



“Getting What You Want Out of Career Field Designation”

Office Chief of Signal Officer Professional Development Workshop
3 December 2002



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Fort Gordon*

Purpose

To provide guidance to captains on how to prepare for Career Field Designation (CFD). To provide mentoring tools for senior officers to use in talking to captains about CFD.

INTENDED OUTCOME

That captains understand the FAD and CFD processes and how to manage their careers to best posture themselves to get their desired career field upon promotion to major. That senior officers understand the FAD and CFD processes and how to mentor junior officers on career management. The workshop that will be presented is easily exportable to units for OPD sessions, and includes a Career Planning Sheet that can be used for planning and for individual mentoring sessions.

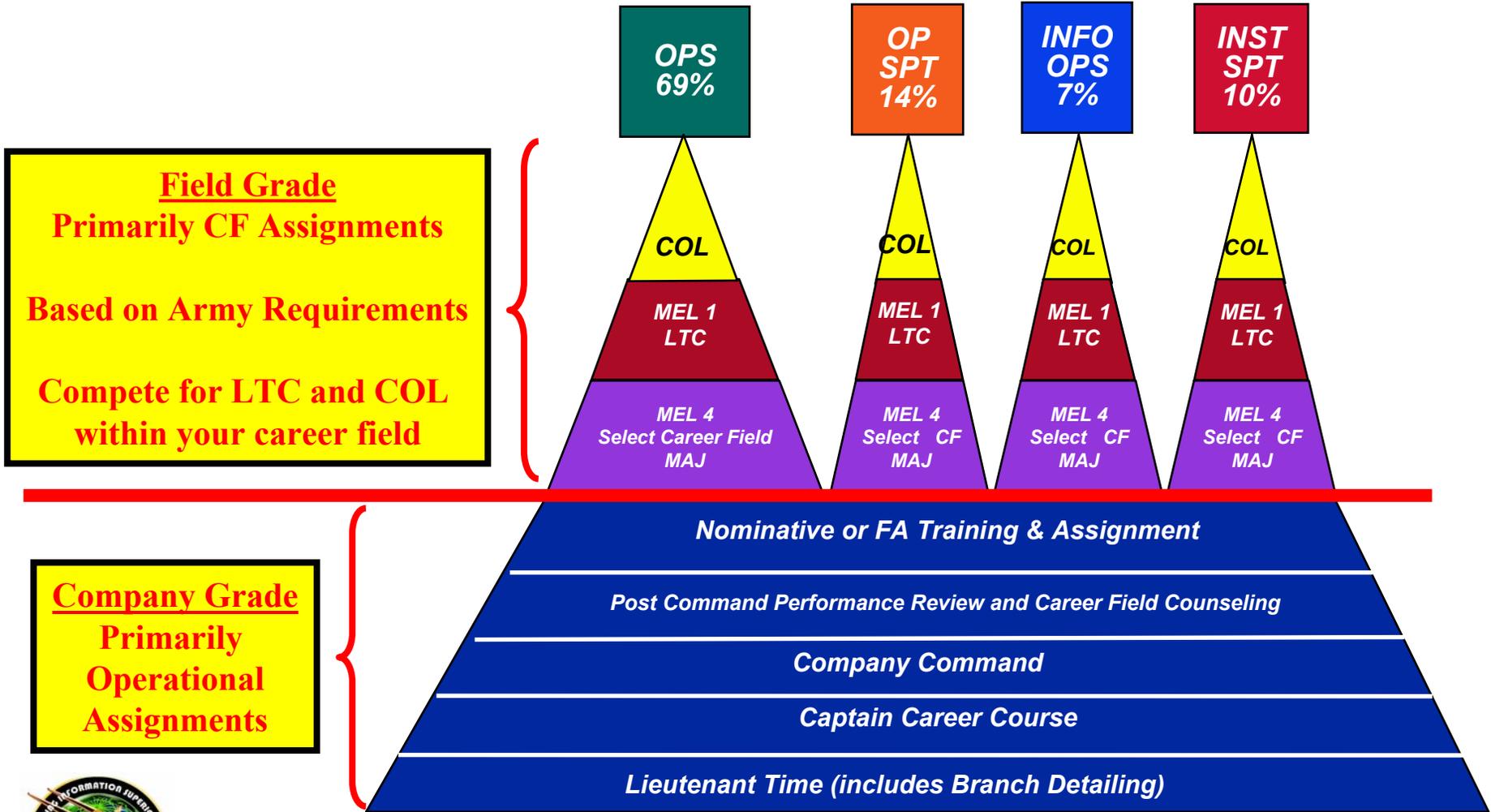
TARGET AUDIENCE

Although the workshop is targeted at captains to prepare them for the CFD career milestone, senior officers will benefit from attendance by learning many mentoring



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OPMS III



OPMS III Career Fields

Operations (OPCF)

Basic Branches

FA 39 PSYOP and Civil Affairs
FA 90 Multifunctional Logistician

Operational Support (OSCF)

FA 48 Foreign Area Officer
FA 51 Army Acquisition Corps

Information Operations (IOCF)

FA 24 Telecommunications Systems Engineer

FA 30 Information Operations

FA 34 Strategic Intelligence

FA 40 Space Operations

FA 46 Public Affairs

FA 53 Information Systems Management

FA 57 Simulation Operations

Institutional Support (ISCF)

FA 43 Human Resource Management

FA 45 Comptroller

FA 47 USMA Permanent Instructor

FA 49 Operations Research/Systems Analysis

FA 50 Force Management

FA 52 Nuclear Research and Operations

FA 59 Strategic Plans and Policy



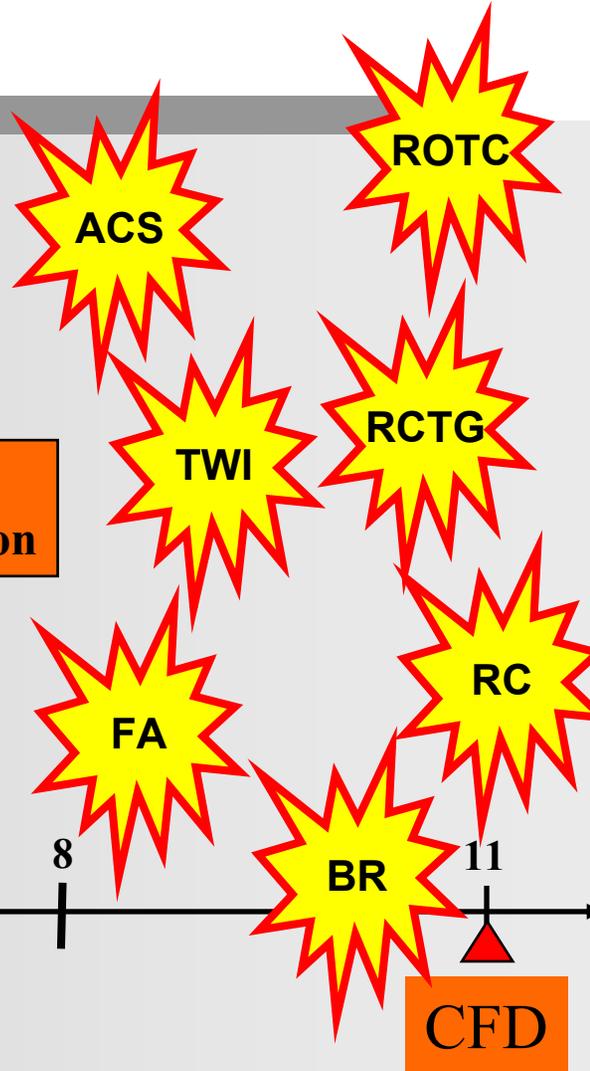
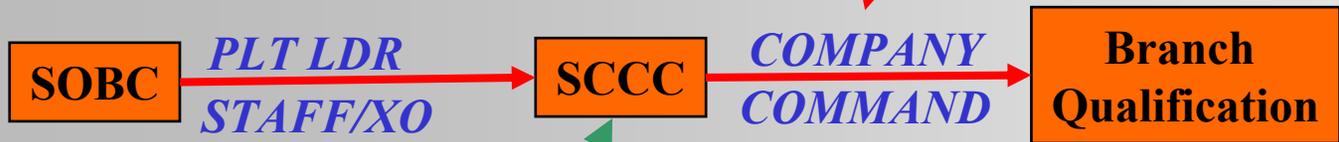
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Company Grade Career Path

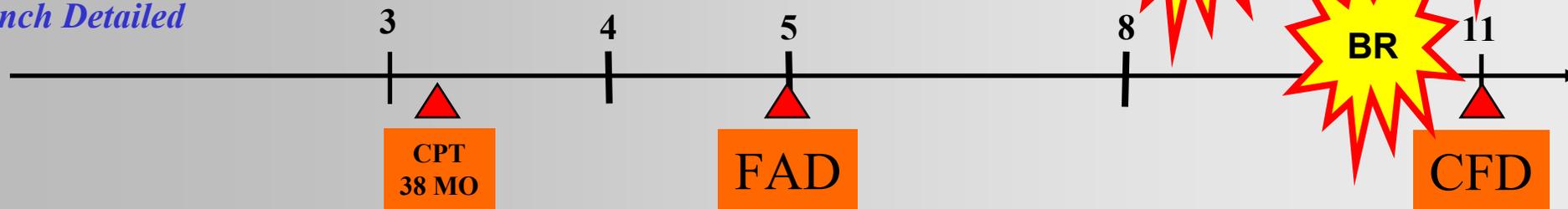
LT

CPT

Focus of CO Grade
Yrs is BQ!!!!



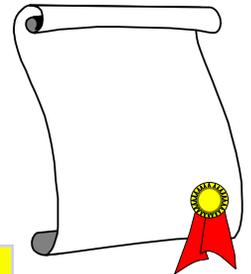
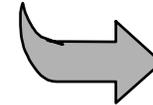
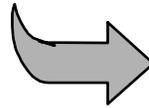
Branch Detailed



SOBC	Signal Officer Basic Course	TWI	Training With Industry
SCCC	Signal Captain's Career Course	BR	Branch
RCTG	Recruiting	FAD	Functional Area Designation
ACS	Advanced Civil Schooling	CFD	Career Field Designation

What is the CFD Process?

- 1 - SMITH
- 2 - JONES
- 3 - SHRIMPTON
- 4 - JENKINS
- 5 - LARSON



Major's Promotion List
Steady State

Officer Preference

CFD Board

Abilities
Education
Experience

It is a process that matches Officer Preference with Ability, Education and Experience with Army Requirements

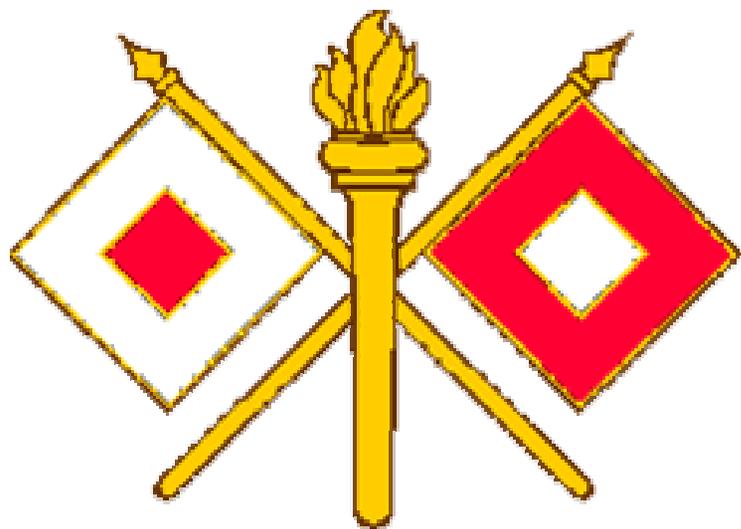


CFD Board Designates FA

Army Requirements by YG

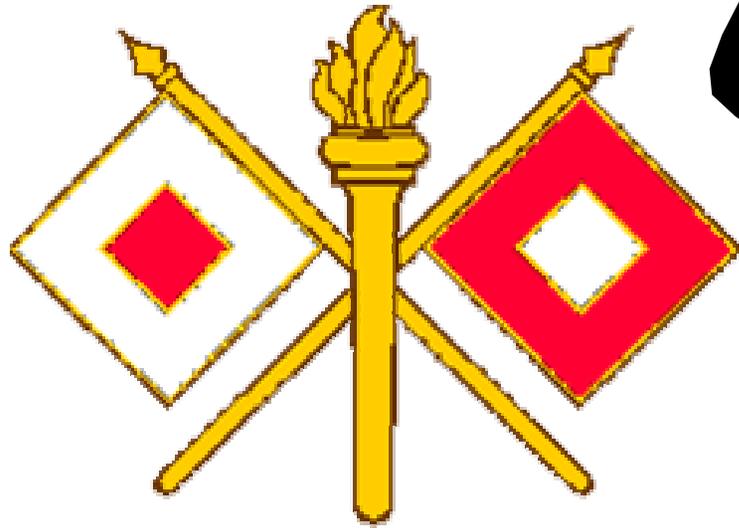
Commanders Input
OER

Making THE Career Decision



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Making THE Career Decision



Telecommunications Systems Engineer
FA 24

Information Systems Management
FA 53



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Milestones on the Road to THE Career Decision

- Functional Area Designation (FAD)
 - 5th year of service
 - First “decision” point
 - Puts you in a “pool”
- Branch Qualification
 - 7-8 years of service
 - “Make or break” point
 - What to do next
- Career Field Designation



Making THE Career Decision

- No matter what you decide, first....
 - Get BQ in your basic branch
 - Do it well
 - Build a strong file for promotion to Major
- Then....posture yourself for CFD
 - Make yourself competitive for your CFD choice
 - Go after right assignments
 - Get in some schooling



CAREER PLANNING

SIGNAL REGIMENT GRADUATE EDUCATION PROGRAM

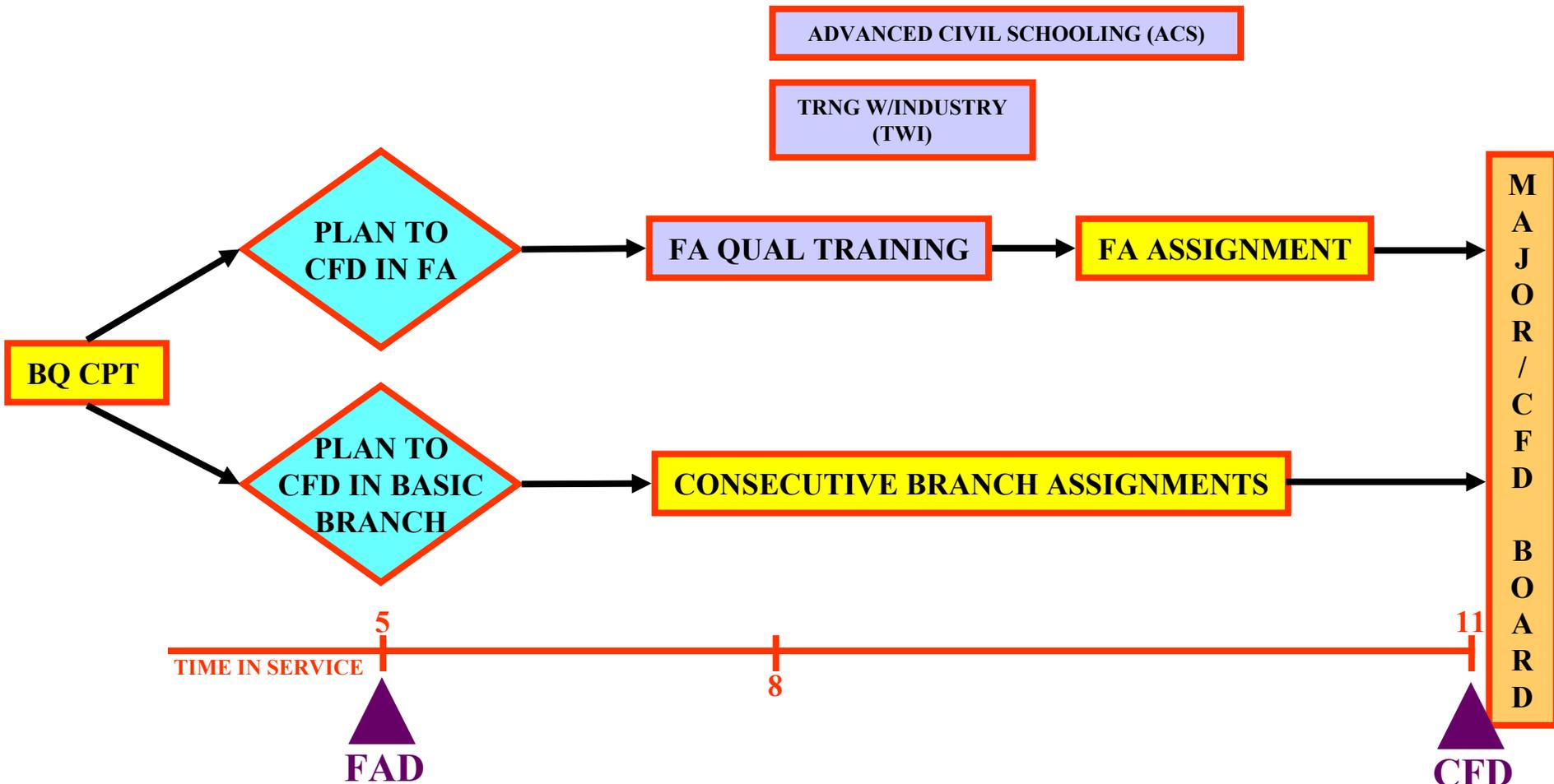
ONLINE COURSES

RESIDENT COURSES

ONLINE COURSES

ADVANCED CIVIL SCHOOLING (ACS)

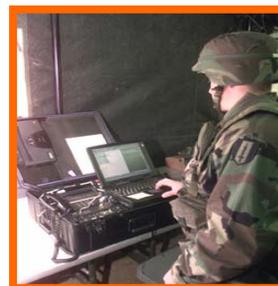
TRNG W/INDUSTRY
(TWI)



CFD Advice



- **Want to stay in your Basic Branch?**
 - CFD OPCF
 - Basic Branch as First Choice
- **Want to CFD in Functional Area?**
 - FA as First Choice
 - Make yourself competitive
 - Qualification Training
 - Master's Degree
 - Industry Certifications
 - Experience
 - Use the comments portion of the preference statement
 - Highlight qualifications not on ORB
 - Working on a degree
 - Industry certifications
 - Job accomplishments
 - Other experience/qualifications
- **Army Requirements may foil your plans**
 - Can your branch let you go?
 - Career counselors/FRO can give you advice



Questions!



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Web Info

- OCOS Website (links to BR25, FA24, FA53)
 - www.gordon.army.mil/ocos
- PERSCOM Sites
 - BR25 - www-perscom.army.mil/OPsig/1sigcon.htm
 - FA24 - www-perscom.army.mil/opfamio/fa24.htm
 - FA53 - www-perscom.army.mil/opfam53/default.htm
 - ACS/TWI - www-perscom.army.mil/opfamacs/ACS00.htm
- Functional Area Training
 - FA24 - www.gordon.army.mil/fa24/
 - FA53 - www.gordon.army.mil/sit/sit/Courses.htm
- Education
 - Signal Regiment Graduate Education Program - www.gordon.army.mil/ocos/edu/
 - DOD Information Assurance Scholarship Program - www.c3i.osd.mil/iasp/DoDMembersMain.htm
 - National Defense University Programs - www.ndu.edu/irmc/



Telecommunications Systems Engineer
FA 24

PLAN TO
CFD IN FA

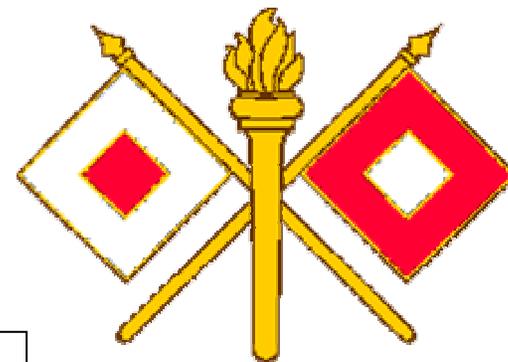
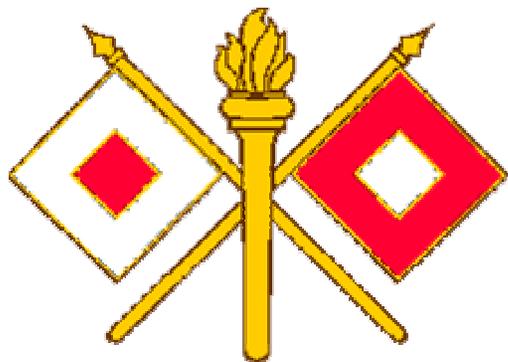
Information Systems Management
FA 53

Career Planning Notes:

You must be Branch Qualified to enter your functional area. This is your first gate on the way to making Major! Once BQ, contact the FA24 or FA53 assignments officer about training and assignments.



**PLAN TO
CFD IN BASIC
BRANCH**



Career Planning Notes:

**Get branch qualified
and do it well. This is
essential for selection to
Major!**



CONSECUTIVE BRANCH ASSIGNMENTS

Career Planning Notes:

After branch qualification, seek out good developmental assignments within your basic branch. DA PAM 600-3 can help you identify these positions. Do well in these positions and establish a successful career pattern in operational assignments. If possible, pursue a graduate degree in a field related to your basic branch.

Signal CPT Developmental Assignments:

Company, detachment or rear detachment command

S6, non-Signal battalion

Signal battalion/brigade/theater command staff

Signal staff officer at MACOM/HQDA/joint/multinational/DOD level

Combat training center observer/controller (CTC O/C)

Instructor/combat developer, TRADOC school/USMA

AC/RC support

Functional area



FA QUAL TRAINING

Career Planning Notes:

Contact the FA53 assignments officer and get into the qualification courses around your 8th year. Many officers opt to go to these courses right after finishing company command. You will PCS to Ft Gordon for 30 weeks of some of the best training the Army has to offer! ACS and TWI are alternate means of qualification.

**Information Systems Operations
Leveler Course (ISOL)
ATRRS Course # 7E-F70
10 Weeks**

24A



**Telecommunications Systems
Engineering Course (TSEC)
ATRRS Course # 4C-24A
20 weeks**

53A



**Information Systems
Management Course (ISM)
ATRRS Course # 7E-53A
19 weeks, 4 days**



FA 24/ Information Systems Operations Leveler Course (ISOL) Curriculum

Sub-Annex	Hours
Introduction to the Signal Regiment	16
Basic Electronics	40
Math for Networking	64
C-Programming	56
Hardware	16
Operating Systems	8
CISCO Academy 1st Semester	56
CISCO Academy 2d Semester	56
Microsoft Windows 2000 Server	40
Introduction to Solaris	24
IASO Security	24
	400



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FA 24/Telecommunications Systems Engineer Course

Curriculum

Annex	Hours
Telecommunications Systems Models	128
Data Communications	184
Switching	112
Information Assurance	88
Network Operations & Management	80
Network Design	88
Legacy & Future Tactical Communications Systems	48
Group Thesis	71
	799



FA53 Information Systems Operations Leveler Course (ISOL) Curriculum

Sub-Annex	Hours
Introduction to the Signal Regiment	13
Basic Electronics	33
Echelons Corps and Below	41
Echelons Corps and Above	32
Allied & National Military Systems	10
Hardware	16
Operating Systems	8
CISCO Academy 1st Semester	56
CISCO Academy 2d Semester	56
CISCO Academy 3d Semester	64
CISCO Academy 4th Semester	64
IASO Security	Self-Study
	393



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FA ASSIGNMENT

Career Planning Notes:

Your objective is to get one Functional Area assignment under your belt by the time you hit the Major's/CFD board. This gives you one or more OERs as a Functional Area officer as well as experience in the Career Field.

Sample FA24 CPT Positions

- Systems Engineer
- Telecommunications Engineer
- Electrical Engineer
- Telecommunications Systems Officer
- Evaluation Officer
- Networking Officer
- Instructor/Combat Developer

Sample FA53 CPT Positions

- Bde automation mgt officer (AMO)
- Automation Mgt Officer (AMO)
- Information Systems Mgt officer
- Staff/Faculty at TRADOC school/USMA/AWC/NDU/CGSC
- Combat Development officer
- Computer Systems Officer
- Systems Automation Engineer



ADVANCED CIVIL SCHOOLING (ACS)

TRNG W/INDUSTRY (TWI)

Career Planning Notes:

Advanced Civil Schooling is a fully-funded program for master's or PhD degrees. You attend graduate school as a full-time student. You then serve in a utilization tour requiring an officer with your particular advanced degree.

Training With Industry is a program where you spend one year training with a partner industry to learn a particular skill-set. You then serve in a utilization assignment that requires those particular skills.

Each branch and functional area gets ACS and TWI quotas to fill each year.

ACS or TWI can qualify you in FA24 or FA53, depending on the program. Both programs give you excellent opportunities. If interested, try to attend immediately after BQ (7-8 yrs of service.) Contact the FA24/53 assignments officers to start the process.



SIGNAL REGIMENT GRADUATE EDUCATION PROGRAM

Career Planning Notes:

Start working on your graduate degree as soon as you can. Determine your start point in the program based on your current situation. Your objective is to have completed or be working on a degree when you come before the CFD board. Our degree program allows you to take courses anywhere in the world via the Internet. Resident courses are held at Ft Gordon and coincide with military training courses.

WEBSITE: <http://www.gordon.army.mil/ocos/edu/>

