


# ACT Career Map - 42A - Human Resources Specialist







SOLDIER FOR LIFE  More Info...	DA PAM 600-25  More Info...	SKILL LEVEL	1	2	3	4	5	6
		TIS	0-4	4-8	8-12	12-18	18-22	22+
		GRADE / RANK RCP						
		RCP Info...	PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	SGT 14 YEARS SGT(P) 14 YEARS	SSG 20 YEARS SSG(P) 20 YEARS	SFC 24 YEARS SFC(P) 24 YEARS	MSG 26 YEARS MSG(P) 30 YEARS	30 YEARS
Organizational	HUMAN DIMENSION	Operating	<ul style="list-style-type: none"> <li>HR SPC (MTOE: HR CO, HROC, BN, BDE, DIV, CORPS, ASCC, HROC, HROB, HR Squad, HRSC) -</li> <li>Executive Administrative Assistant (BN, BDE, DIV) -</li> </ul>	<ul style="list-style-type: none"> <li>HR SGT (MTOE: HR CO, BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, HR Squad, HRSC) -</li> <li>Postal Supervisor -</li> <li>Executive Administrative Assistant (BN, BDE, DIV, CORPS) -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT(MTOE:BN, BDE, SFAB, SOF,SMU, ABN, DIV, CORPS, ASCC, G1, HROC, HROB, HRSC) -</li> <li>HR CO Squad Leader -</li> <li>Postal Supervisor -</li> <li>Operations NCO -</li> <li>Executive Administrative Assistant (BN, BDE, DIV, CORPS, ASCC, DRU, MACOM, ACOM) -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT(MTOE: BN, BDE, SFAB, SOF,SMU, ABN, DIV, CORPS, ASCC G1, HROC, HROB, HRSC) -</li> <li>HR CO Platoon SGT -</li> <li>Postal Platoon SGT -</li> <li>HR Operations NCO -</li> <li>Executive Administrative Assistant (ACOM, MACOM, ASCC) -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (MTOE: BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, G1 Strength Manager, HRSC, HROB) -</li> <li>1SG (HR CO, NATO) -</li> <li>Postal Supervisor -</li> </ul>	<ul style="list-style-type: none"> <li>G1 SGM (ACOM - 8A) -</li> <li>G1 SGM (DIV, CORPS, MSC, DRU, ASCC) -</li> <li>NATO BDE/BN CSM -</li> <li>HRSC SGM -</li> </ul>
		Generating	<ul style="list-style-type: none"> <li>Executive Administrative Assistant -</li> <li>HR SPC (TDA: CO, BN, BDE, DIV, MEPS) -</li> </ul>	<ul style="list-style-type: none"> <li>HR SGT (TDA, NATO, Joint, G1) -</li> <li>Postal Instructor -</li> <li>Executive Administrative Assistant (Training BN/BDE-CMD) -</li> <li>MEPS NCO -</li> <li>IPPS-A Field Integration -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA, NATO, Joint, G1) -</li> <li>Proponent NCO -</li> <li>Writer/Developer -</li> <li>HRC HR SGT -</li> <li>AC/RC Advisor -</li> <li>ROTC Instructor -</li> <li>IPPS-A Field Integration -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA, NATO, Joint, G1) -</li> <li>Proponent NCO -</li> <li>HRC PDNCO -</li> <li>Writer/Developer -</li> <li>MEPS Processing NCO -</li> <li>AC/RC Advisor -</li> <li>ROTC Instructor -</li> <li>DOTD NCOIC -</li> <li>IPPS-A Field Integration -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA, NATO, Joint, G1) -</li> <li>1SG MEPS -</li> <li>HRC SR HR SGT (Branch Manager- PDNCO) -</li> <li>TDD NCOIC -</li> <li>HRC OPS NCO -</li> <li>Force Development NCO -</li> <li>ROTC Instructor -</li> <li>IPPS-A Field Integration -</li> <li>Manpower/Force Management NCO -</li> </ul>	<ul style="list-style-type: none"> <li>DA G1 SGM (NOM) -</li> <li>HRC CSM (NOM) -</li> <li>DMPM SGM (8A) -</li> <li>TAG SGM (8A) -</li> <li>EPMD SGM (8A) -</li> <li>SSI CSM (8A) -</li> <li>AG CORPS CSM -</li> <li>MEPS BDE CSM -</li> <li>REC BN CSM -</li> <li>AG Proponent SGM -</li> <li>AIT - D SGM -</li> <li>HRC DIV/Branch SGM -</li> </ul>
		Broadening	<ul style="list-style-type: none"> <li>Unit Operations/Schools -</li> </ul>	<ul style="list-style-type: none"> <li>Drill Sergeant -</li> <li>Recruiter -</li> <li>DOD/Joint/NATO Staff -</li> <li>BN/BDE S3 NCO -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> </ul>	<ul style="list-style-type: none"> <li>Drill Sergeant -</li> <li>Recruiter -</li> <li>DOD/Joint/NATO Staff -</li> <li>BN/BDE S3 NCO -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> <li>AIT Instructor -</li> <li>NCOA SGL -</li> </ul>	<ul style="list-style-type: none"> <li>Drill Sergeant -</li> <li>Recruiter -</li> <li>EO Advisor -</li> <li>Assistant IG -</li> <li>SARC/SHARP -</li> <li>CTC O/C -</li> <li>Training With Industry -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> <li>Senior AIT Instructor -</li> <li>SR NCOA SGL -</li> </ul>	<ul style="list-style-type: none"> <li>NCOA DEP CMDT -</li> <li>NCOA 1SG -</li> <li>EO Advisor -</li> <li>Assistant IG -</li> <li>SARC/SHARP -</li> <li>Training With Industry -</li> <li>Defense Attaché -</li> <li>DOD/Joint Staff NCO -</li> </ul>	<ul style="list-style-type: none"> <li>NCOA CMDT -</li> <li>BDE CSM (Garrison,WTU) -</li> <li>BN CSM (HHBN, STB, WTU) -</li> <li>M&amp;RA SGM -</li> <li>IG SGM -</li> <li>EO Proponent -</li> <li>EO SGM -</li> <li>USASMA INSTR/Fellowship -</li> <li>SSI NCOA CMDT -</li> </ul>
Institutional	PME	<ul style="list-style-type: none"> <li>Distributed Leaders Course - Level I -</li> <li>Basic Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Distributed Leaders Course II -</li> <li>Advanced Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Distributed Leaders Course III -</li> <li>Senior Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Distributed Leaders Course IV -</li> <li>Master Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Distributed Leaders Course V -</li> <li>U.S. Army Sergeants Major Academy (USASMA) -</li> </ul>	<ul style="list-style-type: none"> <li>BDE CSM PCC -</li> <li>BN CSM PCC -</li> <li>Distributed Leaders Course VI -</li> <li>Keystone Course -</li> </ul>	

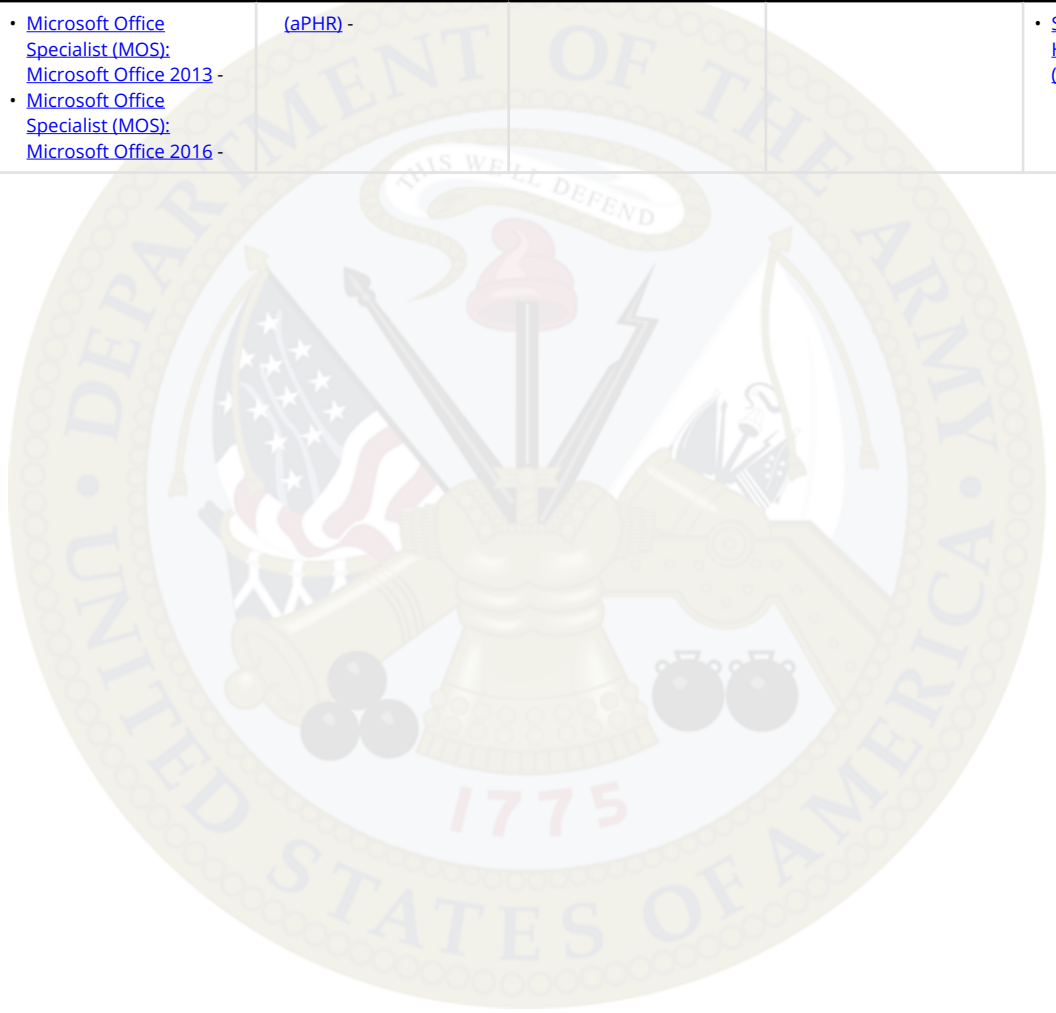
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		TIS	0-4	4-8	8-12	12-18	18-22	22+
<b>SOLDIER FOR LIFE</b>	<b>DA PAM 600-25</b>	<b>GRADE / RANK RCP</b>	 <b>PVT(E1)-SPC (E4)</b> PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	 <b>SGT (E5)</b> SGT 14 YEARS SGT(P) 14 YEARS	 <b>SSG(E6)</b> SSG 20 YEARS SSG(P) 20 YEARS	 <b>SFC (E7)</b> SFC 24 YEARS SFC(P) 24 YEARS	 <b>MSG/1SG (E8)</b> MSG 26 YEARS MSG(P) 30 YEARS	 <b>SGM/CSM (E9)</b> 30 YEARS
More Info...	More Info...	RCP Info...						

<b>Institutional</b>	<b>HUMAN DIMENSION</b>							<ul style="list-style-type: none"> <li><a href="#">Nominative Leader Course</a> -</li> </ul>	
		<b>JPME</b>						<ul style="list-style-type: none"> <li><a href="#">SR ENL JNT PME (SEJPME)</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">SEJPME</a> -</li> </ul>
		<b>Functional Training</b>	<ul style="list-style-type: none"> <li><a href="#">Culture and Language Training</a> -</li> <li><a href="#">Postal Operations (ASI E5)</a> -</li> <li><a href="#">Airborne School (SQI P)</a> -</li> <li><a href="#">Air Assault School (ASI 2B)</a> -</li> <li><a href="#">Ranger School (SQL V)</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Culture and Language Training</a> -</li> <li><a href="#">Postal Operations (ASI E5)</a> -</li> <li><a href="#">Postal Supervisor (ASI E4)</a> -</li> <li><a href="#">Airborne (SQI P)</a> -</li> <li><a href="#">Air Assault (ASI 2B)</a> -</li> <li><a href="#">Ranger School (SQL V)</a> -</li> <li><a href="#">Security Forces Assistance Advisor Course (SQI 3)</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Culture and Language Training</a> -</li> <li><a href="#">Postal Operations (ASI E5)</a> -</li> <li><a href="#">Postal Supervisor (ASI E4)</a> -</li> <li><a href="#">Manpower/Force Development</a> -</li> <li><a href="#">Battle Staff (ASI 2S)</a> -</li> <li><a href="#">Airborne (SQI P)</a> -</li> <li><a href="#">Air Assault (ASI 2B)</a> -</li> <li><a href="#">Ranger School (SQL V)</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Postal Supervisor (ASI F4)</a> -</li> <li><a href="#">Postal Operations (ASI E5)</a> -</li> <li><a href="#">Battle Staff (ASI 2S)</a> -</li> <li><a href="#">Manpower/Force Development</a> -</li> <li><a href="#">Culture and Language Training</a> -</li> <li><a href="#">Airborne (SQI P)</a> -</li> <li><a href="#">Air Assault (ASI 2B)</a> -</li> <li><a href="#">Ranger School (SQL V)</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Postal Supervisor (ASI F4)</a> -</li> <li><a href="#">Postal Operations (ASI E5)</a> -</li> <li><a href="#">Battle Staff (ASI 2S)</a> -</li> <li><a href="#">Manpower/Force Development</a> -</li> <li><a href="#">Airborne (SQI P)</a> -</li> <li><a href="#">Air Assault (ASI 2B)</a> -</li> <li><a href="#">Ranger School (SQL V)</a> -</li> <li><a href="#">Culture and Language Training</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Culture and Language Training</a> -</li> <li><a href="#">Airborne (SQI P)</a> -</li> <li><a href="#">Air Assault (ASI 2B)</a> -</li> <li><a href="#">Manpower/Force Development</a> -</li> <li><a href="#">SGM Force Management Course</a> -</li> </ul>	
<b>Lifelong Learning</b>		<b>Civilian Education</b>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Associate's Degree</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Associate's Degree</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Associate's Degree</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Bachelor's Degree</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Master's Degree</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Army Continuing Education System</a> -</li> <li><a href="#">Army Correspondence Course Program</a> -</li> <li><a href="#">Army eLearning</a> -</li> <li><a href="#">Army University</a> -</li> <li><a href="#">Defense Activity for Non-Traditional Education Support</a> -</li> <li><a href="#">GoArmyEd</a> -</li> <li><a href="#">Joint Service Transcript</a> -</li> <li><a href="#">Master's Degree</a> -</li> </ul>	
<b>Self Development</b>		<b>Competitive Boards</b>	<ul style="list-style-type: none"> <li><a href="#">Soldier of the Month/Quarter/Year Board</a> -</li> <li><a href="#">AG Soldier of the Month/Quarter/Year Board</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Sergeant Audie Murphy Board</a> -</li> <li><a href="#">Sergeant Morales Board</a> -</li> <li><a href="#">NCO of the Month/Quarter/Year Board</a> -</li> <li><a href="#">AG NCO of the Month/Quarter/Year Board</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Sergeant Audie Murphy Board</a> -</li> <li><a href="#">Sergeant Morales Board</a> -</li> <li><a href="#">NCO of the Month/Quarter/Year Board</a> -</li> <li><a href="#">AG NCO of the Month/Quarter/Year Board</a> -</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Sergeant Audie Murphy Board</a> -</li> <li><a href="#">Sergeant Morales Board</a> -</li> <li><a href="#">NCO of the Month/Quarter/Year Board</a> -</li> <li><a href="#">AG NCO of the Month/Quarter/Year Board</a> -</li> </ul>			
<b>Credentials / Certifications</b>	<b>Proponent Recommended</b>		<ul style="list-style-type: none"> <li><a href="#">Associate Professional in Human Resource</a></li> </ul>		<ul style="list-style-type: none"> <li><a href="#">Professional in Human Resources (PHR)</a> -</li> </ul>		<ul style="list-style-type: none"> <li><a href="#">Certified Associate in Project Management</a> -</li> </ul>		

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<b>SOLDIER FOR LIFE</b>  <a href="#" style="color: white; text-decoration: none;">More Info...</a>	<b>DA PAM 600-25</b>  <a href="#" style="color: blue; text-decoration: none;">More Info...</a>	RCP Info...	<ul style="list-style-type: none"> <li>Microsoft Office Specialist (MOS): Microsoft Office 2013 -</li> <li>Microsoft Office Specialist (MOS): Microsoft Office 2016 -</li> </ul>			(aPHR) -		<ul style="list-style-type: none"> <li>Senior Professional in Human Resources (SPHR) -</li> <li>Project Management Professional -</li> </ul>	
<a href="#" style="color: blue; text-decoration: none;">More Info...</a>	<b>HUMAN DIMENSION</b>								





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<b>SOLDIER FOR LIFE</b>  <a href="#">More Info...</a>	<b>DA PAM 600-25</b>  <a href="#">More Info...</a>	<a href="#">RCP Info...</a>	<b>Career Readiness Standards (CRS) During Soldier Life Cycle (SLC)</b> <a href="#">IDP&gt;ITP</a> <a href="#">Budget</a> <a href="#">eBenefits</a> <a href="#">Gap Analysis</a> <a href="#">Self Assessment</a> <a href="#">Resume</a> <a href="#">Credentials</a> <b>Touch Points</b> <a href="#">Deployment/Mobilization</a> <a href="#">Promotions</a> <a href="#">Transition</a>					
	<b>Transition</b>  <a href="#">More Info...</a>		<b>Career Readiness Standards (CRS) During Transition</b> <a href="#">Personnel Actions</a> <a href="#">AC to RC Counseling</a> <a href="#">RSO / Presep Counseling</a> <a href="#">Employment Workshops Career Skills</a> <a href="#">VA Benefits I / II Physical</a> <a href="#">Transition GPS Career Tracks</a> <a href="#">Capstone</a>					
<b>Soldier Life Cycle (SLC)</b>  <b>AR 600-81</b>	<b>Initial Phase</b> 0 - 1 Years		<ul style="list-style-type: none"> <li><a href="#">MOS Credentialing</a></li> <li><a href="#">Financial Readiness / eBenefits / Budget</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">IDP in ACT</a></li> <li><a href="#">First Duty Station / Home Station Drill Touch Point</a></li> <li><a href="#">First Year Touch Point</a></li> </ul>					
	<b>Service Phase</b> 1+ Years		<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>