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Changing the Paradigm: Subject Matter Expert Pilot Career Path Program for Unrestricted Officers

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Changing the Paradigm: Subject Matter Expert Pilot Career Path Program for Unrestricted Officers



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Current Environment

- The current officer career path is restricted by not providing an opportunity to create experts within a Military Occupational Specialty (MOS) community.
- Talent Management- FY18 Lieutenant Colonel Command Screening board selected 19% of the total eligible population.
- Waste- Due to promotion limitations, the remaining 81% who fail to make selection for command separate from the service.

Phase I Implementation Plan

- Create a career path for Subject Matter Experts (SME) in the Supply Community as a pilot program for other MOSs.
- Add the Naval Postgraduate School (NPS) Supply Chain Management degree to the Commandant's Career Level Education Board as the premier school for future MOS experts.
- Additionally, create an Advance Supply Officer Course (ASOC) for the non-CCLEB selectees.
- Make follow-on assignments post ASOC or NPS graduation MOS specific.

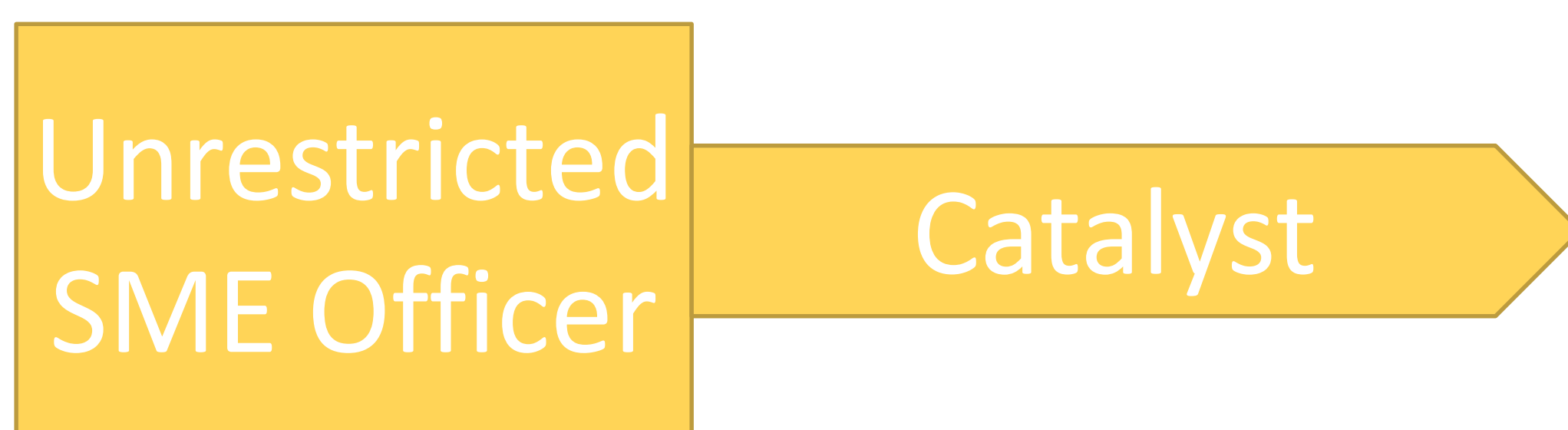


Phase II Results Analysis

- Determine if the organization benefited from the implementation plan by analyzing data from the post utilization tours of ASOC and NPS graduates.
- Utilizing the data consider an implementation plan for other MOSs.

Future Environment

- Design a career path for SME unrestricted officers that encourages MOS technical proficiency and experience over the MAGTF officer model.



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