## ACT Career Map - 42A - Human Resources Specialist

### Soldier for Life
- **DA PAM 600-25**

### Grade / Rank RCP
- PVT(E1)-SPC (E4)
- PVT-PFC 5 YEARS
- CPL/SPC 8 YEARS
- CPL/SPC(P) 8 YEARS
- SGT (E5)
- SGT 14 YEARS
- SSG(P) 14 YEARS
- SSG(P) 20 YEARS
- SFC (E7)
- SFC 24 YEARS
- MSG/PFC 24 YEARS
- MSG/1SG (E8)
- MSG 26 YEARS
- MSG(P) 30 YEARS
- SGM/CSM (E9)
- SGM/CSM 30 YEARS

### Organizational

#### Operating
- **SKILL LEVEL**
- **TIS**
- 0-4
- 4-8
- 8-12
- 12-18
- 18-22
- 22+

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#### Generating
- **SKILL LEVEL**
- **TIS**
- 0-4
- 4-8
- 8-12
- 12-18
- 18-22
- 22+

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#### Broadening
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- **TIS**
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### Human Dimension

#### PME
- **SKILL LEVEL**
- **TIS**
- 0-4
- 4-8
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- 12-18
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- 22+

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### Institutional

#### Functional Training
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### Notes
- Generated by Army Career Tracker Reporting
- Report generated on: Oct 20, 2018
- Oct 20, 2018
### ACT Career Map - 42A - Human Resources Specialist

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**Credentials / Certifications**
- Associate Professional in Human Resource (aPHR)
- Certified Associate in Project Management

**Credentials / Proponent Recommended**
- Army Continuing Education System (ACES)
- Army Correspondence Course Program
- Army eLearning
- College of the American Soldier - Career NCO Degrees Program
- College of the American Soldier - Enlisted Education Program (EEP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- GoArmyEd
- Joint Service Transcript (JST)
- AAS/BS

**Education**
- Army Continuing Education System (ACES)
- Army Correspondence Course Program
- Army eLearning
- College of the American Soldier - Career NCO Degrees Program
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- Joint Service Transcript (JST)
- AAS/AS

- Soldier of the Month/Qtr/Year Board
- Sergeant Audie Murphy Board
- Sergeant Morales Board
- NCO of the Month/Qtr/Year Board
- Sergeant Audie Murphy Board
- Sergeant Morales Board
- NCO of the Month/Qtr/Year Board

- Microsoft Office Specialist (MOS)
- Microsoft Office 2013
- Microsoft Office Specialist (MOS)
- Microsoft Office 2016

- Associate Professional in Human Resources (aPHR)
- Project Management Professional
- Certified Associate in Project Management

- Professional in Human Resources (PHR)
- Senior Professional in Human Resources (SPHR)
- Project Management Professional

- Senior Professional in Human Resources (SPHR)
- Professional in Human Resources (PHR)
- Certified Associate in Project Management

- Senior Professional in Human Resources (SPHR)
- Professional in Human Resources (PHR)
- Certified Associate in Project Management

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## ACT Career Map - 42A - Human Resources Specialist

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### Career Readiness Standards (CRS) During Soldier Life Cycle (SLC)

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<th>IDP&gt;ITP</th>
<th>Budget</th>
<th>eBenefits</th>
<th>Gap Analysis</th>
<th>Self Assessment</th>
<th>Resume</th>
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### Initial Phase

**0 - 1 Years**
- MOS Credentialing
- Financial Readiness / eBenefits / Budget
- Self Assessment
- IDP in ACT
- First Duty Station / Home Station Drill Touch Point
- First Year Touch Point

### Service Phase

**1+ Years**
- Annual IDP Update
- Annual Budget Update
- MOS Crosswalk
- GAP Analysis
- Self Assessment
- Reenlistment Touch Point

### Career Readiness Standards (CRS) During Transition

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<th>Personnel Actions</th>
<th>AC to RC Counseling</th>
<th>RSO / Presep Counseling</th>
<th>Employment Workshops</th>
<th>VA Benefits I / II Physical</th>
<th>Transition GPS Career Tracks</th>
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