumulate two years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 14% in the operational force assignments and 86% of generating force assignments.

(2) These NCOs should study and master the following additional military publications: AR 350-1; FM 3-7; FM 21-31; AR 750-1; FM 1-05; AR 165-1; DA Pam 165-3; JP 1-05, FM 5-0, FM 7-0, FM 3-24, FM 3-24.2, FM 6-22, FM 7-22.7, FM 7-1 all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed. Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to an SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(7) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

e. MSG/ISG.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. At this stage the Senior NCO should seek avenues to complete a Baccalaureate degree and Joint Doctrine studies from the National Defense University (NDU). Recommended courses are research and analysis techniques (statistics). Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 48% in the operational force assignments and 52% of generating force assignments.

(2) Masters sergeants/first sergeants should study and master the following military publications: AR 601-280, AR 600-20; DA Pam 611-21; AR 840-10, and AR 220-1; FM 1-05, AR 165-1; DA Pam 165-3; JP 1-05.

(3) Master Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a senior NCO and pursue functional course offering from various sources that will enhance their understanding of how the army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

(6) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

f. SGM/CSM.

(1) At this stage the Senior NCO should seek to complete a Baccalaureate degree and continue Joint Doctrine studies from NDU. Recommended courses are research and analysis techniques (statistics). Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Outstanding communications skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the SGM/CSM will often be representing the command or Army in civic functions. Experience is essential in seeking a balanced career, the opportunities for a diverse career with the availability of 61% in the operational force assignments and 39% of generating force assignments.

(2) The SGM/CSM should read publications on their chains of command professional reading list and CSA Reading List, AKO, General Army Links, Army Leadership. Continued reading about world politics, geo-political issues and Field Manuals relating to Army Operations and current battle doctrine enhance the knowledge base of the leader.

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

(5) Soldiers will be required for career enhancement to participate in the Structured Self-Development Courses through a planned, goal oriented learning that reinforces and expands the individual's knowledge base. Enrollment will be automatic in all phases of this training after completion of prerequisites.

20-3. MOS 56M Chaplain Assistant

a. Major duties. The purpose of the Chaplain Assistant Soldier professional development pattern is to inform Soldiers and NCOs how the Chaplain Corps wants their career pattern and professional development to unfold. In order to professionally develop Soldiers into professional NCOs, the first assignments must focus on tactical and operational assignments within the Brigade Combat Team (BCT)/Installation with follow on assignments at the BCT, Division,

Corps/TSC, and Army Command levels. Back-to-back special assignments should be avoided (such as going from drill sergeant to recruiter duty). It is possible that these situations will occur due to direct assignments from the Department of the Army. NCOs should seek the harder, more professionally rewarding leadership positions such as team leader, squad leader, platoon sergeant, and first sergeant.

b. Prerequisites. All personnel must possess a secret clearance and a valid state driver's license to hold the MOS 56M. For additional prerequisites and duty descriptions see DA Pam 611-21 in the HRC Smartbook for details.

c. Goals for development.

(1) *PVT-SPC/CPL.*

(a) *Institutional Training.* Advanced Individual Training (AIT), Warrior Leadership Development Course (WLC).

(b) *Operational Assignments.* The focus during the early years of the chaplain assistant's career is to build a strong base of MOS capabilities, warrior tasks, and common soldier tasks. The Chaplain Assistant Soldier performs religious support and coordination for religious programs, ceremonies, worship, and crisis intervention. The Chaplain Assistant deploys as part of the Unit Ministry Team (UMT) at the battalion and brigade echelon and manages force protection for religious support operations. These skills are acquired by serving in Combat Support, Combat Service Support, Medical Activities (MEDDAC) and Installations.

(c) *Self-development.* Soldiers with GT scores below 100 must take the opportunity to increase their score through the Functional Academic Skill Training (FAST). While the OPTEMPO of tactical assignments limit the opportunity for civilian education, Soldiers and their chain of command must exploit every educational opportunity. There are many methods for obtaining college credits other than traditional classroom instruction. They include the Army Correspondence Course Program (ACCP), College Level Examination Program (CLEP), Defense Activity for Non-Traditional Education Support (DANTES), and online college classes. Military education and experience can be converted to college credit utilizing the Service Member Opportunity College Associate Degree (SOCAD) program available at: <http://www.soc.aascu.org/socad/>. Additionally, Soldiers may also use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the general requirements for 56M related certification, visit the COOL Web site at

<https://www.cool.army.mil/56m.htm>. Recommended courses are English Composition one, Basic Mathematics, and Computer Literacy. For more information on educational programs and financial support see your chain of

command and the installation education office. Soldiers should take advantage of local boards to increase their knowledge base on common Soldier skills and advancement potential.

For additional information on self-development, refer to para 20–3.

(d) Additional Training. Airborne (P), Air Assault (2B), Ranger (V), Combat Lifesaver, Fund Clerk Course, Emergency Medical Ministry (1M), Hospital Ministry Courses, and Suicide Awareness.

(e) Special assignments. Corporal Recruiter, INSCOM, ARSOF, U.S. Allied Command Europe (ACE), and U.S. Disciplinary Barracks (see AR 614–200, para 9–5).

(2) *SGT.*

(a) Institutional Training. Warrior Leader’s Course (WLC), Advanced Leaders Course (ALC).

(b) Operational Assignments. During this phase of the NCO’s career, the focus should be on tactical capabilities, developing leadership skills and laying a foundation of tactical and operational knowledge. These NCOs prepare religious support staff section estimates, annexes to operation plans and orders, and implement the specified elements of the Religious Support Plan (RSP). These skills can be acquired in Maneuver Battalions, Special Troops Battalions

(STB), Corps, Medical Centers (MEDCEN) and Installations. Sergeants should seek positions as Team Leaders and Squad Leaders. These leadership positions will prepare the junior NCO for more demanding leadership positions.

(c) Self-development. Junior NCOs should seek opportunities to pursue college level courses and Army Correspondence Courses Program (ACCP). At this point junior NCOs should allocate time towards an Associates Degree. SOCAD Army Career Degrees provide college degrees that uniquely relate to an MOS’s skills and contain Specific college courses that match its competencies. The 56M SOCAD information is available at:

<http://www.soc.aascu.org/socad/>.

Recommended courses are Communication Skills, Stress Management, Briefing Techniques, Research Techniques, Problem Solving, Technical Writing, Math or College Algebra, Speech, English Composition, and Science. They should continue to compete in local boards. Additionally, NCOs may use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the general requirements for 56M related certifications, visit the COOL website at <https://www.cool.army.mil/>. For additional information on self-development, refer to paragraph 20–3.

(d) Additional training. Airborne (P), Jumpmaster (5W), Air Assault (2B), Ranger (V), Drill Sergeant (X), Combat Lifesaver, Fund Clerk, Hospital Ministry Course, and Suicide Awareness.

(e) Special assignments. Drill Sergeant, Recruiter, HQDA, INSCOM, Army Special Operations Forces (ARSOF), U.S. Allied Command Europe (ACE).

(3) *SSG.*

(a) Institutional training. ALC, Senior Leaders Course (SLC), Battle Staff Course.

(b) Operational Assignments. These NCOs plan and conduct training for subordinate UMT personnel. They prepare religious support annexes to operation plans and orders and conduct critical incident stress debriefings. These skills can be acquired while serving in BCTs, Training and Recruiting Brigades, and MEDCEN. The Chaplain Assistant NCO should continue to seek a variety of assignments to build a broad base of experience. NCOs at this point should avoid

back-to-back TDA assignments and begin to diversify their skills in the staff and leadership environments.

(c) Self-development. These NCOs should seek opportunities to complete an Associates Degree (8 years). SOCAD Army Career Degrees provide college degrees that uniquely relate to MOS skills and contain specific college courses that match its competencies. 56M SOCAD information is available at <http://www.soc.aascu.org/socad/>.

Although civilian education is not a requirement for promotion, NCOs are encouraged to take college courses that assist in professional development while in the Army and when they separate from the Army. Recommended courses are Organizational Behavior, Information Management Systems, and Military Science. They should continue to compete in local boards and pursue induction into the SGT Morales/SGT Audie Murphy Club. In addition, NCOs should take courses from the Joint Doctrine studies from the National Defense University, website at <https://www.jkddc.net/portal/>

[userMenu.jsp](#). Recommended course is the Joint Task Force Fundamentals (JTF101) Course (28.5 hrs), modules within this course can be taken separately. NCOs may also use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the requirements for 56M related certifications, visit the COOL website at <https://www.cool.army.mil/56M.htm>. For additional information on self-development, refer to paragraph 20–3.

(d) Additional training. Airborne (P), Jumpmaster (5W), Air Assault (2B), Ranger (V), Drill Sergeant (X), Combat Lifesaver, Hospital Ministry Course, and Suicide Awareness. Key ASIs for the MOS include 1M for Military Medical Ministry qualification and 2S for Battle Staff NCO qualification.

(e) *Special assignments.* Drill sergeant, recruiter, instructor, and small group leader.

(4) *SFC.*

(a) *Institutional training.* SLC and Battle Staff Course.

(b) *Operational Assignments.* The focus during this phase of a career should be in operational and strategic staff assignments as an Operations Sergeant, Platoon Sergeant and Installation NCOIC. Senior NCOs plan and supervise enlisted training, plan religious support annexes to operation plans and orders, prepare chaplain annexes to installation mobilization plan requirements. Additionally, they coordinate enlisted assignment strategy and manpower requirements. NCOs at this level should pursue leadership positions at Armored Cavalry Regiments, Corps, Installations, and Divisions. NCOs should avoid back-to-back TDA assignments.

(c) *Self-development.* Senior NCOs should seek avenues to complete an Associate's degree and begin work on their Baccalaureate degree (15 years in service). The 56M SOCAD information is available at <http://www.soc.aascu.org/socad/>. Recommended courses are Principles of Management, Human Resource Management, and Military Science. Also, Senior NCOs should take courses from the Joint Doctrine studies from the National Defense University, Web site at <https://www.jkddc.net/portal/userMenu.jsp>. Recommended course is the Joint Task Force Fundamentals (JTF101) Course (28.5 hrs) and Senior Non-Commissioned Officers (SNCO-JPME) Course (40 hrs). This course is designed to provide the necessary information to enhance the learner's performance as a member of a joint staff. The purpose of this course is to produce confident and competent Senior NCOs who are more fully prepared to quickly assimilate and effectively contribute in joint assignments and mentor junior NCOs and the other enlisted personnel they supervise. They should continue to compete in local boards and pursue induction into the SGT Morales/SGT Audie Murphy Club. Additionally, NCOs may use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the general requirements for 56M related certifications, visit the COOL Web site at <https://www.cool.army.mil/56M.htm>. See Professional Development Model for MOS 56M. See Professional Development Model for MOS 56M at <http://www.adtdl.army.mil/>. Once you log in to the Web site, click on tab labeled, (career map/pdm and select MOS 56M). For additional information on self-development, refer to paragraph 20-3.

(d) *Additional training.* Airborne (P), Jumpmaster (5W), Air Assault (2B), Ranger (V), Drill Sergeant (X), Combat Lifesaver, CTOF Manager, Hospital Ministry Course, and Suicide Awareness. Key ASIs for the MOS include 1M for Military Medical Ministry qualification and 2S for Battle Staff NCO qualification.

(e) *Special assignments.* Drill Sergeant, Recruiter, Instructor, Small Group Leader, Equal Opportunity (EO) Advisor, (USACHCS), Career Advisor (HRC), CENTCOM, and Observer/Controller (O/C), Chief Assistant Career Management NCO, (Proponency).

(5) *MSG/1SG.*

(a) *Institutional Training.* Battle Staff Course, FSC (required prior to holding their initial 1SG position) (Governed by AR 614-200), and SGM Academy (if selected by DA board to attend).

(b) *Operational Assignments.* The focus during this phase of a career should be in operational and strategic assignments. Senior NCOs plan for religious support in both operational and strategic headquarters. They prepare contingency and mobilization planning and train subordinate level UMTs. Without a tour at Division level the opportunity for promotion to SGM is limited.

(c) *Self-development.* At this stage, the Senior NCO should seek avenues to complete a Baccalaureate degree and Courses from the Joint Doctrine studies from the National Defense University, Web site at <https://www.jkddc.net/portal/userMenu.jsp>. Recommended Courses are the Joint Task Force Fundamentals (JTF101) Course (28.5 hrs) and Senior Non-Commissioned Officers (SNCO-JPME) Course (40 hrs). This course is designed to provide the necessary information to enhance the learner's performance as a member of a joint staff. The purpose of this course is to produce confident and competent Senior NCOs who are more fully prepared to quickly assimilate and effectively contribute in joint assignments and mentor junior NCOs and the other enlisted personnel they supervise. Additionally, NCOs may also use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the general requirements for 56M related certifications, visit the COOL Web site at <https://www.cool.army.mil/56M.htm>. For additional information on self-development, refer to paragraph 20-3.

(d) *Additional training.* Airborne (P), Jumpmaster (5W), Air Assault (2B), Ranger (V), Combat Lifesaver, Hospital Ministry Course, and Suicide Awareness. Key ASIs for the MOS include 1M for Military Medical Ministry qualification and 2S for Battle Staff NCO qualification.

(e) *Special assignments.* First Sergeant (USACHCS), Training Division NCOIC European Command and U.S. Forces Korea, Combat Developments NCO (USACHCS), Senior Career Management NCO (Proponency).

(6) *SGM/CSM.*

(a) *Institutional training.* Battle Staff Course, First Sergeants Course (governed by AR 614-200), Sergeants Major Course (if selected by DA board to attend).

(b) *Operational assignments.* At this level, all tactical, operational, and strategic capabilities are applied. The SGM analyzes, develops, implements and assesses plans, policies and programs affecting the religious support mission. They coordinate contingency and mobilization planning training and conducts staff assistance visits at all levels within their assigned command. The SGM trains subordinates in force structure, The Total Army Documentation System (TAADS), and resource management. The SGM is assigned to senior staff positions.

(c) *Self-development.* At this stage, the Senior NCO should seek to complete a Baccalaureate degree and continue Joint Doctrine studies from the National Defense University Web site at <https://www.jkddc.net/portal/userMenu.jsp>. Recommended courses are the Joint Task Force Fundamentals (JTF101) Course (28.5 hrs) and Additionally, NCOs may also use certifications as a method of self-development. These certifications may require additional education, training or experience. For information about the general requirements for 56M related certifications, visit the COOL Web site at <https://www.cool.army.mil/56M.htm>. For additional information on self-development, refer to paragraph 20-3.

(d) *Additional Training.* Airborne (P), Jumpmaster (5W), Air Assault (2B), Combat Lifesaver, Hospital Ministry Course, and Suicide Awareness. Key ASIs for the MOS include IM for Military Medical Ministry qualification and 2S for Battle Staff NCO qualification.

(e) *Special assignments.* Chief of Chaplain SGM, Proponent SGM, National Guard Bureau, Reserve Command (USARC), and Army Commands.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

20-5. MOS 56M Professional Development Model The Professional Development Model for MOS 56M can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.html>

20-6. MOS 56M Reserve Component

The 56M MOS in the RC of the Army represents more than half the enlisted personnel in the Chaplain Corps. The RC Soldiers must possess the same qualifications and responsibilities as their active component counterpart. The RC Soldiers should strive for the same types of assignments and professional development. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression. The RC NCO must possess the same qualifications and capabilities as his AD counterpart. The quality and quantity of training that the Chaplain Assistant RC NCO receives should be the same as the AD NCO. The RC professional development NCOES satisfies professional development and functional area requirements. NCOES requirements are the same for both AD and RC NCOs. See paragraph 20-4.