

Combat MOS/AOC AFT Implementation May 2025 – 1 January 2026

Commanders Guide

The Army Fitness Test (AFT) is the official physical fitness test of record for all Soldiers on June 1, 2025, replacing the Army Combat Fitness Test.

Designed to increase warfighting readiness, reduce injury risk, and enhance the physical performance of the force.

AFT Events

Three-Repetition
Maximum Deadlift



Hand-Release
Push-Up Arm
Extension



Sprint-Drag-Carry



Plank



Two-Mile Run



Combat Specialties: Introduces one sex-neutral, age normed standard that requires a total score of 350, with a minimum of 60 points per event.

Combat Enabling Specialties: Maintains sex- and age-normed scoring that requires a total score of 300.

April 23, 2025

Army Directive
published on Army
Publishing
Directorate:
<https://armypubs.army.mil/>

May 2025

Execution Order
published with
Implementation
Guidance

June 1, 2025

AFT becomes official
test of record

Jan. 1, 2026

New scoring
standards for
Soldiers in 21 combat
military occupational
specialties (MOS)
take effect for the
active component

June 1, 2026

New scoring
standards for
Soldiers in 21
combat military
occupational
specialties (MOS) for
the Reserve and
National Guard

Combat Specialties

11A. Infantry Officer
11B. Infantryman
11C. Indirect Fire Infantryman (Mortarman)
11Z. Infantry Senior Sergeant
12A. Engineer; General Engineer
12B. Combat Engineer
13A. Field Artillery Officer
13F. Fire Support Specialist
18A. Special Forces Officer
180A. Special Forces Warrant Officer
18B. Special Forces Weapons Sergeant
18C. Special Forces Engineer Sergeant
18D. Special Forces Medical Sergeant
18E. Special Forces Communications Sergeant
18F. Special Forces Intelligence Sergeant
18Z. Special Forces Senior Sergeant
19A. Armor Officer
19C. Bradley Crew member
19D. Cavalry Scout
19K. M1 Armor Crewman
19Z. Armor Senior Sergeant

**Combat Specialties will start prepping for
Combat AFT standards after June 1, 2025**

Army Fitness Test Score Tables																																									
Max Deadlift (MDL) - Three-Repetitions (LBS)																																									
	17-21			22-26			27-31			32-36			37-41			42-46			47-51			52-56			57-61			Over 62													
Points	M	J	C	F	M	J	C	F	M	J	C	F	M	J	C	F	M	J	C	F	M	J	C	F	M	J	C	F	Points												
100	340	220			350	230			350	240			350	230			350	220			350	210			340	200			330	190			250	170			230	170			100
99	---	---	---	340	---	---	---	---	---	230	340	220	340	210	340	---	330	---	---	320	---	---	---	---	240	160	220	160	---	---	---	---	210	---	---	---	---	---	---	99	
98	---	330	210	---	---	220	340	220	---	---	---	---	---	---	---	200	---	---	190	---	---	---	---	180	230	---	210	---	---	---	---	---	---	---	---	---	---	98			
97	---	---	200	330	210	330	---	---	330	210	330	200	330	---	---	320	---	---	310	---	---	---	---	220	---	---	---	---	---	---	---	---	---	---	---	---	---	97			
96	320	---	---	---	---	---	---	---	---	210	---	---	---	---	---	190	---	---	180	---	---	---	---	210	---	---	---	---	---	---	---	---	---	---	---	---	---	96			
95	---	---	---	320	200	320	200	320	200	320	190	320	---	---	310	---	---	300	170	---	---	---	---	---	---	200	---	---	---	---	---	---	---	---	---	---	---	95			
94	310	190	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	200	---	190	---	---	---	---	---	---	---	---	---	---	---	94			
93	---	---	---	310	190	310	---	---	---	310	190	310	---	---	310	180	300	170	290	---	---	---	---	190	---	180	---	---	---	---	---	---	---	---	---	---	---	93			
92	300	---	---	---	---	---	190	---	---	---	---	180	300	---	---	---	---	---	---	---	---	---	---	---	---	170	---	---	---	---	---	---	---	---	---	---	92				
91	---	---	180	300	---	---	300	---	---	300	---	---	300	---	---	---	290	---	---	280	160	180	---	---	---	---	---	---	---	---	---	---	---	---	---	---	91				
90	---	---	---	---	---	---	---	---	---	180	---	---	---	---	---	290	170	---	---	---	---	---	---	---	---	---	150	---	---	---	---	---	150	---	---	---	---	90			
89	290	---	---	290	180	290	180	290	---	---	290	170	---	---	---	280	160	270	---	---	170	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	89			
88	---	---	170	---	---	---	---	---	---	---	---	---	---	---	---	280	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	88			
87	280	---	---	280	---	---	280	---	---	280	170	280	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	87			
86	---	---	---	---	170	---	170	---	---	---	---	---	---	---	---	270	160	270	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	86			
85	270	---	---	270	---	---	270	---	---	270	---	---	270	160	---	---	---	---	---	---	---	---	---	150	---	---	---	---	---	---	---	---	---	---	---	---	---	---	85		
84	---	---	160	---	---	---	---	---	---	---	---	---	---	---	---	260	---	---	260	150	250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	84			
83	260	---	---	260	---	---	260	---	---	260	160	260	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	83			
82	---	---	---	---	160	---	160	---	---	---	---	---	---	---	---	250	150	250	---	---	240	---	---	---	---	---	160	---	---	---	---	---	---	---	---	---	---	82			
81	250	---	---	250	---	---	250	---	---	250	---	---	250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	81			
80	---	---	150	---	---	---	---	---	---	---	---	---	---	---	---	150	---	---	240	---	230	---	---	---	---	---	140	---	---	---	---	---	---	---	---	---	---	80			
79	240	---	---	240	---	---	240	---	---	240	150	240	---	---	---	240	---	---	140	---	---	---	---	---	---	160	---	---	---	---	---	---	---	---	---	---	---	79			
78	---	---	---	---	150	---	150	---	---	---	---	---	---	---	---	230	---	---	230	---	220	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	78			
77	230	---	---	230	---	---	230	---	---	230	---	---	230	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	77			
76	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	220	140	220	---	210	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	76			
75	220	140	220	---	---	220	---	---	---	220	---	---	220	140	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	75			
74	---	---	---	---	---	---	---	---	---	---	140	---	---	---	---	210	---	---	210	---	200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	74			
73	210	---	---	210	140	210	140	210	---	---	---	---	---	---	---	---	---	---	---	130	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	73			
72	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	200	---	---	200	---	190	130	---	---	---	---	---	---	---	---	---	---	---	150	130	---	---	72			
71	---	---	---	---	200	---	200	---	---	200	---	---	200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	71			
70	200	---	---	190	---	---	190	---	---	190	---	---	190	---	---	190	130	190	---	180	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	70			
69	190	---	---	---	---	---	---	---	---	---	---	---	130	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	69			
68	---	---	130	---	---	---	---	---	---	---	130	---	---	---	---	180	---	---	180	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	68			
67	180	---	---	180	130	180	130	180	---	---	---	---	---	---	---	---	---	---	---	170	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	67			
66	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	66			
65	170	---	---	170	---	---	170	---	---	170	---	---	170	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	65			
64	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	160	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	64			
63	160	---	---	160	---	---	160	---	---	160	---	---	160	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	63			
62	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	150	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	62			
61	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	61			
60	150	120	150	120	150	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	120	140	60					
50	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	50					
40	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	40					
30	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	30					
20	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	20					
10	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	10					
0	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	60	80	0					
Approved: 1 May 2025 Effective: 1 June 2025																																									

Approved: 1 May 2025 Effective: 1 June 2025

Army Fitness Test Score Tables																															
Hand-release Push-up (HRP) (number of correctly performed repetitions in 2 minutes)																															
	17-21			22-26			27-31			32-36			37-41			42-46			47-51			52-56			57-61			Over 62			
Points	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	Points			
100	58	53	61	50	62	48	60	47	59	43	57	40	55	38	51	36	46	24	43	24	100										
99	57	48	59	45	60	45	58	44	57	41	55	38	53	37	50	34	43	23	41	23	99										
98	55	44	57	44	58	43	57	42	55	39	53	37	51	35	48	33	40	22	39	22	98										
97	54	42	56	42	57	42	55	40	54	38	52	36	50	34	47	32	38	21	37	21	97										
96	53	40	55	40	55	40	54	39	53	37	51	35	49	33	46	31	37	20	35	20	96										
95	52	38	53	39	54	39	53	38	51	35	49	33	48	32	45	30	35	19	34	19	95										
94	51	36	52	38	53	37	52	36	50	34	48	32	46	31	44	29	34	18	33	18	94										
93	49	35	51	36	52	36	51	35	49	33	47	31	45	30	43	28	33	---	31	---	93										
92	48	34	50	35	51	35	49	34	48	32	46	30	44	29	42	27	31	17	30	17	92										
91	47	33	49	34	49	34	48	33	47	31	45	---	43	28	41	---	30	16	29	16	91										
90	46	32	48	33	48	33	47	32	46	30	44	29	42	---	40	26	29	15	26	15	90										
89	45	31	46	32	47	32	46	31	45	29	43	28	41	27	39	25	26	14	24	14	89										
88	44	30	45	31	46	31	45	30	44	28	42	27	40	26	38	24	25	---	---	---	88										
87	43	29	44	30	45	30	44	29	42	27	41	26	39	25	37	---	24	---	23	---	87										
86	42	28	43	29	44	29	43	28	41	---	40	25	38	24	36	23	23	---	---	13	86										
85	41	27	42	28	43	28	42	27	40	26	39	---	37	---	35	22	---	---	22	---	85										
84	40	26	41	27	42	27	41	26	39	25	38	24	36	23	34	---	22	13	21	---	84										
83	---	25	40	26	41	26	40	25	38	24	37	23	35	22	33	21	21	---	20	---	83										
82	39	---	39	25	39	25	39	24	37	23	36	22	34	---	32	20	20	---	19	---	82										
81	38	24	38	24	38	24	37	---	36	---	35	---	33	21	31	---	19	---	18	---	81										
80	37	23	37	23	37	23	36	23	35	22	34	21	32	20	30	19	18	---	17	---	80										
79	36	22	36	---	36	---	35	22	34	21	33	20	31	---	29	---	---	---	16	12	79										
78	35	21	35	22	35	22	34	21	33	---	32	---	30	19	28	18	17	---	---	---	78										
77	34	---	34	21	34	21	33	---	32	20	31	19	29	---	27	---	---	12	15	---	77										
76	33	20	32	20	33	20	32	20	31	19	30	---	28	18	26	17	16	---	14	---	76										
75	32	---	31	---	32	---	31	19	30	---	29	18	27	17	---	15	---	---	---	---	75										
74	31	---	30	19	31	19	30	---	29	18	28	17	26	---	25	16	---	---	13	---	74										
73	30	19	29	18	30	18	29	18	28	17	26	---	25	16	24	---	14	---	---	---	73										
72	29	---	28	---	29	---	28	17	27	---	25	16	24	---	23	15	---	---	---	---	72										
71	---	---	27	17	28	17	27	---	25	16	24	---	23	15	22	---	13	---	12	---	71										
70	28	18	26	16	26	16	26	16	24	---	23	15	22	---	21	14	---	---	---	---	70										
69	26	---	25	---	25	---	25	---	23	15	22	---	21	14	20	---	---	---	---	11	69										
68	25	15	24	15	24	15	24	15	22	---	21	14	20	---	19	13	12	---	11	---	68										
67	24	---	23	---	23	---	22	14	21	14	20	---	19	---	18	---	---	11	---	---	67										
66	23	14	22	14	22	14	21	---	20	---	19	13	18	13	17	---	---	---	---	---	66										
65	22	---	21	13	21	---	20	13	19	13	18	---	17	---	16	12	11	---	---	---	65										
64	21	13	19	---	20	13	19	---	18	---	17	12	16	12	15	---	---	---	---	---	64										
63	19	---	18	12	18	---	18	12	17	12	16	---	15	---	14	11	---	---	---	---	63										
62	18	12	17	---	17	12	16	---	15	---	15	11	14	11	13	---	---	---	---	---	62										
61	17	---	15	---	15	---	15	---	14	11	13	---	12	---	11	---	---	---	---	---	61										
60	15	11	14	11	14	11	13	11	12	10	11	10	11	10	10	10	10	10	10	10	60										
50	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	50										
40	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	40										
30	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	30										
20	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	20										
10	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	10										
0	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	0										
Approved: 1 May 2025 Effective: 1 June 2025																															

		Army Fitness Test Score Tables																													
		Sprint / Drag / Carry																													
		17-21			22-26			27-31			32-36			37-41			42-46			47-51			52-56			57-61			Over 62		
Points		M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	Points		
100		1:29	1:55	1:30	1:55	1:30	1:55	1:33	1:59	1:36	2:02	1:40	2:09	1:45	2:11	1:52	2:18	1:58	2:26	2:09	2:28	2:12	2:28	2:12	2:28	2:12	2:28	2:12	2:28	100	
99		1:31	1:59	1:32	1:56	1:31	1:57	1:34	2:01	1:37	2:04	1:42	2:10	1:46	2:13	1:55	2:21	2:02	2:28	2:12	2:28	2:12	2:28	2:12	2:28	2:12	2:28	2:12	2:28	99	
98		1:34	2:02	1:33	2:00	1:34	2:01	1:37	2:05	1:40	2:10	1:44	2:15	1:50	2:22	1:57	2:28	2:03	2:34	---	---	---	---	---	---	---	---	---	---	98	
97		1:35	2:05	1:34	2:02	1:35	2:04	1:38	2:08	1:42	2:11	1:46	2:17	1:52	2:24	2:00	2:30	2:06	2:39	2:13	2:39	2:13	2:39	2:13	2:39	2:13	2:39	2:13	2:39	97	
96		1:36	2:06	1:36	2:05	1:37	2:06	1:40	2:10	1:43	2:14	1:48	2:18	1:54	2:26	2:01	2:32	2:08	2:41	---	---	---	---	---	---	---	---	---	---	96	
95		1:37	2:08	1:37	2:06	1:38	2:08	1:41	2:11	1:45	2:15	1:49	2:20	1:55	2:28	2:03	2:35	2:09	2:44	2:14	2:44	2:14	2:44	2:14	2:44	2:14	2:44	2:14	2:44	95	
94		1:39	2:10	1:39	2:09	1:40	2:10	1:43	2:14	1:47	2:18	1:51	2:23	1:57	2:30	2:05	2:38	2:11	2:45	2:15	2:45	2:15	2:45	2:15	2:45	2:15	2:45	2:15	2:45	94	
93		1:40	2:12	1:40	2:10	1:41	2:12	1:44	2:15	1:48	2:20	1:52	2:25	1:59	2:31	2:06	2:40	2:13	2:46	2:16	2:46	2:16	2:46	2:16	2:46	2:16	2:46	2:16	2:46	93	
92		1:41	2:13	1:41	2:12	1:42	2:13	1:45	2:17	1:49	2:21	1:53	2:27	2:00	2:33	2:07	2:41	2:15	2:48	---	---	---	---	---	---	---	---	---	---	92	
91		1:42	2:14	1:42	2:13	1:43	2:15	1:46	2:18	1:50	2:23	1:54	2:28	2:01	2:35	2:09	2:42	2:16	2:52	---	---	---	---	---	---	---	---	---	---	91	
90		1:43	2:16	1:43	2:15	1:45	2:16	1:48	2:20	1:52	2:25	1:56	2:30	2:02	2:37	2:10	2:44	2:17	2:54	---	---	---	---	---	---	---	---	---	---	90	
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86		1:47	2:21	1:47	2:21	1:49	2:22	1:52	2:26	1:56	2:30	2:00	2:36	2:07	2:42	2:15	2:50	2:22	2:59	2:20	2:59	2:20	2:59	2:20	2:59	2:20	2:59	2:20	2:59	86	
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Approved: 1 May 2025 Effective: 1 June 2025

Points	Army Fitness Test Score Tables																										Points
	Sprint / Drag / Carry																										
	17-21		22-26		27-31		32-36		37-41		42-46		47-51		52-56		57-61		Over 62								
	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F			
60	2:28	3:15	3:31	3:15	2:32	3:15	2:38	3:22	3:41	3:27	2:45	3:42	2:53	3:51	3:00	4:03	3:12	4:48	3:16	4:48					60		
59	2:29	3:16	2:32	3:16	2:33	3:16	2:37	3:23	3:42	3:28	2:46	3:43	2:54	3:52	3:01	4:04	3:13	4:49	3:17	4:49					59		
58	2:30	3:17	2:33	3:17	2:34	3:17	2:38	3:24	3:43	3:29	2:47	3:44	2:55	3:53	3:02	4:05	3:14	4:50	3:18	4:50					58		
57	2:31	3:18	2:34	3:18	2:35	3:18	2:39	3:25	2:44	3:30	2:48	3:45	2:56	3:54	3:03	4:06	3:15	4:51	3:19	4:51					57		
56	2:32	3:19	2:35	3:19	2:36	3:19	2:40	3:26	2:45	3:31	2:49	3:46	2:57	3:55	3:04	4:07	3:16	4:52	3:20	4:52					56		
55	2:33	3:20	2:36	3:20	2:37	3:20	2:41	3:27	2:46	3:32	2:50	3:47	2:58	3:56	3:05	4:08	3:17	4:53	3:21	4:53					55		
54	2:34	3:21	2:37	3:21	2:38	3:21	2:42	3:28	2:47	3:33	2:51	3:48	2:59	3:57	3:06	4:09	3:18	4:54	3:22	4:54					54		
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15	3:13	4:00	3:16	4:00	3:17	4:00	3:21	4:07	3:26	4:12	3:30	4:27	3:38	4:36	3:45	4:48	3:57	5:33	4:01	5:33					15		
14	3:14	4:01	3:17	4:01	3:18	4:01	3:22	4:08	3:27	4:13	3:31	4:28	3:39	4:37	3:46	4:49	3:58	5:34	4:02	5:34					14		
13	3:15	4:02	3:18	4:02	3:19	4:02	3:23	4:09	3:28	4:14	3:32	4:29	3:40	4:38	3:47	4:50	3:59	5:35	4:03	5:35					13		
12	3:16	4:03	3:19	4:03	3:20	4:03	3:24	4:10	3:29	4:15	3:33	4:30	3:41	4:39	3:48	4:51	4:00	5:36	4:04	5:36					12		
11	3:17	4:04	3:20	4:04	3:21	4:04	3:25	4:11	3:30	4:16	3:34	4:31	3:42	4:40	3:49	4:52	4:01	5:37	4:05	5:37					11		
10	3:18	4:05	3:21	4:05	3:22	4:05	3:26	4:12	3:31	4:17	3:35	4:32	3:43	4:41	3:50	4:53	4:02	5:38	4:06	5:38					10		
9	3:19	4:06	3:22	4:06	3:23	4:06	3:27	4:13	3:32	4:18	3:36	4:33	3:44	4:42	3:51	4:54	4:03	5:39	4:07	5:39					9		
8	3:20	4:07	3:23	4:07	3:24	4:07	3:28	4:14	3:33	4:19	3:37	4:34	3:45	4:43	3:52	4:55	4:04	5:40	4:08	5:40					8		
7	3:21	4:08	3:24	4:08	3:25	4:08	3:29	4:15	3:34	4:20	3:38	4:35	3:46	4:44	3:53	4:56	4:05	5:41	4:09	5:41					7		
6	3:22	4:09	3:25	4:09	3:26	4:09	3:30	4:16	3:35	4:21	3:39	4:36	3:47	4:45	3:54	4:57	4:06	5:42	4:10	5:42					6		
5	3:23	4:10	3:26	4:10	3:27	4:10	3:31	4:17	3:36	4:22	3:40	4:37	3:48	4:46	3:55	4:58	4:07	5:43	4:11	5:43					5		
4	3:24	4:11	3:27	4:11	3:28	4:11	3:32	4:18	3:37																		

Army Fitness Test Score Tables																								
Plank (PLK) (maintain proper straightline position (Time: minutes and seconds))																								
17-21		22-26		27-31		32-36		37-41		42-46		47-51		52-56		57-61		Over 62						
Points	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	Points		
100	3:40	3:40	3:35	3:35	3:30	3:30	3:25	3:25	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	3:20	100		
99	3:37	3:37	3:32	3:32	3:27	3:27	3:22	3:22	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	3:17	99		
98	3:34	3:34	3:29	3:29	3:24	3:24	3:19	3:19	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	3:14	98		
97	3:30	3:30	3:25	3:25	3:20	3:20	3:15	3:15	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	3:10	97		
96	3:27	3:27	3:22	3:22	3:17	3:17	3:12	3:12	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	3:07	96		
95	3:24	3:24	3:19	3:19	3:14	3:14	3:09	3:09	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	3:04	95		
94	3:21	3:21	3:16	3:16	3:11	3:11	3:06	3:06	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	3:01	94		
93	3:17	3:17	3:12	3:12	3:07	3:07	3:02	3:02	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	2:57	93		
92	3:14	3:14	3:09	3:09	3:04	3:04	2:59	2:59	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	2:54	92		
91	3:11	3:11	3:06	3:06	3:01	3:01	2:56	2:56	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	2:51	91		
90	3:08	3:08	3:03	3:03	2:58	2:58	2:53	2:53	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	2:47	90		
89	3:04	3:04	2:59	2:59	2:54	2:54	2:49	2:49	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	2:44	89		
88	3:01	3:01	2:56	2:56	2:51	2:51	2:46	2:46	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	2:41	88		
87	2:58	2:58	2:53	2:53	2:48	2:48	2:43	2:43	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	2:38	87		
86	2:55	2:55	2:50	2:50	2:45	2:45	2:40	2:40	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	2:35	86		
85	2:51	2:51	2:46	2:46	2:41	2:41	2:36	2:36	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	2:31	85		
84	2:48	2:48	2:43	2:43	2:38	2:38	2:33	2:33	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	2:28	84		
83	2:45	2:45	2:40	2:40	2:35	2:35	2:30	2:30	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	2:25	83		
82	2:41	2:41	2:37	2:37	2:31	2:31	2:27	2:27	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	2:22	82		
81	2:38	2:38	2:33	2:33	2:28	2:28	2:23	2:23	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	2:18	81		
80	2:35	2:35	2:30	2:30	2:25	2:25	2:20	2:20	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	2:15	80		
79	2:32	2:32	2:27	2:27	2:22	2:22	2:17	2:17	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	2:12	79		
78	2:29	2:29	2:23	2:23	2:18	2:18	2:13	2:13	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	2:08	78		
77	2:25	2:25	2:20	2:20	2:15	2:15	2:10	2:10	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	2:05	77		
76	2:22	2:22	2:17	2:17	2:12	2:12	2:07	2:07	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	2:02	76		
75	2:19	2:19	2:14	2:14	2:09	2:09	2:04	2:04	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	1:59	75		
74	2:15	2:15	2:10	2:10	2:06	2:06	2:00	2:00	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	1:56	74		
73	2:12	2:12	2:07	2:07	2:02	2:02	1:57	1:57	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	1:52	73		
72	2:09	2:09	2:04	2:04	1:59	1:59	1:54	1:54	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	1:49	72		
71	2:06	2:06	2:01	2:01	1:56	1:56	1:51	1:51	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	1:46	71		
70	2:02	2:02	1:58	1:58	1:52	1:52	1:47	1:47	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	1:42	70		
69	1:59	1:59	1:54	1:54	1:49	1:49	1:44	1:44	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	1:39	69		
68	1:56	1:56	1:51	1:51	1:46	1:46	1:41	1:41	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	1:36	68		
67	1:53	1:53	1:48	1:48	1:43	1:43	1:38	1:38	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	1:33	67		
66	1:49	1:49	1:45	1:45	1:39	1:39	1:35	1:35	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	1:30	66		
65	1:46	1:46	1:41	1:41	1:36	1:36	1:31	1:31	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	1:26	65		
64	1:43	1:43	1:38	1:38	1:33	1:33	1:28	1:28	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	1:23	64		
63	1:40	1:40	1:35	1:35	1:30	1:30	1:25	1:25	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	1:20	63		
62	1:37	1:37	1:32	1:32	1:26	1:26	1:22	1:22	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	1:16	62		
61	1:33	1:33	1:28	1:28	1:23	1:23	1:18	1:18	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	1:13	61		
60	1:30	1:30	1:25	1:25	1:20	1:20	1:15	1:15	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	60		

Approved: 1 May 2025 Effective: 1 June 2025

Army Fitness Test Score Tables																															
Plank (PLK) (maintain proper straightline position (Time: minutes and seconds))																															
	17-21			22-26			27-31			32-36			37-41			42-46			47-51			52-56			57-61			Over 62			
Points	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	M	C	F	Points			
60	1:30	1:30	1:25	1:25	1:20	1:20	1:15	1:15	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	1:10	60			
59	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	59			
58	1:28	1:28	1:24	1:24	1:18	1:18	1:14	1:14	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	1:09	58			
57	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	57			
56	1:28	1:28	1:23	1:23	1:18	1:18	1:13	1:13	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	1:08	56			
55	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	55			
54	1:27	1:27	1:22	1:22	1:17	1:17	1:12	1:12	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	1:07	54			
53	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	53			
52	1:26	1:26	1:21	1:21	1:16	1:16	1:11	1:11	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	1:06	52			
51	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	51			
50	1:25	1:25	1:20	1:20	1:15	1:15	1:10	1:10	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	1:05	50			
49	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	49			
48	1:24	1:24	1:19	1:19	1:14	1:14	1:09	1:09	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	1:04	48			
47	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	47			
46	1:23	1:23	1:18	1:18	1:13	1:13	1:08	1:08	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	1:03	46			
45	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	45			
44	1:22	1:22	1:17	1:17	1:12	1:12	1:07	1:07	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	1:02	44			
43	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	43			
42	1:21	1:21	1:16	1:16	1:11	1:11	1:06	1:06	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	1:01	42			
41	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	41			
40	1:20	1:20	1:15	1:15	1:10	1:10	1:05	1:05	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	1:00	40			
39	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	39			
38	1:19	1:19	1:14	1:14	1:09	1:09	1:04	1:04	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	0:59	38			
37	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	37			
36	1:18	1:18	1:13	1:13	1:08	1:08	1:03	1:03	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	0:58	36			
35	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	35			
34	1:17	1:17	1:12	1:12	1:07	1:07	1:02	1:02	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	0:57	34			
33	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	33			
32	1:16	1:16	1:11	1:11	1:06	1:06	1:01	1:01	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	0:56	32			
31	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	31			
30	1:15	1:15	1:10	1:10	1:05	1:05	1:00	1:00	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	0:55	30			
29	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	29			
28	1:14	1:14	1:09	1:09	1:04	1:04	0:59	0:59	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	0:54	28			
27	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	27			
26	1:13	1:13	1:08	1:08	1:03	1:03	0:58	0:58	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	0:53	26			
25	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	25			
24	1:12	1:12	1:07	1:07	1:02	1:02	0:57	0:57	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	0:52	24			
23	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	23			
22	1:11	1:11	1:06	1:06	1:01	1:01	0:56	0:56	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	0:51	22			
21	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	21			
20	1:10	1:10	1:05	1:05	1:00	1:00	0:55	0:55	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	0:50	20			
19	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	19			
18	1:09	1:09	1:04	1:04	0:59	0:59	0:54	0:54	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	0:49	18			
17	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	17			
16	1:08	1:08	1:03	1:03	0:58	0:58	0:53	0:53	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	0:48	16			
15	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	15			
14	1:07	1:07	1:02	1:02	0:57	0:57	0:52	0:52	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	0:47	14			
13	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	13			
12	1:06	1:06	1:01	1:01	0:56	0:56	0:51	0:51	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	0:46	12			
11	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	11			
10	1:05	1:05	1:00	1:00	0:55	0:55	0:50	0:50	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	0:45	10			
9	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	9			
8	1:04	1:04	0:59	0:59	0:54	0:54	0:49	0:49	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	0:44	8			
7	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	7			
6	1:03	1:03	0:58	0:58	0:53	0:53	0:48	0:48	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	0:43	6			
5	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	5			
4	1:02	1:02	0:57	0:57	0:52	0:52	0:47	0:47	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	0:42	4			
3	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	3			
2	1:01	1:01	0:56	0:56	0																										

Points		Army Fitness Test Score Tables																				Points
		Two-Mile Run (2MR) (Overall time: minutes and seconds)																				
		17-21		22-26		27-31		32-36		37-41		42-46		47-51		52-56		57-61		Over 62		
M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M/C	F	M	F	
100	13:22	16:00	13:25	15:30	13:25	15:30	13:42	15:48	13:42	15:51	14:05	16:00	14:30	16:30	15:00	16:59	15:28	17:18	15:28	17:18	100	
99	13:47	16:28	13:47	15:44	13:47	15:44	14:06	16:15	14:16	16:21	14:29	16:31	14:52	17:00	15:38	17:44	15:55	17:47	15:55	17:47	99	
98	14:04	16:49	13:55	15:55	13:55	15:55	14:23	16:36	14:32	16:42	14:45	16:52	15:08	17:20	15:54	18:05	16:22	17:56	16:22	17:56	98	
97	14:19	17:07	14:12	16:00	14:12	16:00	14:37	16:54	14:46	16:59	14:59	17:10	15:22	17:37	16:08	18:22	16:44	18:00	16:44	18:00	97	
96	14:32	17:23	14:27	16:04	14:27	16:04	14:49	17:09	14:59	17:14	15:12	17:25	15:35	17:52	16:21	18:37	16:58	18:25	16:58	18:25	96	
95	14:45	17:37	14:41	16:27	14:41	16:27	15:01	17:23	15:10	17:28	15:24	17:39	15:47	18:06	16:33	18:50	17:14	18:31	17:14	18:31	95	
94	14:56	17:50	14:54	16:46	14:54	16:46	15:12	17:36	15:21	17:41	15:35	17:52	15:58	18:19	16:44	19:03	17:27	18:36	17:27	18:36	94	
93	15:07	18:02	15:05	17:03	15:05	17:03	15:23	17:49	15:32	17:53	15:45	18:04	16:09	18:31	16:55	19:15	17:45	18:46	17:45	18:46	93	
92	15:18	18:13	15:17	17:17	15:17	17:17	15:33	17:59	15:42	18:04	15:55	18:16	16:19	18:42	17:06	19:26	17:57	18:48	17:57	18:48	92	
91	15:29	18:24	15:28	17:31	15:28	17:31	15:43	18:10	15:52	18:15	16:05	18:26	16:29	18:52	17:16	19:37	18:07	18:56	18:07	18:56	91	
90	15:39	18:41	15:38	17:44	15:38	17:44	15:50	18:21	16:01	18:25	16:15	18:37	16:39	19:03	17:26	19:47	18:17	18:59	18:17	18:59	90	
89	15:49	18:51	15:49	17:55	15:55	18:20	15:53	18:31	16:11	18:35	16:24	18:47	16:48	19:13	17:35	19:57	18:25	19:04	18:25	19:04	89	
88	15:59	18:13	15:59	18:07	16:05	18:30	16:02	18:41	16:20	18:45	16:33	18:57	16:58	19:22	17:45	20:07	18:36	19:14	18:36	19:14	88	
87	16:09	18:24	16:09	18:18	16:14	18:40	16:12	18:50	16:29	18:54	16:43	19:07	17:07	19:32	17:54	20:16	18:45	19:29	18:45	19:29	87	
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84	16:38	18:54	16:39	18:48	16:43	19:08	16:40	19:18	16:57	19:22	17:10	19:35	17:35	19:59	18:22	20:44	19:07	19:58	19:07	19:58	84	
83	16:48	19:03	16:49	18:58	16:52	19:18	16:49	19:27	17:06	19:31	17:19	19:44	17:44	20:08	18:32	20:53	19:17	20:02	19:17	20:02	83	
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76	17:43	20:05	17:46	20:01	17:55	20:18	17:50	20:25	18:06	20:29	18:25	20:42	18:51	21:06	19:39	21:51	20:14	20:44	20:14	20:44	76	
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73	18:09	20:35	18:12	20:35	18:21	20:42	18:15	20:49	18:31	20:53	18:54	21:06	19:20	21:39	20:10	22:14	20:41	21:03	20:41	21:03	73	
72	18:18	20:45	18:21	20:46	---	20:50	18:23	20:57	---	21:00	---	21:14	---	21:37	---	22:22	20:46	21:05	20:46	21:15	72	
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69	18:45	21:17	18:30	21:32	18:30	21:15	18:58	21:47	18:47	21:34	19:15	21:38	19:41	22:01	20:52	22:46	21:01	21:43	21:01	21:43	69	
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67	19:03	21:49	18:48	21:49	18:57	21:32	19:16	21:37	19:13	21:41	19:47	21:55	20:13	22:17	21:15	23:03	21:35	22:09	21:35	22:15	67	
66	19:13	22:01	18:57	21:59	19:06	21:40	19:25	21:46	19:22	21:49	19:58	22:03	20:37	22:26	21:27	23:11	21:47	22:23	21:47	22:31	66	
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64	19:33	22:25	19:16	22:16	19:25	21:59	19:44	22:04	19:41	22:07	20:37	22:22	21:04	22:44	21:54	23:39	22:21	22:43	22:21	22:50	64	
63	19:43	22:38	19:26	22:26	19:35	22:09	19:55	22:14	19:51	22:17	20:52	22:21	21:19	22:54	22:10	23:39	22:39	23:01	22:39	23:04	63	
62	---	22:43	19:36	22:37	---	22:19	20:06	22:34	20:12	22:27	21:09	22:42	21:37	23:04	22:28	23:49	22:58	23:22	22:58	23:22	62	
61	19:54	---	---	---	---	22:31	20:18	22:35	20:24	22:38	21:31	22:53	21:59	23:35	---	24:01	23:12	24:05	23:12	24:11	61	
60	19:57	22:55	19:45	22:45	19:45	22:45	20:44	22:59	20:44	22:58	22:40	23:15	22:44	23:30	22:50	24:00	23:36	24:48	23:36	25:00	60	

PHASE I: 1 MAY to 31 AUG 2025

During this phase, Commands will counsel Soldiers on new MOS requirements, verify initial coding on those that receive a score between 300-349, and prepare their organizations for the upcoming AFT assessments. The preparation phase allows for an optional assessment AFT to determine the population that does not initially meet the required 350+ AFT score.

PHASE II: 1 SEP to 31 DEC 2025

The voluntary reclassification phase begins with a for record AFT in September 2025 with one final optional AFT offered in December 2025. Following the for record AFT in September, Soldiers within the ranks of PVT through SSG, under 18 years total active federal service (TAFS) who wish to voluntarily reclassify will be provided a list of priority MOSs available, be screened for eligibility by their unit career counselor, and submit their top three requests to HRC for final determination.

PHASE III: 1 January 2026 to Enduring

The mandatory reclassification phase will be implemented following the final optional for record AFT. Voluntary reclassifications will no longer be authorized following the final for record AFT. All mandatory request actions must be initiated on 1 January 2026. Soldiers under 17 years, 3 months TAFS will be subject to mandatory reclassification and/or utilization if they do not achieve the increased AFT score requirement. Soldiers with more than 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and serve until the first month they are eligible to retire IAW 10 USC §1176.

Soldiers under 17 years, 3 months TAFS will be processed for mandatory reclassification. HRC will provide determination based on remaining in the MOS branch, Army priority MOSs, and further needs of the Army if the first two cannot be aligned with the Soldiers individual qualifications, skills, and potential.

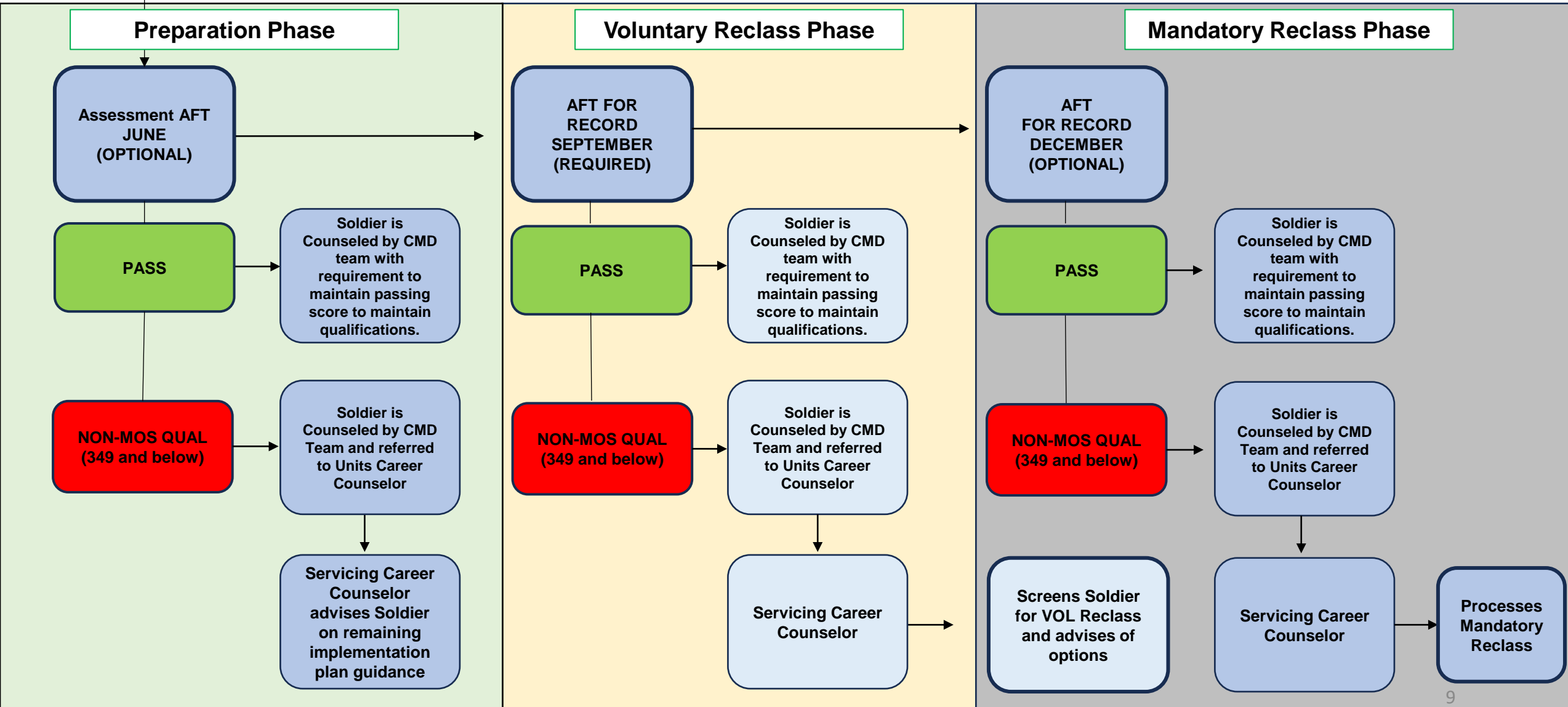
Soldiers over 17 years, 3 months TAFS are not eligible for mandatory reclassification due to time in service remaining until retirement. They will be processed for a 09U, MOS immaterial and will be utilized in positions that support their individual qualifications and the needs of the Army until they reach the first month, they are eligible to retire.

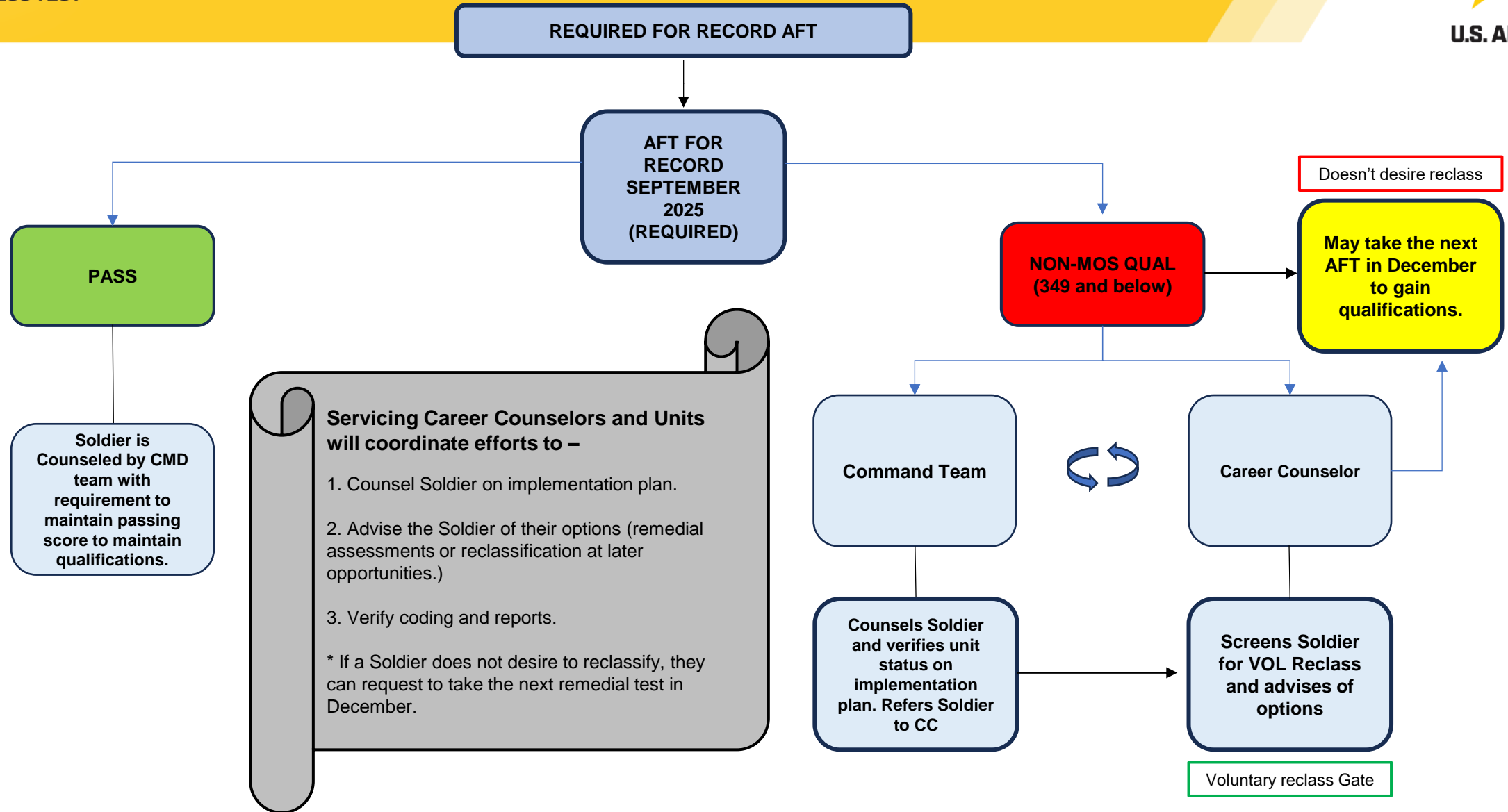


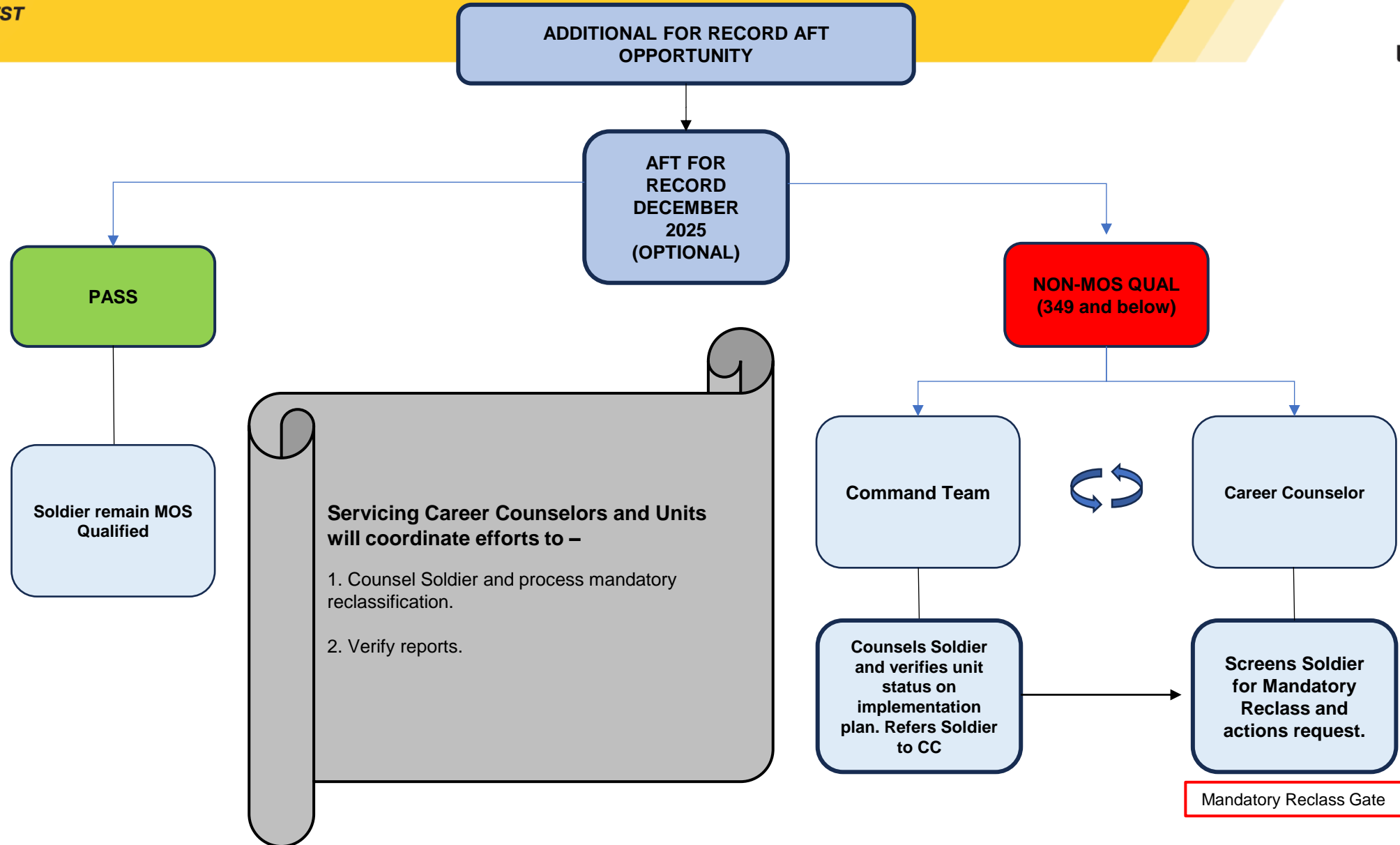
AFT Implementation Plan Process Maps

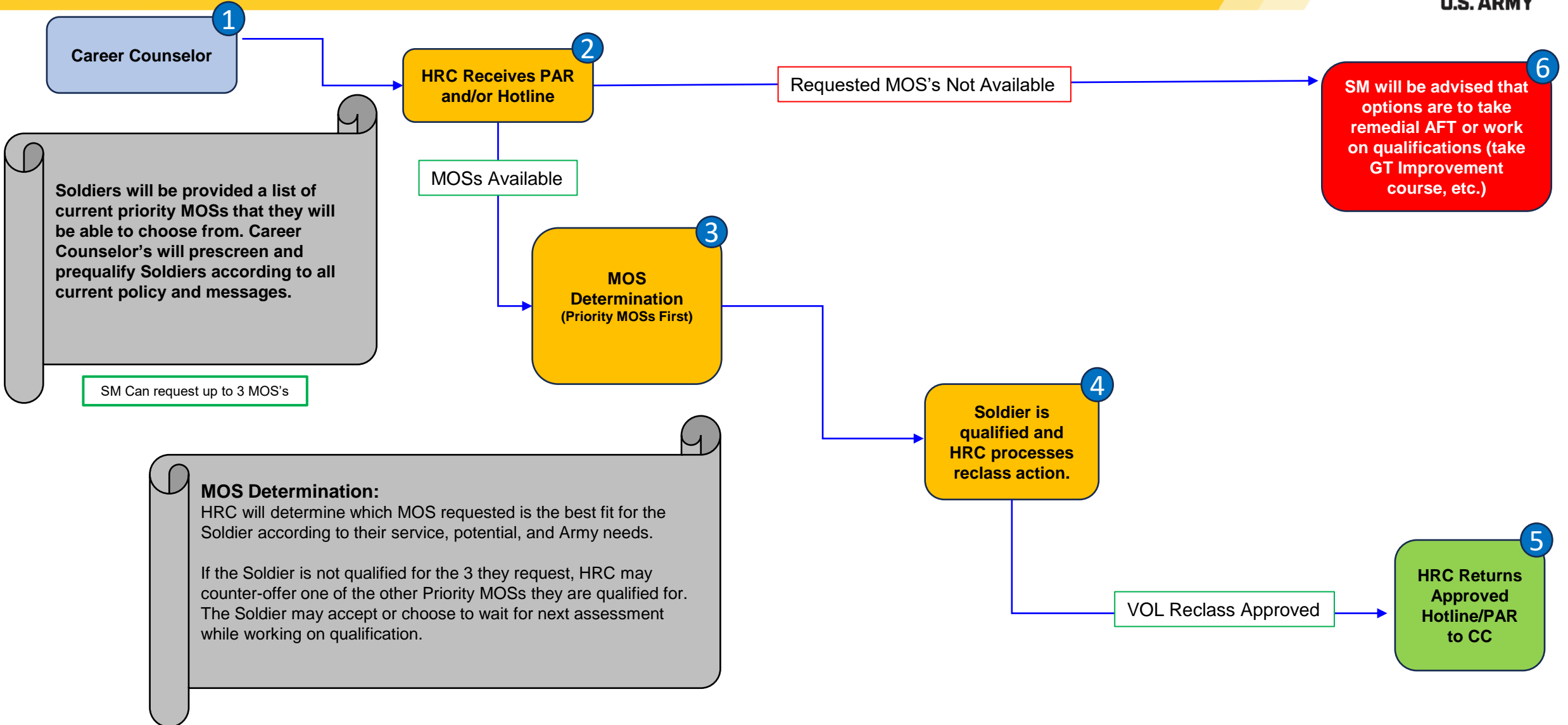
RA / AGR Enlisted

Guidance Published (May 2025)







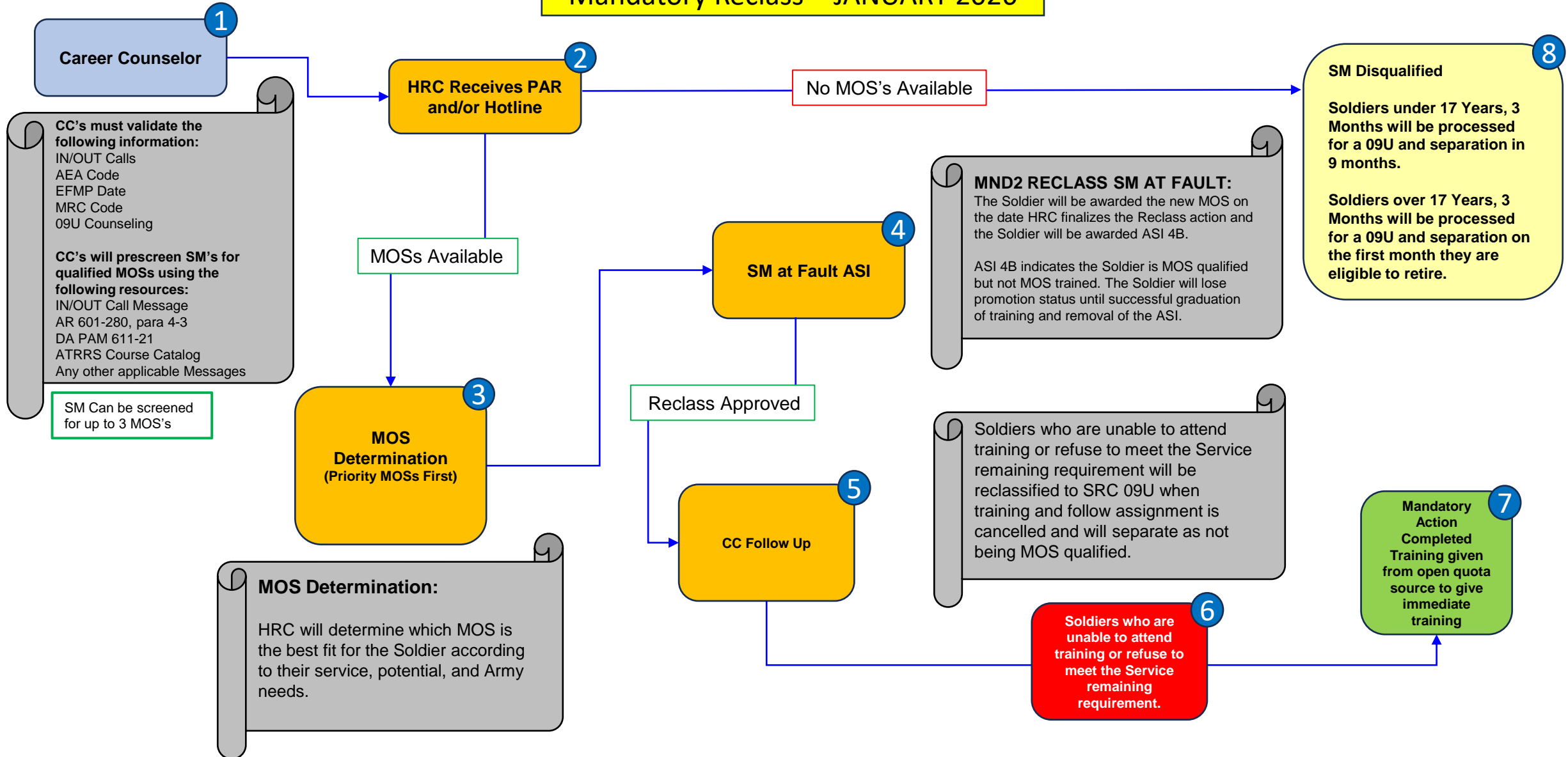


Voluntary Reclassification

1. **Career Counselor's** will assist Soldiers (PVT-SSG, under 18 years TAFS) in requesting up to three MOSs they are otherwise eligible and qualified for. Reclassification actions are processed based on the strengths of the Soldier's current MOS and the requested MOS. The responsible Career Counselor will validate the following information: IN/OUT Calls, AEA Code, EFMP Date, MRC Code, Date Last PCS/DEROS, 09U Counseling, and include this information on the IPPS-A PAR and/or hotline request. Career Counselors will provide a list of MOSs available to request from starting with the Soldiers current branch and priority MOSs.
2. **HRC Receives** the reclassification request and validates the eligibility and qualifications of the Soldiers requested MOSs.
3. **MOS Determination** Out of the requested MOSs, HRC will fill the MOS that the Soldier is qualified for, training is available and has the highest priority for Army strengths.
4. **Soldier Qualified for request** If one of the three MOSs requested can be supported, HRC will respond to the reclassification request and return their response to the unit Career Counselor. The response will include the MOS the Soldier is accepted into and their training start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the Soldiers installation can support the new MOS. But if the Soldier is required to proceed with a permanent change of station, orders will be initiated.
5. **Request returned to Career Counselor** The unit Career Counselor will provide the response to the Soldier and conduct all follow-up actions required. The Career Counselor is responsible for all follow-up actions from the time the reclassification is approved until the Soldier departs for PCS length training or the training follow-on assignment for TDY length training. If the Soldier decides they do not want to proceed with the MOS they requested, they will waive their request and be subject to the remaining implementation plan and mandatory reclassification within the next AFT assessment if the requirement is not achieved.
5. **Soldier not Qualified for request** If the MOSs requested cannot be supported, HRC will respond to the request that the MOSs requested are not available. They may counter-offer the Soldier with MOSs directly in their branch or priority MOSs that they are qualified for and can be supported at the time. The Career Counselor will advise the Soldier of their offers and assist the Soldier with accepting or declining the counter-offers if they are presented. If the Soldier decides not to accept, they are subject to the remaining implementation plan and mandatory reclassification within the next AFT assessment if the requirement is not achieved.

AFT (Enlisted) RA Implementation Plan – Step 3 HRC Mandatory RECLASS Process

Mandatory Reclass – JANUARY 2026



Mandatory Reclassification

1. **Career Counselor's** will code Soldiers (Under 17 years, 3-Months TAFS) who fail to achieve the increased standard and MOS qualifications with an IMREPR 9P, not qualified for MOS. Career Counselors will assist the Soldier in requesting up to three MOSs they are otherwise eligible and qualified for and will validate the following information: IN/OUT Calls, AEA Code, EFMP Date, MRC Code, Date Last PCS/DEROS, 09U Counseling, and include this information on the IPPS-A PAR and/or hotline request.
2. **HRC Receives** the reclassification request and validates the eligibility and qualifications of the Soldiers preferred MOSs, if they can be accommodated.
3. **MOS Determination** HRC will review the Soldiers MOS preferences within the reclassification action. If one of the preferences aligns with Army needs and may be reasonably accommodated, HRC will proceed with the MOS. If the preferred MOSs do not align with Army needs, HRC will process an MOS in accordance with the needs of the Army.
4. **Soldier at fault ASI** During the mandatory reclassification phase, the Soldier will be awarded the new MOS on the date HRC finalizes the Reclass action and the Soldier will be awarded ASI 4B IAW AR 601-280, para 4-3 (4). ASI 4B indicates the Soldier is MOS qualified but not MOS trained.
5. **Career Counselor Follow-Up** The Career Counselor is responsible for all follow-up actions from the time the reclassification is approved until the Soldier departs for PCS length training or the training follow-on assignment for TDY length training.
6. **Soldiers who refuse training or Service Remaining Requirement** Soldiers will have to meet the SRR for training and the follow on within 30 days of approval or before leaving the losing command if less than 30 days. The Soldier must remain otherwise fully qualified. Soldiers who are unable to attend training or refuse to meet the SRR will be reclassified to SRC 09U when training and follow-on assignment is cancelled and will separate as not being MOS qualified. Career Counselors are responsible for notifying HRC to cancel training and process 09U.
7. **Mandatory Reclassification Action Processed**
8. **Soldier not Qualified for any MOSs** Soldiers not qualified for any MOS will be subject to 09U and separation.

Soldiers under 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and given 9 months to separate.

Soldiers over 17 years, 3 months TAFS will be processed for a 09U, MOS immaterial and will be utilized in positions that support their individual qualifications and the needs of the Army until they reach the first month they are eligible to retire.



AFT Implementation Plan Process Maps

RA / AGR Officers

PHASE I: 1 MAY to 31 AUG 2025

During this phase, Commands will counsel officers on new branch requirements, verify initial coding on those that receive a score between 300-349, and prepare their organizations for the upcoming AFT assessments. The preparation phase allows for an optional assessment AFT to determine the population that does not initially meet the required 350+ AFT score.

PHASE II: 1 SEP to 31 DEC 2025

The voluntary reclassification phase begins with a for record AFT in September 2025 with one final optional AFT offered in December 2025. Following the for record AFT in September, Officers that are BOLC-B complete with the ranks of 2LT to CPT that desire to voluntarily branch transfer will be provided an opportunity to submit an exception to policy (ETP) to the Voluntary Transfer Incentive Program (VTIP).

Officers (BOLC complete 2LT to CPT) may be processed as an exception to policy IAW VTIP procedures or decide to take final optional AFT in December 2025.

Officers (WO1 to CW5 and MAJ to COL) are not authorized to request an exception to policy IAW VTIP procedures and may take optional AFT in December 2025.

*** NOTE (MAJ/LTC with less than 14 years of AFCS)** are still authorized to request normal VTIP IAW normal VTIP procedures if otherwise eligible.

PHASE III: 1 JAN 2026 to Enduring

The mandatory reclassification phase will be implemented after the final optional for record AFT assessment. Voluntary reclassifications will no longer be authorized following the final for record AFT. All mandatory request actions must be initiated on 1 January 2026. Officers within the ranks of WO1 through COL will be subject to involuntary branch transfer and/or utilization if they do not achieve the increased AFT score requirement. All warrant officers and officers with rank of MAJ to COL will be utilized in non-combat positions at all echelons and/or branch immaterial positions.

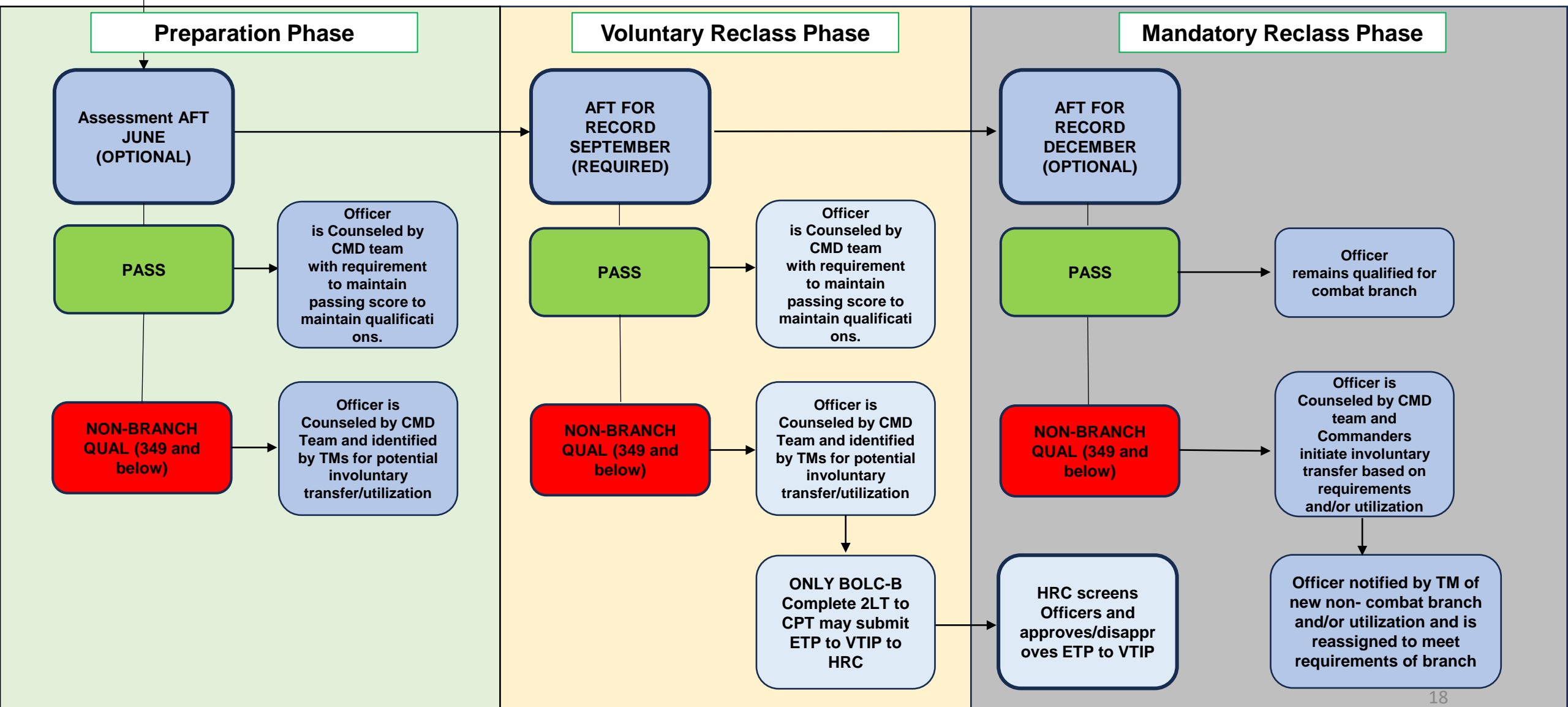
Officers (BOLC-B complete 2LT to CPT) will be processed for mandatory reclassification involuntary branch transfer. Commanders initiate involuntary branch transfers and HRC talent managers process requests based on Army priority branch, Army priority functional areas, and officer's knowledge, skills, and attributes.

Officers (MAJ to COL) will be processed for mandatory utilization. Commanders initiate utilization in coordination with HRC and HRC processes requests. Officers will remain in branch and serve in positions not associated with combat.

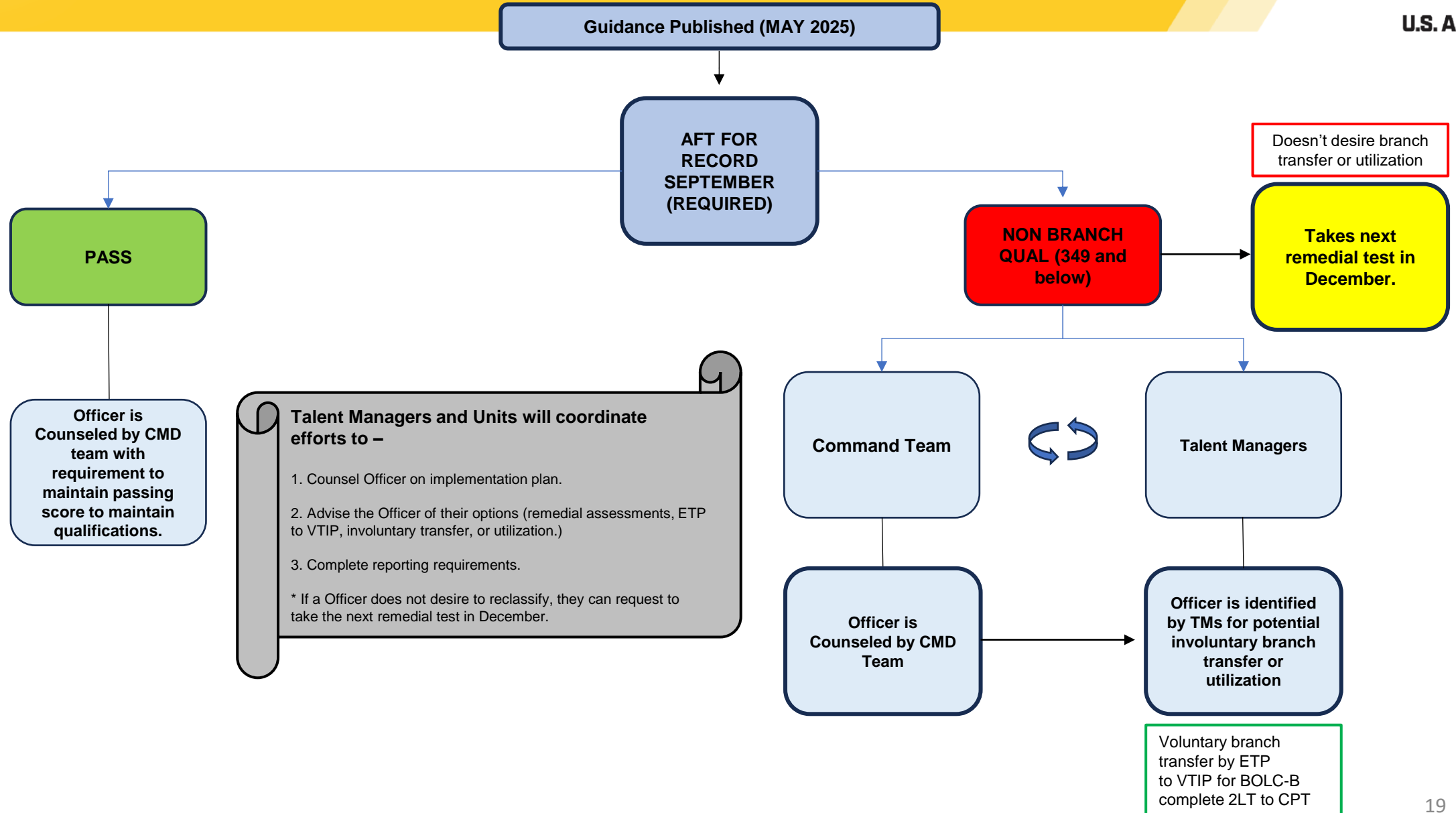
Officers (WO1 to CW5) will be processed for mandatory utilization. Commanders initiate utilization in coordination with HRC and HRC processes requests. Officers will remain in branch and serve in positions not associated with combat.

Exception to Policy: Exceptions to policy for officer utilization when unable to achieve 350 AFT will be processed through the officers Chain of Command through Talent Manager to CG, HRC for Approval or Disapproval.

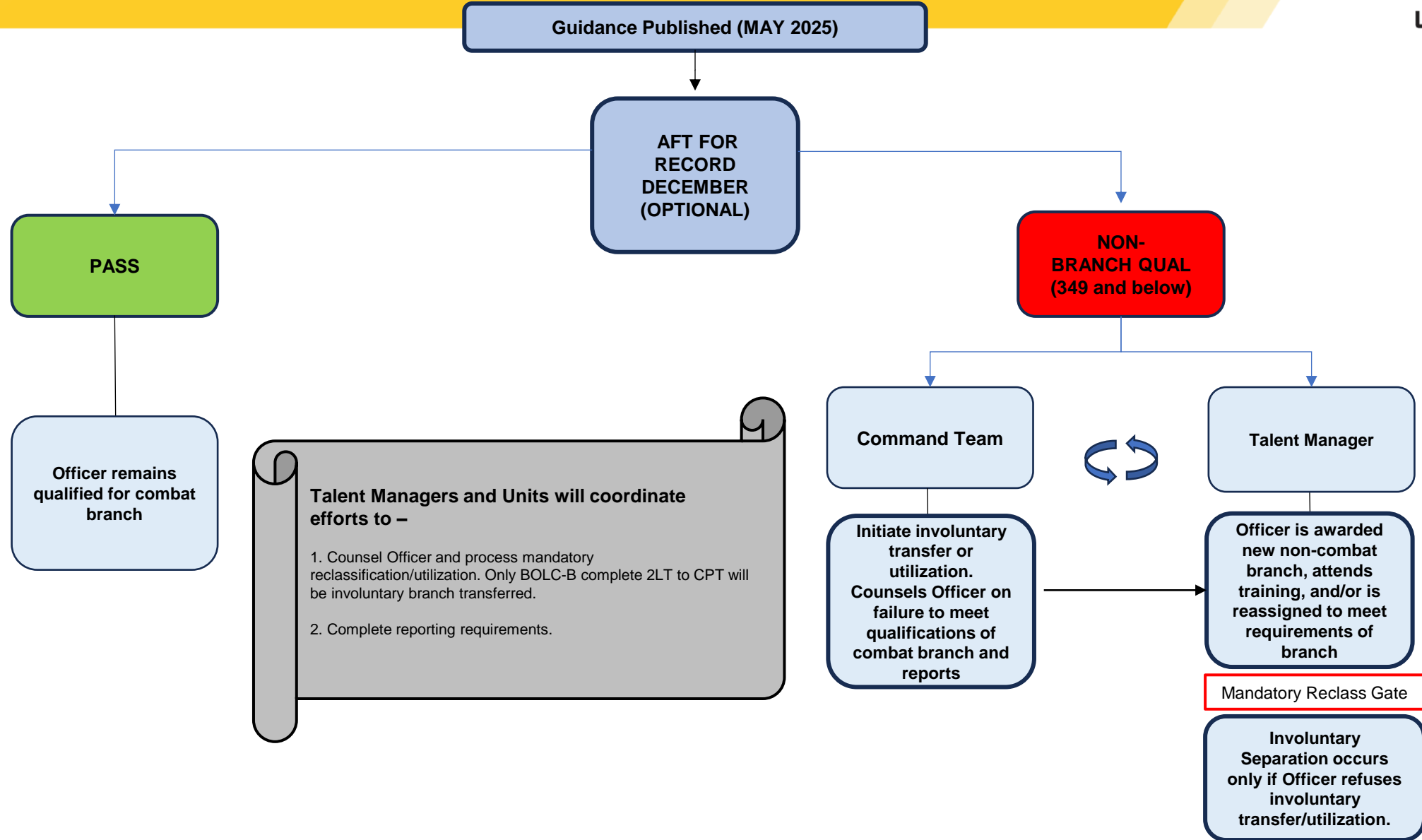
Guidance Published (May 2025)



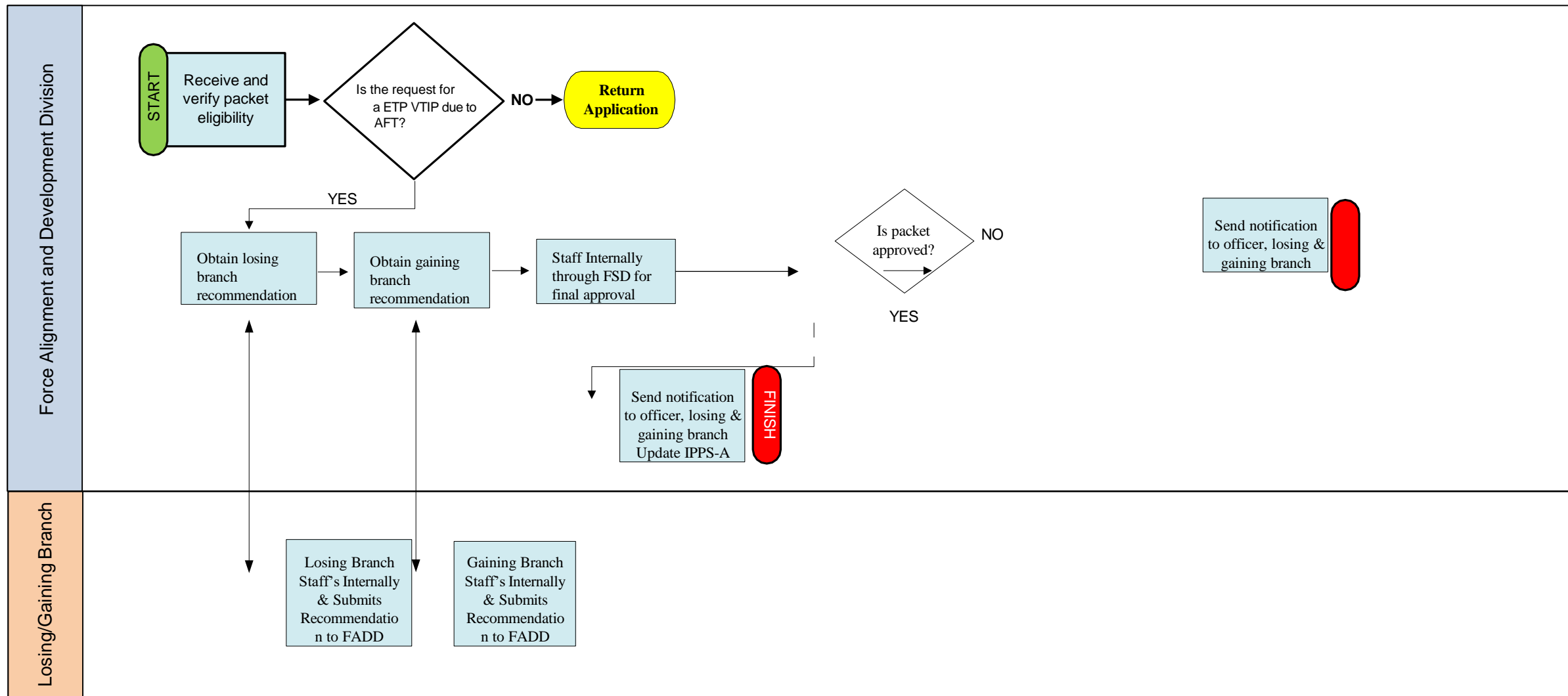
AFT (Officer/Warrant Officer) RA Implementation Plan – 2nd AFT – Detailed Process



AFT (Officer/Warrant Officer) RA Implementation Plan – 3rd AFT – Detailed Process



1. **Officers:** Initiate ETP to the Voluntary Transfer Incentive Program (VTIP) branch transfer request to HRC. Officers may request up to five non-combat branches or functional areas that they are otherwise eligible and qualified for. Reclassification actions are processed based on the officer's skillset and available branch strengths in the Army inventory at the time of the request.
2. **HRC:** Receives the reclassification request and validates the eligibility and qualifications of the Officer before forwarding the request up through the chain of command at HRC. Each level at HRC including the Losing Branch and Gaining Branch reviews the request, considers relevant factors, adds recommendations, and forwards the request to the next level. This continues until it reaches the Director, HRC FSD or Deputy Director, RPMD, who makes the final decision to approve or disapprove the voluntary branch transfer request.
3. **Branch Determination:** HRC will award the officer a new non-combat branch or functional area that the officer is qualified for. For captains and above that are Post-Captains Career Course, officers will not attend branch specific training. For captains and below that are Pre-Captains Career Course, Talent Managers will schedule new branch specific training. Branch-specific professional military education is not available to captains that already completed a combat Captains Career Course.
4. **Officer Qualified for request:** If one of the five non-combat branches or functional areas requested can be supported, HRC will respond to the reclassification request and return the approved response to the officer. The response will include the branch or functional area the officer is accepted into and their training and/or utilization start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the officers installation can support the new branch. If the officer is required to proceed with a permanent change of station, orders will be initiated.
5. **Officer not Qualified for request** If one of the five non-combat branches or functional areas requested cannot be supported, HRC will respond to the request that the branches/functional areas requested are not available. HRC will counter-offer the officer with available branches or functional areas that they are qualified for and can be supported at the time. The Talent Manager of the Losing Branch will advise the officer of their offers and assist the officer with accepting or declining the counter-offers. If the officer decides not to accept, they are subject to the remaining implementation plan and mandatory reclassification within the next AFT assessment if the requirement is not achieved.

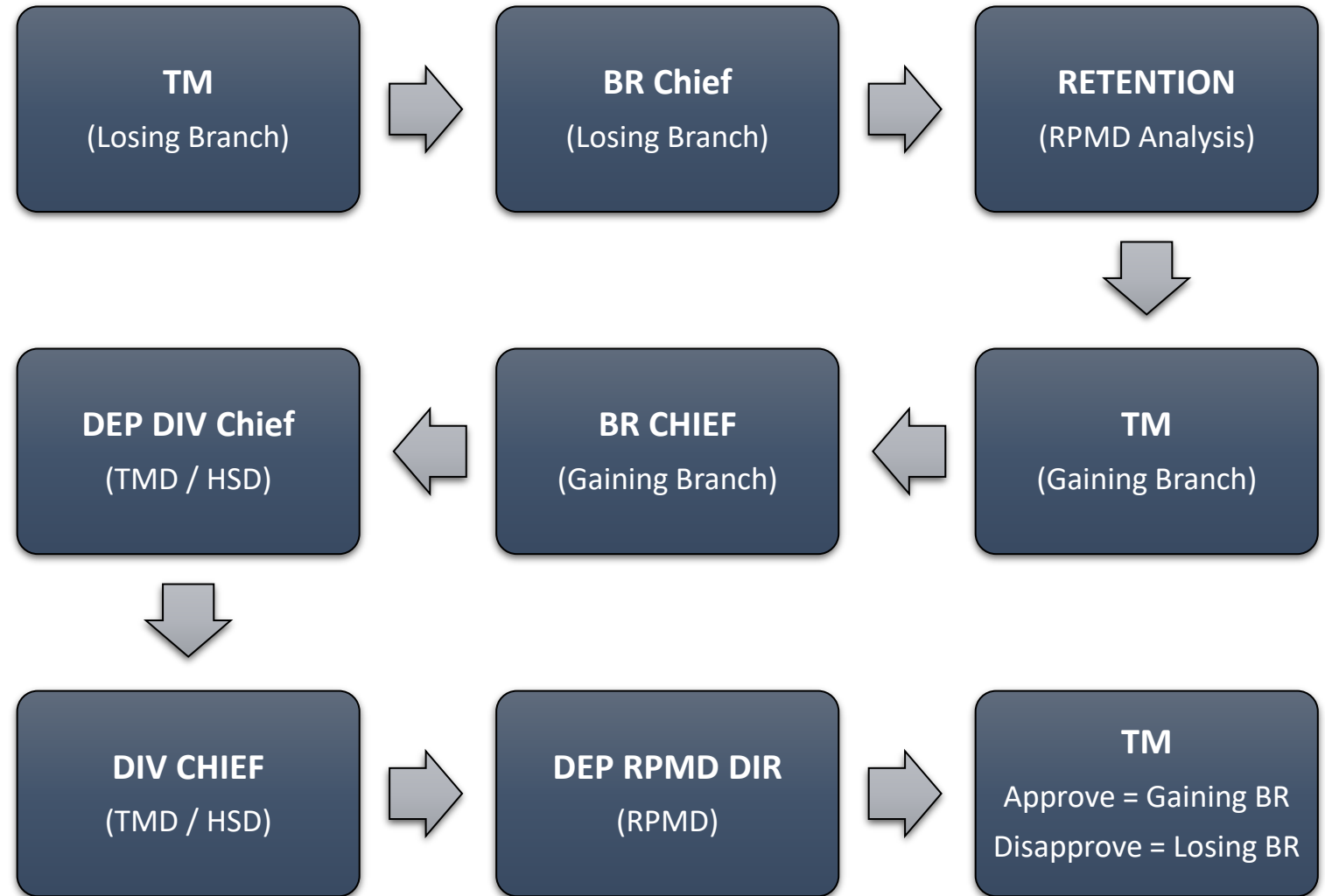


ETP VTIP AFT 350 Required Documents:

1. Officer completes PAR in IPPS-A
2. PAR or Memorandum for Record from Officer noting inability to score AFT 350 requirement
3. DA Form 705
4. Officer Soldier Talent Profile

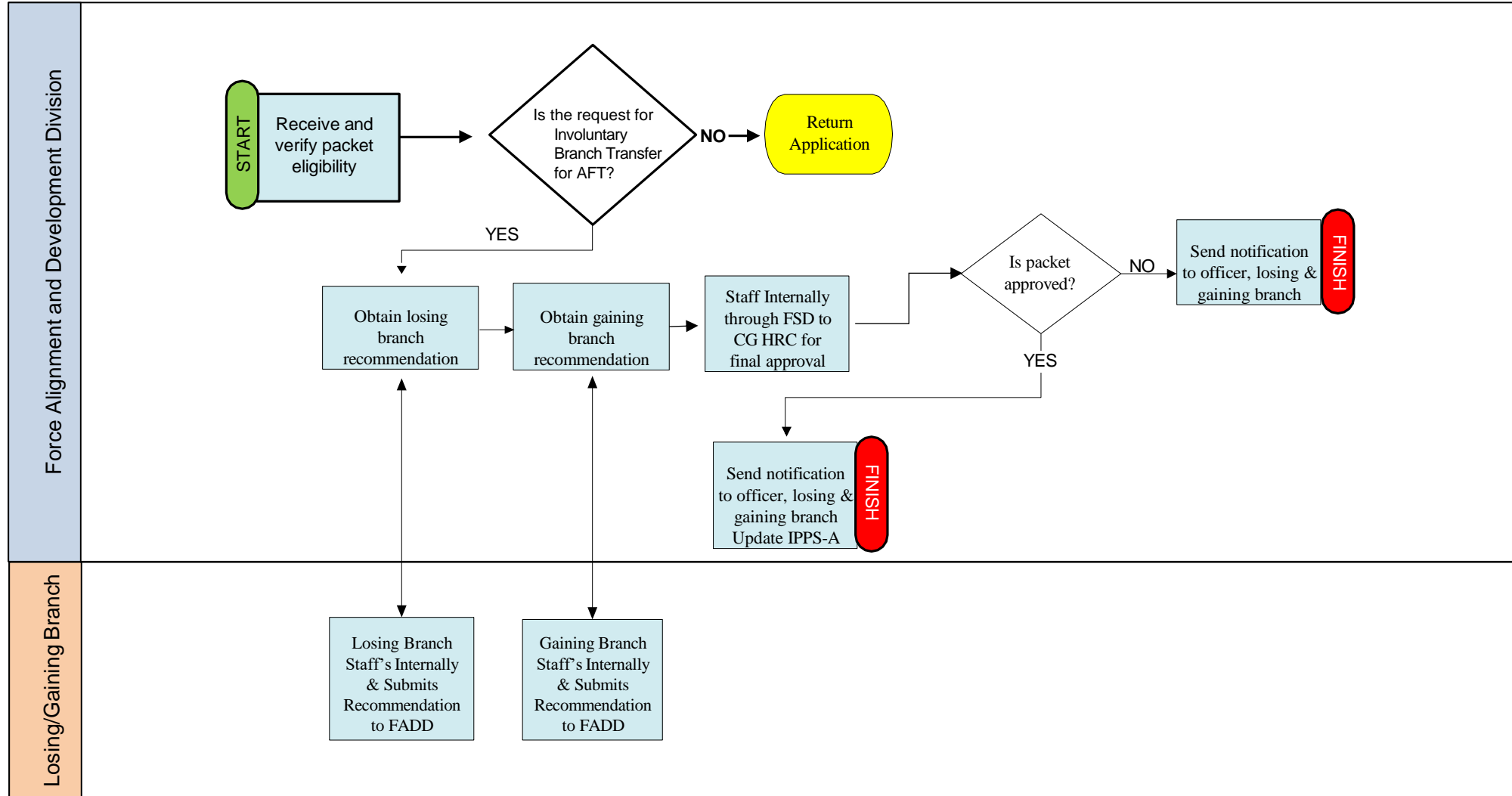
ETP VTIP Process: VTIP UDL: 000000000010514

1. Talent Manager (TM) receives VTIP request via IPPS-A.
2. TM verifies required documents and enters remarks "Losing Branch and Gaining Branch (ex: Officer VTIP request EN to MI)"
3. TM recommends approval / disapproval and forwards action to Branch Chief.
4. Branch reviews VTIP, adds remarks, recommends approval/disapproval, and sends action to RPMD analysis Branch.
5. RPMD Analysis reviews VTIP, compares request against branch strength reports (losing / gaining), recommends approval/disapproval, then sends to the gaining TM.
6. Gaining TM reviews VTIP, recommends approval / disapproval, and forwards action to Branch Chief.
7. Branch Chief reviews VTIP, adds remarks, recommends approval / disapproval, and sends DEP DIV Chief.
8. DEP DIV Chief reviews VTIP transaction, recommends approval / disapproval, and sends DIV Chief.
9. DIV Chief reviews VTIP transaction, recommends approval / disapproval, and sends DEP RPMD DIR.
10. DEP RPMD DIR reviews VTIP, approves or disapproves action.



1. **Commanders:** Initiate involuntary branch transfer and/or utilization request to HRC. For involuntary branch transfers, Commanders may include up to five non-combat branches or functional areas on behalf of the officer in the request based on officer interests and/or skills. Mandatory reclassification actions are processed based on the officer's skillset and available branch and/or functional area strengths in the Army inventory at the time of the request. The requirement to initiate involuntary branch transfer is not applicable to RA and AGR warrant officers and officers with the ranks of MAJ to COL on 1 January 2026. However, warrant officers and officers MAJ to COL may be re-assigned and will be utilized in positions not associated with combat.
2. **HRC:** Receives the involuntary branch transfer and/or utilization request and validates the eligibility and qualifications of the officer before forwarding the request up through the chain of command at HRC. For involuntary branch transfers, each level at HRC including the Losing Branch and Gaining Branch reviews the request, considers relevant factors, adds recommendations, and forwards the request to the next level. This continues until it reaches the Commanding General (CG), HRC who makes the final decision to approve or disapprove the involuntary branch transfer request. HRC Talent Managers are responsible for ensuring warrant officers and officers MAJ to COL are assigned to positions not associated with combat.
3. **Branch Determination:** HRC will review the five non-combat branch preferences submitted by the Commander within the reclassification action. If one of the preferences aligns with Army needs and may be reasonably accommodated, HRC will proceed with that assigned branch. If the preferred non-combat branch preferences do not align with Army needs, HRC will process and assign the officer a new branch in accordance with the needs of the Army.
4. **Officer Qualified for request:** HRC will respond to the involuntary branch transfer request and return the approved response to the officer. The response will include the branch or functional area the officer is accepted into and their training and/or utilization start/completion date. Efforts will be made to provide an opportunity for inter-post transfer if the officers installation can support the new branch. If the officer is required to proceed with a permanent change of station, orders will be initiated. For Post-Captains Career Course, captains and above, officers will not attend branch specific training. For Pre-Captains Career Course, captains and below, Talent Managers should schedule new branch specific training. Branch-specific professional military education is not available to captains that already completed a combat Captains Career Course.

AFT (Officer/Warrant Officer) RA Implementation Plan – HRC Mandatory RECLASS POV



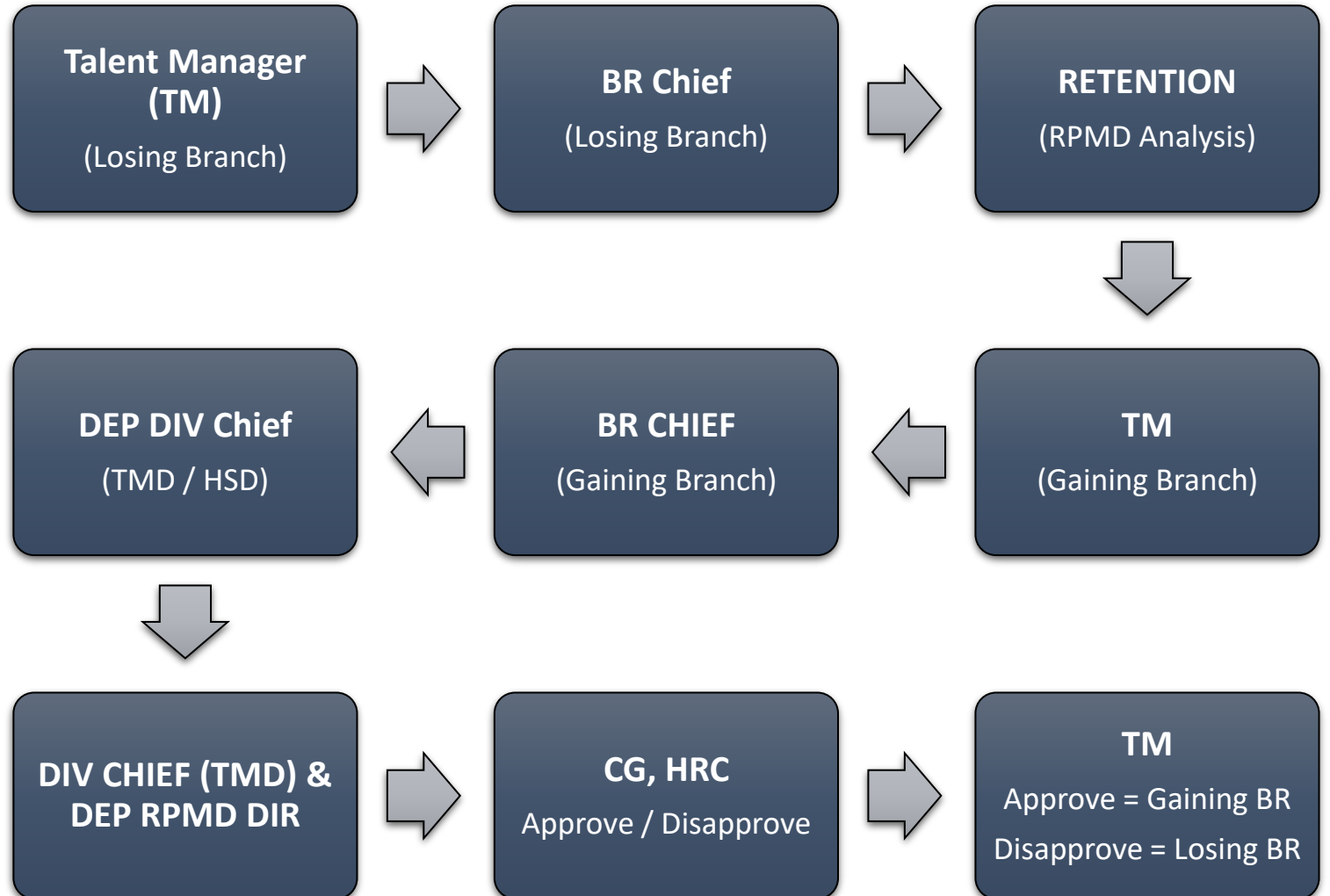
NOTE: Only BOLC-B complete 2LT to CPT will be involuntary branch transferred during the mandatory reclassification phase.

Involuntary Branch Transfer AFT 350 Required Documents:

1. Commander completes PAR in IPPS-A
2. PAR and/or Memorandum for Record (MFR) from Commander noting inability to score AFT 350 requirement. (Note: MFR may include 5 non-combat branch requests, however, final determination made by HRC)
3. DA Form 705
4. Officer Soldier Talent Profile

Involuntary Branch Transfer Process: UDL: 000000000010514

1. Talent Manager (TM) receives Involuntary Branch Transfer request via IPPS-A.
2. TM verifies required documents and enters remarks “Losing Branch and Gaining Branch (ex: Commander request IN to AG)”
3. TM recommends approval / disapproval and forwards action to Branch Chief.
4. Branch reviews request, adds remarks, recommends approval/disapproval, and sends action to RPMD analysis Branch.
5. RPMD Analysis reviews, compares request against branch strength reports (losing / gaining), recommends approval/disapproval, then sends to the gaining TM.
6. Gaining TM reviews, recommends approval / disapproval, and forwards action to Branch Chief.
7. Branch Chief reviews, adds remarks, recommends approval / disapproval, and sends DEP DIV Chief.
8. DEP DIV Chief reviews transaction, recommends approval / disapproval, and sends DIV Chief.
9. DIV Chief reviews transaction, recommends approval / disapproval, and sends DEP RPMD DIR.
10. DEP RPMD DIR reviews, recommends approval / disapproval, and sends CG, HRC.
11. CG, HRC reviews request, approves or disapproves action.
12. TM notifies Commander and Officer of new branch and updates IPPS-A.



Commanders Counseling Guide

- ☐ Identification Counseling (Everyone)
- ☐ Soldiers who meet the 350+ requirement
- ☐ Soldiers who score between 300-349 (September For Record AFT – VOL Opportunity)
- ☐ Soldiers who score between 300-349 (Dec 2025 – Mandatory Phase)
- ☐ Soldiers with a temporary profile requiring an alternate implementation plan (All phases completed NLT 1 January 2026)

<p>Plan of Action (Counseling actions that subordinate will do after the counseling session to reach the agreed upon goal(s)). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and a assessment (Part IV below).</p> <p>1. Current APT Performance & Goals: Record the Soldier's most recent AFT score: Goals:</p> <p>2. Training Plan: Specific Training Activities: This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.) If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Duration: How often will they train, and for how long each session? Accountability: Who will monitor their progress (leader, buddy team, etc.)?</p> <p>3. Key Dates and Milestones: APT assessment dates: June 2025, September 2025, December 2025. Set deadlines for training goals. This provides interim checkpoints. Schedule follow-up counseling sessions. Regular check-ins with the Soldier are crucial.</p> <p>4. Points of Contact: List names and contact info for: Commander or other Authorized Rating Official: Human Resources Command Talent Manager: Master Fitness Trainer (if applicable): Any other relevant support personnel:</p> <p>Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)</p> <p>Individual counseled: <input type="checkbox"/> agree <input type="checkbox"/> disagree with the information above.</p> <p>Individual counseled remarks:</p>	
Signature of Individual Counseled:	DATE (YYYYMMDD):
<p>Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)</p>	
Signature of Counselor:	Date (YYYYMMDD):
<p align="center">PART IV - ASSESSMENT OF THE PLAN OF ACTION</p> <p>Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)</p>	
<p align="center">SIGNATURES</p>	
<p align="center">Note: Both the counselor and the individual counseled should retain a record of the counseling.</p>	

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APR 2025 11:55:00

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<p>Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).</p> <p>1. Current ACFT Performance & Goals: Record the Soldier's most recent ACFT score: (Goal):</p> <p>2. Training Plan: Specific Training Activities: This should be more than "Go to the gym." List specific exercises targeting the ACFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.) (If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Duration: How often will they train, and for how long each session? Accountability: Who will monitor their progress (Leader, buddy team, etc.)?</p> <p>3. Key Dates and Milestones: AFT assessment and for record dates: June 2025, September 2025, December 2025. Set deadlines for training goals. This provides interim checkpoints. Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial.</p> <p>4. Points of Contact: List names and contact info for: Squad/Platoon/Section Leader: Unit Career Counselor: Master Fitness Trainer (if applicable): Any other relevant support personnel:</p> <p>Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> agree <input type="checkbox"/> disagree with the information above. Individual counseled remarks:</p>	
<p>Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____</p>	
<p>Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)</p>	
<p>Signature of Counselor: _____ Date (YYYYMMDD): _____</p>	
<p align="center">PART IV - ASSESSMENT OF THE PLAN OF ACTION</p>	
<p>Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)</p>	
<p align="center">SIGNATURES</p>	
<p align="center">Note: Both the counselor and the individual counseled should retain a record of the counseling.</p>	

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AFM FORM 10-1 (REV. 10-2019)

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All Assessments AFT'S and For Record Tests

DEVELOPMENTAL COUNSELING FORM	
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.	
PRIVACY ACT STATEMENT AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army. PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army. NOTE: For additional information, see the System of Records Notice A0600-8-1046 AHRC, https://dpcd.defense.gov/Privacy/SORN/schedule/GOG-wide-SORN-Article-1/view/Article570051a0600-8-1046-ahrc/ . ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above. DISCLOSURE: Disclosure is voluntary.	
PART I - ADMINISTRATIVE DATA Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____ Organization _____ Name and Title of Counselor _____	
PART II - BACKGROUND INFORMATION Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.) Approach: <input type="checkbox"/> Non Directive <input type="checkbox"/> Combined <input type="checkbox"/> Directive Type of Counseling: <input checked="" type="checkbox"/> General Form <input type="checkbox"/> Professional Growth <input type="checkbox"/> Performance <input type="checkbox"/> Event Oriented Identification for AFT Implementation Plan and Guidance. This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOCs): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.	
PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling. Key Points Discussion: _____, this counseling addresses the critical requirements to maintain your combat branch qualification as a 11A, 12A, 13A, 18A, 180A, 19A officer. Currently, you are meeting the standards and have a current AFT score of (Test Date) _____ with a score of _____. You are not required to continue participating in the remaining 2025 AFT assessments for the sole purpose of the AFT combat standard implementation plan. However, it is essential you maintain the AFT score of 350 or greater to meet the standards to remain in this branch. Failure to meet this standard from 1 January 2026 and forward may result in mandatory reclassification to another non-combat branch you are otherwise fully qualified for and/or utilization.	
PART IV - ASSESSMENT OF THE PLAN OF ACTION Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> I agree <input type="checkbox"/> disagree with the information above. Individual counseled remarks: Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____ Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.) Signature of Counselor: _____ Date (YYYYMMDD): _____ OTHER INSTRUCTIONS This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200. DA FORM 4856, MAR 2023 PREVIOUS EDITIONS ARE OBSOLETE.	

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below). 1. Current AFT Performance & Goals: Record the Soldier's most recent AFT score: Goals: 2. Points of Contact: List names and contact info for: Commander or other Authorized Rating Official: Human Resources Command Talent Manager: Master Fitness Trainer (if applicable): Any other relevant support personnel: Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> I agree <input type="checkbox"/> disagree with the information above. Individual counseled remarks: Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____ Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.) Signature of Counselor: _____ Date (YYYYMMDD): _____ PART IV - ASSESSMENT OF THE PLAN OF ACTION Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.) SIGNATURES Counselor: _____ Individual Counseled: _____ Date of Assessment (YYYYMMDD): _____ Note: Both the counselor and the individual counseled should retain a record of the counseling.	
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DEVELOPMENTAL COUNSELING FORM	
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.	
PRIVACY ACT STATEMENT AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army. PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army. NOTE: For additional information, see the System of Records Notice A0600-8-1046 AHRC, https://dpcd.defense.gov/Privacy/SORN/schedule/GOG-wide-SORN-Article-1/view/Article570051a0600-8-1046-ahrc/ . ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above. DISCLOSURE: Disclosure is voluntary.	
PART I - ADMINISTRATIVE DATA Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____ Organization _____ Name and Title of Counselor _____	
PART II - BACKGROUND INFORMATION Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.) Approach: <input type="checkbox"/> Non Directive <input type="checkbox"/> Combined <input type="checkbox"/> Directive Type of Counseling: <input checked="" type="checkbox"/> General Form <input type="checkbox"/> Professional Growth <input type="checkbox"/> Performance <input type="checkbox"/> Event Oriented AFT Implementation Plan and Guidance - Meeting the Combat Standard Requirement. This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOCs): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Army, Army National Guard, and Army Reserve. The Combat standard score (350+) goes into effect for Compo 1 and Compo 2 & 3 AGR Soldiers on 1 Jan 2026. The Combat standard score goes into effect for Compo 2 & 3 M-Day/TPU Soldiers on 1 June 2026.	
PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling. Key Points Discussion: _____, this counseling addresses the critical requirements to maintain your MOS qualification as a _____. Currently, you are meeting the standards and have a current AFT as of (Test Date) _____ with a score of _____. You are not required to continue participating in the remaining 2025 AFT assessments for the sole purpose of the AFT combat standard implementation plan. However, it is essential you maintain an AFT score of 350 or greater to meet the Combat MOS AFT standard. Failure to meet this standard from January 2026 and forward may result in mandatory reclassification to another MOS you are otherwise fully qualified for.	
OTHER INSTRUCTIONS This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200. DA FORM 4856, MAR 2023 PREVIOUS EDITIONS ARE OBSOLETE.	

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Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below). 1. Current AFT Performance & Goals: Record the Soldier's most recent AFT score: Goals: 2. Points of Contact: List names and contact info for: Squad/Platoon/Section Leader: Unit Career Counselor: Master Fitness Trainer (if applicable): Any other relevant support personnel: Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> I agree <input type="checkbox"/> disagree with the information above. Individual counseled remarks: Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____ Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.) Signature of Counselor: _____ Date (YYYYMMDD): _____ PART IV - ASSESSMENT OF THE PLAN OF ACTION Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.) SIGNATURES Counselor: _____ Individual Counseled: _____ Date of Assessment (YYYYMMDD): _____ Note: Both the counselor and the individual counseled should retain a record of the counseling.	
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Soldiers who score between 300-349 / Voluntary Reclassification /VTIP Opportunity



SEPTEMBER 2025

DEVELOPMENTAL COUNSELING FORM
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army.
NOTE: For additional information, see the System of Records Notice A0600-8-104b AHRC, <https://oipcd.defense.gov/privacy/SORN/index.cfm?cid=wide-SORN-Article-View/Article/200169650-8-104b-ahrc>.
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA
Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____
Organization _____ Name and Title of Counselor _____

PART II - BACKGROUND INFORMATION
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)
Approach: ☐ Non Directive ☐ Combined ☐ Directive
Type of Counseling: ☒ General Form ☐ Professional Growth ☐ Performance ☐ Event Oriented
Identification for AFT Implementation Plan and Guidance:
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOC): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19E, 19F, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.

PART III - SUMMARY OF COUNSELING
Complete this section during or immediately subsequent to counseling.
Key Points Discussion:
_____, this counseling addresses the critical requirements to maintain your combat branch qualification as a _____ officer. It is essential you maintain the AFT score of 350 or greater to meet the standards to remain in this branch. Failure to meet this standard from 1 January 2026 and forward may result in mandatory reclassification to another non-combat branch, you are otherwise fully qualified for and/or utilization.
Currently, you are not meeting the combat branch standards and have a current AFT score of _____.
You are required to continue participating in the following AFT assessment in September 2025. During the September assessment, if you score between 300-349 points, you will have the opportunity to voluntarily reclassify if you are a BOLC-B complete 2LT to CPT or work towards improving your score for the final AFT assessment in December 2025.
It is imperative you make a training plan and work with services that are available to support you. (Army Wellness Center, Master Fitness Trainer, etc.) Every effort will be made by us and these organizations to help you achieve the AFT combat standard that will help you meet the combat qualifications and keep you on the team.
This is an branch qualification, not an Army-wide qualification. If you score between 300-349 you will not be processed for an adverse action flag. You will receive a non-punitive identifier that subjects you to the implementation plan in order to provide time to meet the increased requirement or be processed for another branch you are otherwise fully eligible for and/or utilization.
If at any point, you receive a permanent profile that prohibits you from achieving the score of 350 points, you are required to immediately bring this to the attention of your Commander and/or other authorized rating official for further assessment and action.

OTHER INSTRUCTIONS
This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.
DA FORM 4856, MAR 2023
PREVIOUS EDITIONS ARE OBSOLETE.

AFPM-NEW 11.0205 Page 1 of 3

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).
1. Current AFT Performance & Goals:
Record the Soldier's most recent AFT score:
Goals:
2. Training Plan:
Specific Training Activities:
This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.)
If the Soldier is already proficient in some events, focus training on weaknesses.
Frequency and Duration: How often will they train, and for how long each session?
Accountability: Who will monitor their progress (leader, buddy team, etc.)?
3. Key Dates and Milestones:
AFT assessment dates: September 2025, December 2025.
Set deadlines for training goals: This provides interim checkpoints.
Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial.
4. Points of Contact:
List names and contact info for:
Commander or other Authorized Rating Official:
Human Resources Command Talent Manager:
Master Fitness Trainer (if applicable).
Any other relevant support personnel.
Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)
Individual counseled: ☐ I agree ☐ I disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____
Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____ Date (YYYYMMDD): _____
PART IV - ASSESSMENT OF THE PLAN OF ACTION
Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Note: Both the counselor and the individual counseled should retain a record of the counseling.
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DEVELOPMENTAL COUNSELING FORM
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army.
NOTE: For additional information, see the System of Records Notice A0600-8-104b AHRC, <https://oipcd.defense.gov/privacy/SORN/index.cfm?cid=wide-SORN-Article-View/Article/200169650-8-104b-ahrc>.
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA
Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____
Organization _____ Name and Title of Counselor _____

PART II - BACKGROUND INFORMATION
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)
Approach: ☐ Non Directive ☐ Combined ☐ Directive
Type of Counseling: ☒ General Form ☐ Professional Growth ☐ Performance ☐ Event Oriented
Failing to achieve the increased qualification for the AFT Implementation Plan and Guidance - Voluntary Reclassification and Additional AFT For Record Opportunity Guidance:
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOC): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19E, 19F, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.

PART III - SUMMARY OF COUNSELING
Complete this section during or immediately subsequent to counseling.
Key Points Discussion:
_____, this counseling addresses the critical requirements to maintain your branch qualification as a _____ officer.
IAW the September for record AFT, you are not branch qualified for the combat standard and have a current AFT as of (Test Date) _____ with a score of _____.
At this time, if you are a 2LT to LTC that is BOLC-B complete, you are required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment (December 2025) to achieve the required AFT score for combat branch officers. At this time, if you are a warrant officer or COL, you are not authorized to submit a voluntary reclassification request and may decide to participate in the next AFT assessment (December 2025). However, failure to meet this standard in the December 2025 assessment will result in mandatory reclassification to another branch you are otherwise fully qualified for and/or utilization. We are committed to supporting you in finding a role where you can thrive. Let's work together to explore which option aligns best with your goals.
Voluntary reclassification is dependent on your individual qualifications, skills, and the needs of the Army. Currently, if you are a 2LT to LTC that is BOLC-B complete, you can request another non-combat branch you are otherwise qualified for via an exception to policy (ETP) to the Voluntary Transfer Incentive Program (VTIP).
Regular Army (RA) officers requesting an ETP VTIP will self-initiate a VTIP request and submit via email the completed request to HRC Teambox: usarmy.knox.hrc.mbx.fadd-ac-vtip@army.mil
RA officers requesting ETP VTIP will follow ETP VTIP procedures outlined in a pending Reclassification and Utilization MILPER message, including submitting a DA Form 4187 (signed by only the officer requesting the transfer), a signed Memorandum for Record (MFR) stating reason for request is "to meet non-combat branch requirements", the officer's DA 705, the officer's Soldier Talent Profile, and one letter of recommendation from the first LTC or above commander in the officer's chain of command. The MFR may include 5 non-combat branch preferences. HRC VTIP program managers will receive and verify the request before forwarding it up to the Talent Manager and chain of command at HRC. Questions on the ETP VTIP process may be sent to usarmy.knox.hrc.mbx.fadd-ac-vtip@army.mil

OTHER INSTRUCTIONS
This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.
DA FORM 4856, MAR 2023
PREVIOUS EDITIONS ARE OBSOLETE.

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For USAR AGR officers, the ETP VTIP process is a multi-step, hierarchical approval workflow. It begins with the officer completing a personnel action request (PAR) in Integrated Personnel Pay System (Army (IPPSA) and submitting the PAR to IPPSA UDL 0000000010514. Any ETP VTIP PAR must include a DA Form 705, Soldier Talent Profile, and a memorandum for record stating the officer is unable to meet the AFT combat standard and transfer is to meet non-combat branch requirements.
The voluntary reclassification ETP VTIP opportunity is only available up until the final AFT for record in December 2025. You may choose to wait and take that assessment if you would like to achieve the required score to remain in your branch, or submit your ETP VTIP request now.
This is an branch qualification, not an Army-wide qualification.
Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).
1. Current AFT Performance & Goals:
Record the Officer's most recent AFT score:
Goals: Reclassify or attempt December AFT
2. Training Plan: If desired to conduct December AFT
Specific Training Activities:
This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.)
If the Soldier is already proficient in some events, focus training on weaknesses.
Frequency and Duration: How often will they train, and for how long each session?
Accountability: Who will monitor their progress (leader, buddy team, etc.)?
3. Key Dates and Milestones:
Voluntary Reclassification window: Now until the December 2025 AFT assessment.
AFT assessment dates: December 2025.
Set deadlines for training goals: This provides interim checkpoints.
Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial.
4. Points of Contact:
List names and contact info for:
Commander or other Authorized Rating Official:
Human Resources Command Talent Manager:
Master Fitness Trainer (if applicable).
Any other relevant support personnel.
Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)
Individual counseled: ☐ I agree ☐ I disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____
Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Note: Both the counselor and the individual counseled should retain a record of the counseling.
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Soldiers who score between 300-349 / Voluntary Reclassification /VTIP Opportunity



SEPTEMBER 2025

DEVELOPMENTAL COUNSELING FORM For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.	
PRIVACY ACT STATEMENT	
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.	
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army.	
NOTE: For additional information, see the System of Records Notice ADE00-8-104b AHRC: https://oigcid.defense.gov/Privacy/SORNIndex/DOD-wide-SORN-Article/Article570091a0600-8-104b-ahrc/ .	
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.	
DISCLOSURE: Disclosure is voluntary.	
PART I - ADMINISTRATIVE DATA	
Name (Last, First, MI)	Rank/Grade Date of Counseling
Organization	Name and Title of Counselor
PART II - BACKGROUND INFORMATION	
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)	
Approach: <input type="checkbox"/> Non Directive <input type="checkbox"/> Combined <input type="checkbox"/> Directive	
Type of Counseling: <input checked="" type="checkbox"/> General Form <input type="checkbox"/> Professional Growth <input type="checkbox"/> Performance <input type="checkbox"/> Event Oriented	
Failing to achieve the Combat Standard - Voluntary Reclassification and Additional AFT For Record Opportunity Guidance.	
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOCs): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 18B, 18C, 18D, 18E, 18F, 18G, 18H, 18I, 18J, 18K, 18L, 18M, 18N, 18O, 18P, 18Q, 18R, 18S, 18T, 18U, 18V, 18W, 18X, 18Y, 18Z, 19A, 19C, 19D, 19E, 19F, 19G, 19H, 19I, 19J, 19K, 19L, 19M, 19N, 19O, 19P, 19Q, 19R, 19S, 19T, 19U, 19V, 19W, 19X, 19Y, 19Z, 20A, 20B, 20C, 20D, 20E, 20F, 20G, 20H, 20I, 20J, 20K, 20L, 20M, 20N, 20O, 20P, 20Q, 20R, 20S, 20T, 20U, 20V, 20W, 20X, 20Y, 20Z, 21A, 21B, 21C, 21D, 21E, 21F, 21G, 21H, 21I, 21J, 21K, 21L, 21M, 21N, 21O, 21P, 21Q, 21R, 21S, 21T, 21U, 21V, 21W, 21X, 21Y, 21Z, 22A, 22B, 22C, 22D, 22E, 22F, 22G, 22H, 22I, 22J, 22K, 22L, 22M, 22N, 22O, 22P, 22Q, 22R, 22S, 22T, 22U, 22V, 22W, 22X, 22Y, 22Z, 23A, 23B, 23C, 23D, 23E, 23F, 23G, 23H, 23I, 23J, 23K, 23L, 23M, 23N, 23O, 23P, 23Q, 23R, 23S, 23T, 23U, 23V, 23W, 23X, 23Y, 23Z, 24A, 24B, 24C, 24D, 24E, 24F, 24G, 24H, 24I, 24J, 24K, 24L, 24M, 24N, 24O, 24P, 24Q, 24R, 24S, 24T, 24U, 24V, 24W, 24X, 24Y, 24Z, 25A, 25B, 25C, 25D, 25E, 25F, 25G, 25H, 25I, 25J, 25K, 25L, 25M, 25N, 25O, 25P, 25Q, 25R, 25S, 25T, 25U, 25V, 25W, 25X, 25Y, 25Z, 26A, 26B, 26C, 26D, 26E, 26F, 26G, 26H, 26I, 26J, 26K, 26L, 26M, 26N, 26O, 26P, 26Q, 26R, 26S, 26T, 26U, 26V, 26W, 26X, 26Y, 26Z, 27A, 27B, 27C, 27D, 27E, 27F, 27G, 27H, 27I, 27J, 27K, 27L, 27M, 27N, 27O, 27P, 27Q, 27R, 27S, 27T, 27U, 27V, 27W, 27X, 27Y, 27Z, 28A, 28B, 28C, 28D, 28E, 28F, 28G, 28H, 28I, 28J, 28K, 28L, 28M, 28N, 28O, 28P, 28Q, 28R, 28S, 28T, 28U, 28V, 28W, 28X, 28Y, 28Z, 29A, 29B, 29C, 29D, 29E, 29F, 29G, 29H, 29I, 29J, 29K, 29L, 29M, 29N, 29O, 29P, 29Q, 29R, 29S, 29T, 29U, 29V, 29W, 29X, 29Y, 29Z, 30A, 30B, 30C, 30D, 30E, 30F, 30G, 30H, 30I, 30J, 30K, 30L, 30M, 30N, 30O, 30P, 30Q, 30R, 30S, 30T, 30U, 30V, 30W, 30X, 30Y, 30Z, 31A, 31B, 31C, 31D, 31E, 31F, 31G, 31H, 31I, 31J, 31K, 31L, 31M, 31N, 31O, 31P, 31Q, 31R, 31S, 31T, 31U, 31V, 31W, 31X, 31Y, 31Z, 32A, 32B, 32C, 32D, 32E, 32F, 32G, 32H, 32I, 32J, 32K, 32L, 32M, 32N, 32O, 32P, 32Q, 32R, 32S, 32T, 32U, 32V, 32W, 32X, 32Y, 32Z, 33A, 33B, 33C, 33D, 33E, 33F, 33G, 33H, 33I, 33J, 33K, 33L, 33M, 33N, 33O, 33P, 33Q, 33R, 33S, 33T, 33U, 33V, 33W, 33X, 33Y, 33Z, 34A, 34B, 34C, 34D, 34E, 34F, 34G, 34H, 34I, 34J, 34K, 34L, 34M, 34N, 34O, 34P, 34Q, 34R, 34S, 34T, 34U, 34V, 34W, 34X, 34Y, 34Z, 35A, 35B, 35C, 35D, 35E, 35F, 35G, 35H, 35I, 35J, 35K, 35L, 35M, 35N, 35O, 35P, 35Q, 35R, 35S, 35T, 35U, 35V, 35W, 35X, 35Y, 35Z, 36A, 36B, 36C, 36D, 36E, 36F, 36G, 36H, 36I, 36J, 36K, 36L, 36M, 36N, 36O, 36P, 36Q, 36R, 36S, 36T, 36U, 36V, 36W, 36X, 36Y, 36Z, 37A, 37B, 37C, 37D, 37E, 37F, 37G, 37H, 37I, 37J, 37K, 37L, 37M, 37N, 37O, 37P, 37Q, 37R, 37S, 37T, 37U, 37V, 37W, 37X, 37Y, 37Z, 38A, 38B, 38C, 38D, 38E, 38F, 38G, 38H, 38I, 38J, 38K, 38L, 38M, 38N, 38O, 38P, 38Q, 38R, 38S, 38T, 38U, 38V, 38W, 38X, 38Y, 38Z, 39A, 39B, 39C, 39D, 39E, 39F, 39G, 39H, 39I, 39J, 39K, 39L, 39M, 39N, 39O, 39P, 39Q, 39R, 39S, 39T, 39U, 39V, 39W, 39X, 39Y, 39Z, 40A, 40B, 40C, 40D, 40E, 40F, 40G, 40H, 40I, 40J, 40K, 40L, 40M, 40N, 40O, 40P, 40Q, 40R, 40S, 40T, 40U, 40V, 40W, 40X, 40Y, 40Z, 41A, 41B, 41C, 41D, 41E, 41F, 41G, 41H, 41I, 41J, 41K, 41L, 41M, 41N, 41O, 41P, 41Q, 41R, 41S, 41T, 41U, 41V, 41W, 41X, 41Y, 41Z, 42A, 42B, 42C, 42D, 42E, 42F, 42G, 42H, 42I, 42J, 42K, 42L, 42M, 42N, 42O, 42P, 42Q, 42R, 42S, 42T, 42U, 42V, 42W, 42X, 42Y, 42Z, 43A, 43B, 43C, 43D, 43E, 43F, 43G, 43H, 43I, 43J, 43K, 43L, 43M, 43N, 43O, 43P, 43Q, 43R, 43S, 43T, 43U, 43V, 43W, 43X, 43Y, 43Z, 44A, 44B, 44C, 44D, 44E, 44F, 44G, 44H, 44I, 44J, 44K, 44L, 44M, 44N, 44O, 44P, 44Q, 44R, 44S, 44T, 44U, 44V, 44W, 44X, 44Y, 44Z, 45A, 45B, 45C, 45D, 45E, 45F, 45G, 45H, 45I, 45J, 45K, 45L, 45M, 45N, 45O, 45P, 45Q, 45R, 45S, 45T, 45U, 45V, 45W, 45X, 45Y, 45Z, 46A, 46B, 46C, 46D, 46E, 46F, 46G, 46H, 46I, 46J, 46K, 46L, 46M, 46N, 46O, 46P, 46Q, 46R, 46S, 46T, 46U, 46V, 46W, 46X, 46Y, 46Z, 47A, 47B, 47C, 47D, 47E, 47F, 47G, 47H, 47I, 47J, 47K, 47L, 47M, 47N, 47O, 47P, 47Q, 47R, 47S, 47T, 47U, 47V, 47W, 47X, 47Y, 47Z, 48A, 48B, 48C, 48D, 48E, 48F, 48G, 48H, 48I, 48J, 48K, 48L, 48M, 48N, 48O, 48P, 48Q, 48R, 48S, 48T, 48U, 48V, 48W, 48X, 48Y, 48Z, 49A, 49B, 49C, 49D, 49E, 49F, 49G, 49H, 49I, 49J, 49K, 49L, 49M, 49N, 49O, 49P, 49Q, 49R, 49S, 49T, 49U, 49V, 49W, 49X, 49Y, 49Z, 50A, 50B, 50C, 50D, 50E, 50F, 50G, 50H, 50I, 50J, 50K, 50L, 50M, 50N, 50O, 50P, 50Q, 50R, 50S, 50T, 50U, 50V, 50W, 50X, 50Y, 50Z, 51A, 51B, 51C, 51D, 51E, 51F, 51G, 51H, 51I, 51J, 51K, 51L, 51M, 51N, 51O, 51P, 51Q, 51R, 51S, 51T, 51U, 51V, 51W, 51X, 51Y, 51Z, 52A, 52B, 52C, 52D, 52E, 52F, 52G, 52H, 52I, 52J, 52K, 52L, 52M, 52N, 52O, 52P, 52Q, 52R, 52S, 52T, 52U, 52V, 52W, 52X, 52Y, 52Z, 53A, 53B, 53C, 53D, 53E, 53F, 53G, 53H, 53I, 53J, 53K, 53L, 53M, 53N, 53O, 53P, 53Q, 53R, 53S, 53T, 53U, 53V, 53W, 53X, 53Y, 53Z, 54A, 54B, 54C, 54D, 54E, 54F, 54G, 54H, 54I, 54J, 54K, 54L, 54M, 54N, 54O, 54P, 54Q, 54R, 54S, 54T, 54U, 54V, 54W, 54X, 54Y, 54Z, 55A, 55B, 55C, 55D, 55E, 55F, 55G, 55H, 55I, 55J, 55K, 55L, 55M, 55N, 55O, 55P, 55Q, 55R, 55S, 55T, 55U, 55V, 55W, 55X, 55Y, 55Z, 56A, 56B, 56C, 56D, 56E, 56F, 56G, 56H, 56I, 56J, 56K, 56L, 56M, 56N, 56O, 56P, 56Q, 56R, 56S, 56T, 56U, 56V, 56W, 56X, 56Y, 56Z, 57A, 57B, 57C, 57D, 57E, 57F, 57G, 57H, 57I, 57J, 57K, 57L, 57M, 57N, 57O, 57P, 57Q, 57R, 57S, 57T, 57U, 57V, 57W, 57X, 57Y, 57Z, 58A, 58B, 58C, 58D, 58E, 58F, 58G, 58H, 58I, 58J, 58K, 58L, 58M, 58N, 58O, 58P, 58Q, 58R, 58S, 58T, 58U, 58V, 58W, 58X, 58Y, 58Z, 59A, 59B, 59C, 59D, 59E, 59F, 59G, 59H, 59I, 59J, 59K, 59L, 59M, 59N, 59O, 59P, 59Q, 59R, 59S, 59T, 59U, 59V, 59W, 59X, 59Y, 59Z, 60A, 60B, 60C, 60D, 60E, 60F, 60G, 60H, 60I, 60J, 60K, 60L, 60M, 60N, 60O, 60P, 60Q, 60R, 60S, 60T, 60U, 60V, 60W, 60X, 60Y, 60Z, 61A, 61B, 61C, 61D, 61E, 61F, 61G, 61H, 61I, 61J, 61K, 61L, 61M, 61N, 61O, 61P, 61Q, 61R, 61S, 61T, 61U, 61V, 61W, 61X, 61Y, 61Z, 62A, 62B, 62C, 62D, 62E, 62F, 62G, 62H, 62I, 62J, 62K, 62L, 62M, 62N, 62O, 62P, 62Q, 62R, 62S, 62T, 62U, 62V, 62W, 62X, 62Y, 62Z, 63A, 63B, 63C, 63D, 63E, 63F, 63G, 63H, 63I, 63J, 63K, 63L, 63M, 63N, 63O, 63P, 63Q, 63R, 63S, 63T, 63U, 63V, 63W, 63X, 63Y, 63Z, 64A, 64B, 64C, 64D, 64E, 64F, 64G, 64H, 64I, 64J, 64K, 64L, 64M, 64N, 64O, 64P, 64Q, 64R, 64S, 64T, 64U, 64V, 64W, 64X, 64Y, 64Z, 65A, 65B, 65C, 65D, 65E, 65F, 65G, 65H, 65I, 65J, 65K, 65L, 65M, 65N, 65O, 65P, 65Q, 65R, 65S, 65T, 65U, 65V, 65W, 65X, 65Y, 65Z, 66A, 66B, 66C, 66D, 66E, 66F, 66G, 66H, 66I, 66J, 66K, 66L, 66M, 66N, 66O, 66P, 66Q, 66R, 66S, 66T, 66U, 66V, 66W, 66X, 66Y, 66Z, 67A, 67B, 67C, 67D, 67E, 67F, 67G, 67H, 67I, 67J, 67K, 67L, 67M, 67N, 67O, 67P, 67Q, 67R, 67S, 67T, 67U, 67V, 67W, 67X, 67Y, 67Z, 68A, 68B, 68C, 68D, 68E, 68F, 68G, 68H, 68I, 68J, 68K, 68L, 68M, 68N, 68O, 68P, 68Q, 68R, 68S, 68T, 68U, 68V, 68W, 68X, 68Y, 68Z, 69A, 69B, 69C, 69D, 69E, 69F, 69G, 69H, 69I, 69J, 69K, 69L, 69M, 69N, 69O, 69P, 69Q, 69R, 69S, 69T, 69U, 69V, 69W, 69X, 69Y, 69Z, 70A, 70B, 70C, 70D, 70E, 70F, 70G, 70H, 70I, 70J, 70K, 70L, 70M, 70N, 70O, 70P, 70Q, 70R, 70S, 70T, 70U, 70V, 70W, 70X, 70Y, 70Z, 71A, 71B, 71C, 71D, 71E, 71F, 71G, 71H, 71I, 71J, 71K, 71L, 71M, 71N, 71O, 71P, 71Q, 71R, 71S, 71T, 71U, 71V, 71W, 71X, 71Y, 71Z, 72A, 72B, 72C, 72D, 72E, 72F, 72G, 72H, 72I, 72J, 72K, 72L, 72M, 72N, 72O, 72P, 72Q, 72R, 72S, 72T, 72U, 72V, 72W, 72X, 72Y, 72Z, 73A, 73B, 73C, 73D, 73E, 73F, 73G, 73H, 73I, 73J, 73K, 73L, 73M, 73N, 73O, 73P, 73Q, 73R, 73S, 73T, 73U, 73V, 73W, 73X, 73Y, 73Z, 74A, 74B, 74C, 74D, 74E, 74F, 74G, 74H, 74I, 74J, 74K, 74L, 74M, 74N, 74O, 74P, 74Q, 74R, 74S, 74T, 74U, 74V, 74W, 74X, 74Y, 74Z, 75A, 75B, 75C, 75D, 75E, 75F, 75G, 75H, 75I, 75J, 75K, 75L, 75M, 75N, 75O, 75P, 75Q, 75R, 75S, 75T, 75U, 75V, 75W, 75X, 75Y, 75Z, 76A, 76B, 76C, 76D, 76E, 76F, 76G, 76H, 76I, 76J, 76K, 76L, 76M, 76N, 76O, 76P, 76Q, 76R, 76S, 76T, 76U, 76V, 76W, 76X, 76Y, 76Z, 77A, 77B, 77C, 77D, 77E, 77F, 77G, 77H, 77I, 77J, 77K, 77L, 77M, 77N, 77O, 77P, 77Q, 77R, 77S, 77T, 77U, 77V, 77W, 77X, 77Y, 77Z, 78A, 78B, 78C, 78D, 78E, 78F, 78G, 78H, 78I, 78J, 78K, 78L, 78M, 78N, 78O, 78P, 78Q, 78R, 78S, 78T, 78U, 78V, 78W, 78X, 78Y, 78Z, 79A, 79B, 79C, 79D, 79E, 79F, 79G, 79H, 79I, 79J, 79K, 79L, 79M, 79N, 79O, 79P, 79Q, 79R, 79S, 79T, 79U, 79V, 79W, 79X, 79Y, 79Z, 80A, 80B, 80C, 80D, 80E, 80F, 80G, 80H, 80I, 80J, 80K, 80L, 80M, 80N, 80O, 80P, 80Q, 80R, 80S, 80T, 80U, 80V, 80W, 80X, 80Y, 80Z, 81A, 81B, 81C, 81D, 81E, 81F, 81G, 81H, 81I, 81J, 81K, 81L, 81M, 81N, 81O, 81P, 81Q, 81R, 81S, 81T, 81U, 81V, 81W, 81X, 81Y, 81Z, 82A, 82B, 82C, 82D, 82E, 82F, 82G, 82H, 82I, 82J, 82K, 82L, 82M, 82N, 82O, 82P, 82Q, 82R, 82S, 82T, 82U, 82V, 82W, 82X, 82Y, 82Z, 83A, 83B, 83C, 83D, 83E, 83F, 83G, 83H, 83I, 83J, 83K, 83L, 83M, 83N, 83O, 83P, 83Q, 83R, 83S, 83T, 83U, 83V, 83W, 83X, 83Y, 83Z, 84A, 84B, 84C, 84D, 84E, 84F, 84G, 84H, 84I, 84J, 84K, 84L, 84M, 84N, 84O, 84P, 84Q, 84R, 84S, 84T, 84U, 84V, 84W, 84X, 84Y, 84Z, 85A, 85B, 85C, 85D, 85E, 85F, 85G, 85H, 85I, 85J, 85K, 85L, 85M, 85N, 85O, 85P, 85Q, 85R, 85S, 85T, 85U, 85V, 85W, 85X, 85Y, 85Z, 86A, 86B, 86C, 86D, 86E, 86F, 86G, 86H, 86I, 86J, 86K, 86L, 86M, 86N, 86O, 86P, 86Q, 86R, 86S, 86T, 86U, 86V, 86W, 86X, 86Y, 86Z, 87A, 87B, 87C, 87D, 87E, 87F, 87G, 87H, 87I, 87J, 87K, 87L, 87M, 87N, 87O, 87P, 87Q, 87R, 87S, 87T, 87U, 87V, 87W, 87X, 87Y, 87Z, 88A, 88B, 88C, 88D, 88E, 88F, 88G, 88H, 88I, 88J, 88K, 88L, 88M, 88N, 88O, 88P, 88Q, 88R, 88S, 88T, 88U, 88V, 88W, 88X, 88Y, 88Z, 89A, 89B, 89C, 89D, 89E, 89F, 89G, 89H, 89I, 89J, 89K, 89L, 89M, 89N, 89O, 89P, 89Q, 89R, 89S, 89T, 89U, 89V, 89W, 89X, 89Y, 89Z, 90A, 90B, 90C, 90D, 90E, 90F, 90G, 90H, 90I, 90J, 90K, 90L, 90M, 90N, 90O, 90P, 90Q, 90R, 90S, 90T, 90U, 90V, 90W, 90X, 90Y, 90Z, 91A, 91B, 91C, 91D, 91E, 91F, 91G, 91H, 91I, 91J, 91K, 91L, 91M, 91N, 91O, 91P, 91Q, 91R, 91S, 91T, 91U, 91V, 91W, 91X, 91Y, 91Z, 92A, 92B, 92C, 92D, 92E, 92F, 92G, 92H, 92I, 92J, 92K, 92L, 92M, 92N, 92O, 92P, 92Q, 92R, 92S, 92T, 92U, 92V, 92W, 92X, 92Y, 92Z, 93A, 93B, 93C, 93D, 93E, 93F, 93G, 93H, 93I, 93J, 93K, 93L, 93M, 93N, 93O, 93P, 93Q, 93R, 93S, 93T, 93U, 93V, 93W, 93X, 93Y, 93Z, 94A, 94B, 94C, 94D, 94E, 94F, 94G, 94H, 94I, 94J, 94K, 94L, 94M, 94N, 94O, 94P, 94Q, 94R, 94S, 94T, 94U, 94V, 94W, 94X, 94Y, 94Z, 95A, 95B, 95C, 95D, 95E, 95F, 95G, 95H, 95I, 95J, 95K, 95L, 95M, 95N, 95O, 95P, 95Q, 95R, 95S, 95T, 95U, 95V, 95W, 95X, 95Y, 95Z, 96A, 96B, 96C, 96D, 96E, 96F, 96G, 96H, 96I, 96J, 96K, 96L, 96M, 96N, 96O, 96P, 96Q, 96R, 96S, 96T, 96U, 96V, 96W, 96X, 96Y, 96Z, 97A, 97B, 97C, 97D, 97E, 97F, 97G, 97H, 97I, 97J, 97K, 97L, 97M, 97N, 97O, 97P, 97Q, 97R, 97S, 97T, 97U, 97V, 97W, 97X, 97Y, 97Z, 98A, 98B, 98C, 98D, 98E, 98F, 98G, 98H, 98I, 98J, 98K, 98L, 98M, 98N, 98O, 98P, 98Q, 98R, 98S, 98T, 98U, 98V, 98W, 98X, 98Y, 98Z, 99A, 99B, 99C, 99D, 99E, 99F, 99G, 99H, 99I, 99J, 99K, 99L, 99M, 99N, 99O, 99P, 99Q, 99R, 99S, 99T, 99U, 99V, 99W, 99X, 99Y, 99Z, 100A, 100B, 100C, 100D, 100E, 100F, 100G, 100H, 100I, 100J, 100K, 100L, 100M, 100N, 100O, 100P, 100Q, 100R, 100S, 100T, 100U, 100V, 100W, 100X, 100Y, 100Z.	

DA FORM 4856, MAR 2023
THE DOD EDITIONS ARE OBSOLETE.

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Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).	
1. Current AFT Performance & Goals: Record the Soldier's most recent AFT score: Goals: Reclassify or attempt December AFT	
2. Training Plan: If desired to conduct December AFT Specific Training Activities: This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.) If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Duration: How often will they train, and for how long each session? Accountability: Who will monitor their progress (leader, buddy team, etc.)?	
3. Key Dates and Milestones: Voluntary Reclassification window: Now until the December 2025 AFT assessment. As of 1 January 2026, if you are still not meeting the AFT Combat Standard and failed to process a voluntary reclass prior to the DEC test, you will be subject to mandatory reclassification. Additional AFT for record opportunity: December 2025 Set deadlines for training goals: This provides interim checkpoints. Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial.	
4. Points of Contact: List names and contact info for: Squad/Platoon/Section Leader: Unit Career Counselor: Master Fitness Trainer (if applicable): Any other relevant support personnel:	
Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan	

MANDATORY RECLASS PHASE / December 2025

DEVELOPMENTAL COUNSELING FORM
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service, and safeguard the rights of the member and the Army.
NOTE: For additional information, see the System of Records Notice AOSB-8-1046 AHRC: <https://dod.defense.gov/privacy/SORN/index.cfm?SID=SCRN-Article-VIEW&ArticleID=100615a0600-8-1046-ahrc/>.
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA
Name (Last, First, MI) Rank/Grade Date of Counseling
Organization Name and Title of Counselor

PART II - BACKGROUND INFORMATION
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)
Approach: ☐ Non Directive ☐ Combined ☐ Directive
Type of Counseling: ☒ General Form ☐ Professional Growth ☐ Performance ☐ Event Oriented

Failing to achieve the increased qualification for the AFT Implementation Plan and Guidance - Mandatory Reclassification.
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOCs): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.

PART III - SUMMARY OF COUNSELING
Complete this section during or immediately subsequent to counseling.
Key Points Discussion:
BOLC-B complete 2LT to CPT _____, this counseling addresses the critical requirements to maintain your branch qualification as a _____ officer.
IAW the final for record AFT opportunity, you are not branch qualified for the AFT combat standard and have a current AFT score of _____. While you have not achieved the branch qualifications for combat roles, you are still a valuable member of the United States Army. You still meet AFT general standard score requirements and every effort will be made to find you branch you otherwise qualify for that will provide opportunities for continued growth. We are here to support you through this process.
At this time, you will be processed for a mandatory reclassification involuntary branch transfer into another branch that you are otherwise qualified for and determined by the needs of the Army. You may have the opportunity to identify up to 5 non-combat branch preferences that will be submitted in your involuntary branch transfer. Your reclassification action will be processed through HRC, ultimately, they will determine your branch outcome based on your qualifications, potential, and needs of the Army.
For RA officers, You are required to notify your Talent Manager of your impending involuntary branch transfer. I am required to initiate the involuntary transfer request and submit it via email to usarmy.knox.hrc.mbx.fadd-ac-rtp@usarmy.mil
The involuntary transfer request must include a signed Memorandum for Record (MFR) stating reason for request is "to meet non-combat branch requirements". MFR will include this statement "demonstrated inability to perform effectively in the current branch or to assimilate branch related training". I will also submit your DA 705. The MFR may include up to 5 non-combat branch preferences as selected by You.
For USAR AGR officers, You are required to notify your Talent Manager of your impending involuntary branch transfer. I am required to initiate the involuntary transfer request and submit it via Personnel Action Request (PAR) in Integrated Personnel Pay System Army (IPPSA) to IPPSA UDL: 000000000101514
The involuntary transfer request must include the latest DA Form 705 and the PAR must state the transfer is to meet non-combat branch requirements. PAR will include this statement "demonstrated inability to perform effectively in the current branch or to assimilate branch related training". The PAR may include 5 non-combat branch preferences as selected by You.
Once you receive your branch determination, you will be awarded the new branch on the date HRC finalizes the reclassification action.

OTHER INSTRUCTIONS
This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.
DA FORM 4856, MAR 2023
PREVIOUS EDITIONS ARE OBSOLETE.

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).

1. Commander Responsibilities:
Submission of Mandatory Reclassification Involuntary Branch Transfer: [Insert Target Date, if applicable]

2. Officer's Responsibilities:
Schedule a meeting with your HRC Talent Manager NLT [Insert Date].
Bring a copy of this counseling and any questions you have about the reclassification process, potential branch options, or career impacts. Reflect on your career goals. Consider your long-term aspirations within the Army and how different branches might support or impact those goals.
Prepare a list of at least five branch functional area preferences. Prioritize them based on your interests and research. Be prepared to discuss your reasoning with the Talent Manager.
Maintain a positive and proactive attitude. While reclassification can feel disruptive, approach it as an opportunity to explore new possibilities within your Army career.

3. Timeline:
Counseling Date: [Insert Date]
Meeting with Talent Manager: NLT [Insert Date]
Submission of Mandatory Reclassification Involuntary Branch Transfer: [Insert Target Date, if applicable]
Anticipated HRC Decision: [Provide a realistic timeframe, understanding that this can vary]

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)
Individual counseled: ☐ I agree ☐ disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____ Date (YYYYMMDD): _____

PART IV - ASSESSMENT OF THE PLAN OF ACTION
Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)
New branch and Training/Assignment Date: [To be determined by HRC]

Note: Both the counselor and the individual counseled should retain a record of the counseling.
DA FORM 4856, MAR 2023
AFPM-DEM-H-1-0025 Page 2 of 3

DEVELOPMENTAL COUNSELING FORM
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service, and safeguard the rights of the member and the Army.
NOTE: For additional information, see the System of Records Notice AOSB-8-1046 AHRC: <https://dod.defense.gov/privacy/SORN/index.cfm?SID=SCRN-Article-VIEW&ArticleID=100615a0600-8-1046-ahrc/>.
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA
Name (Last, First, MI) Rank/Grade Date of Counseling
Organization Name and Title of Counselor

PART II - BACKGROUND INFORMATION
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)
Approach: ☐ Non Directive ☐ Combined ☐ Directive
Type of Counseling: ☒ General Form ☐ Professional Growth ☐ Performance ☐ Event Oriented

Failing to achieve the Combat Standard - Mandatory Reclassification.
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOCs): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Army, Army National Guard, and Army Reserve. The Combat standard score (350+) goes into effect for Compo 1 and Compo 2 & 3 AGR Soldiers on 1 Jan 2026. The Combat standard score goes into effect for Compo 2 & 3 M-Day/TPU Soldiers on 1 June 2026.

PART III - SUMMARY OF COUNSELING
Complete this section during or immediately subsequent to counseling.
Key Points Discussion:
_____, this counseling addresses the critical requirements to maintain your MOS qualification as a _____.
IAW the final for record AFT opportunity, you are not MOS qualified for the combat AFT standard and have a current AFT score of _____. While you have not achieved the MOS qualifications for identified combat roles, you are still a valuable member of the United States Army. You still meet the general AFT score requirements and every effort will be made to find you an MOS you otherwise qualify for that will provide opportunities for continued growth. We are here to support you through this process.
At this time, you will be processed for a mandatory reclassification into another MOS that you are otherwise qualified for and determined by the needs of the Army. You will have the opportunity to identify up to 3 MOS preferences that the unit Career Counselor will validate your eligibility and qualifications. Your reclassification action will be processed through HRC, ultimately, they will determine your MOS outcome based on your qualifications, potential, and needs of the Army.
You are required to visit the unit Career Counselor to initiate your mandatory reclassification NLT _____. They are here to support you through the reclassification process and will answer any questions you may have.
(Unit Career Counselor Information)

Once you receive your MOS determination, you will be awarded the new MOS on the date HRC finalizes the Reclass action and you will be awarded ASI 4B IAW AR 601-280, para 4-3 (4). ASI 4B indicates you are MOS qualified but not MOS trained and will prevent promotion eligibility, the ASI will be removed once you attend scheduled training and successfully graduate.

OTHER INSTRUCTIONS
This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.
DA FORM 4856, MAR 2023
AFPM-DEM-H-1-0025 Page 1 of 3

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).

1. Soldier's Responsibilities:
Schedule a meeting with the unit Career Counselor NLT [Insert Date].
Bring a copy of this counseling and any questions you have about the reclassification process, potential MOS options, or career impacts. Reflect on your career goals. Consider your long-term aspirations within the Army and how different MOSs might support or impact those goals.
Prepare a list of at least three MOS preferences. Prioritize them based on your interests and research. Be prepared to discuss your reasoning with the Career Counselor.
Maintain a positive and proactive attitude. While reclassification can feel disruptive, approach it as an opportunity to explore new possibilities within your Army career.

2. Timeline:
Counseling Date: [Insert Date]
Meeting with Career Counselor: NLT [Insert Date]
Submission of Mandatory Reclassification: [Insert Target Date, if applicable]
Anticipated HRC Decision: [Provide a realistic timeframe, understanding that this can vary]

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)
Individual counseled: ☐ I agree ☐ disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____ Date (YYYYMMDD): _____

PART IV - ASSESSMENT OF THE PLAN OF ACTION
Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)
New MOS and Training/Assignment Date: [To be determined by HRC]

SIGNATURES

Note: Both the counselor and the individual counseled should retain a record of the counseling.
DA FORM 4856, MAR 2023
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MANDATORY RECLASS PHASE / December 2025

DEVELOPMENTAL COUNSELING FORM
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT
AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service, and safeguard the rights of the member and the Army.
NOTE: For additional information, see the System of Records Notice A5605-8-1048 AHRC, <https://oigp.defense.gov/Privacy/SORN/index.cfm?SID=50RN-Article-View-Article57005/1a0600-8-1048-ahrc/>.
ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA
Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____
Organization _____ Name and Title of Counselor _____

PART II - BACKGROUND INFORMATION
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)
Approach: ☐ Non Directive ☐ Combined ☐ Directive
Type of Counseling: ☒ General Form ☐ Professional Growth ☐ Performance ☐ Event Oriented
Failing to achieve the increased qualification for the AFT Implementation Plan and Guidance - Mandatory Utilization.
This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOC): 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all close combat branch officers graduating from Professional Military Education on 1 January 2026.

PART III - SUMMARY OF COUNSELING
Complete this section during or immediately subsequent to counseling.
Key Points Discussion:
WO1-CWS, MAJ-COL _____, this counseling addresses the critical requirements to maintain your branch qualification as a _____ officer.
IAW the final for record AFT opportunity, you are not branch qualified for the AFT combat standard and have a current AFT score of _____. While you have not achieved the branch qualifications for combat roles, you are still a valuable member of the United States Army. You still meet the AFT general standard score requirements and you will be processed for mandatory utilization. We are here to support you through this process.
At this time, you will not be processed for an involuntary branch transfer and will remain in your combat branch. However, you will no longer be assigned to combat positions. You will be reassigned to a non-combat position at all echelons and/or utilized in branch immaterial positions.
If otherwise eligible, you may also submit an Unqualified Resignation and/or a Voluntary Retirement.
You may only be reassigned to a combat position at all echelons and/or utilized in a combat position, once you are able to achieve the AFT combat standard score.

OTHER INSTRUCTIONS
This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.
DA FORM 4856, MAR 2023
PREVIOUS EDITIONS ARE OBSOLETE.

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).
1. Officer's Responsibilities:
Schedule a meeting with your HRC Talent Manager NLT [Insert Date].
Bring a copy of this counseling and any questions you have about the utilization process or career impacts.
Reflect on your career goals. Consider your long-term aspirations within the Army and how utilization might support or impact those goals.
If you are otherwise eligible, consider submitting a request to transfer to another branch or functional area via the Voluntary Transfer Incentive Program (VTIP).
Maintain a positive and proactive attitude. While utilization can feel disruptive, approach it as an opportunity to explore new possibilities within your Army career.
2. Timeline:
Counseling Date: [Insert Date]
Meeting with Talent Manager: NLT [Insert Date]
If eligible, Submission of Voluntary Transfer Incentive Program (VTIP) request: [Insert Target Date, if applicable]
Anticipated HRC Decision: [Provide a realistic timeframe, understanding that this can vary]
Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)
Individual counseled: ☐ I agree ☐ I disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____
Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____ Date (YYYYMMDD): _____
PART IV - ASSESSMENT OF THE PLAN OF ACTION
Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)
New Training/Assignment Date: [To be determined by HRC]

SIGNATURES
Counselor: _____ Individual Counseled: _____ Date of Assessment (YYYYMMDD): _____
Note: Both the counselor and the individual counseled should retain a record of the counseling.

Soldiers with a temporary profile requiring alternate Implementation timeline



Any point – All phases must be complete NLT 1 January 2026 or be IAW current medical availability and policies

DEVELOPMENTAL COUNSELING FORM	
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.	
PRIVACY ACT STATEMENT AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army. PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army. NOTE: For additional information, see the System of Records Notice A0600-6-104b AHRG, https://oipcd.defense.gov/privacy/SORN/index.cfm?SID=1&Article=View/Article/2005/20050608-104bahr . ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above. DISCLOSURE: Disclosure is voluntary.	
PART I - ADMINISTRATIVE DATA Name (Last, First, MI) _____ Rank/Grade _____ Date of Counseling _____ Organization _____ Name and Title of Counselor _____	
PART II - BACKGROUND INFORMATION Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.) Approach: <input type="checkbox"/> Non Directive <input type="checkbox"/> Combined <input type="checkbox"/> Directive Type of Counseling: <input checked="" type="checkbox"/> General Form <input type="checkbox"/> Professional Growth <input type="checkbox"/> Performance <input type="checkbox"/> Event Oriented Identification for AFT Implementation Plan and Guidance: This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's (AOC): 11A, 11B, 11C, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Regular Army (RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat standard score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat standard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score goes into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.	
PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling. Key Points Discussion: _____, this counseling addresses the critical requirements to maintain your branch qualification as a _____ officer. It is essential you maintain the AFT score of 350 or greater to meet the standards to remain in this branch. Failure to meet this standard from 1 January 2026 and forward may result in mandatory reclassification involuntary branch transfer to another branch you are otherwise fully qualified for and/or utilization. Currently, you are on temporary profile and are not able to take the AFT assessment and for record tests within the implementation guidance timeline. You are required to visit your primary care physician to determine when you are available to take your first AFT so we can create a timeline that gives you similar opportunities as the implementation plan. However, pending medical availability, all phases must be complete NLT 1 January 2026 and you will be subject to current AFT requirements, policies, and regulations. This is an branch qualification, not an Army-wide qualification. If you score between 300-349 from 1 January 2025 and forward, you may be subject to mandatory reclassification and/or utilization.	
OTHER INSTRUCTIONS This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.	

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below). 1. Current AFT Performance & Goals: Record the Officer's most recent AFT score: Goals: _____ 2. Training Plan following profile: Specific Training Activities: This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.) If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Duration: How often will they train, and for how long each session? Accountability: Who will monitor their progress (leader, buddy team, etc.)? 3. Key Dates and Milestones: AFT assessment dates: Alternate timeline to be completed NLT 1 January 2026 Set deadlines for training goals. This provides interim checkpoints. Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial. 4. Points of Contact: List names and contact info for: Commander or other Authorized Rating Official: Human Resources Command Talent Manager: Master Fitness Trainer (if applicable): Any other relevant support personnel: _____ Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> I agree <input type="checkbox"/> I disagree with the information above. Individual counseled remarks: _____ Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____ Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.) Signature of Counselor: _____ Date (YYYYMMDD): _____ PART IV - ASSESSMENT OF THE PLAN OF ACTION Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.) _____ SIGNATURES _____ Note: Both the counselor and the individual counseled should retain a record of the counseling.
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DEVELOPMENTAL COUNSELING FORM	
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.	
PRIVACY ACT STATEMENT AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army. PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service and safeguard the rights of the member and the Army. NOTE: For additional information, see the System of Records Notice A0600-6-104b AHRG, https://oipcd.defense.gov/privacy/SORN/index.cfm?SID=1&Article=View/Article/2005/20050608-104bahr . ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above. DISCLOSURE: Disclosure is voluntary.	
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PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling. Key Points Discussion: _____, this counseling addresses the critical requirements to maintain your MOS qualification as a _____ It is essential you maintain the AFT score of 350 or greater to meet the combat standards to remain in this MOS. Failure to meet this standard from January 2026 and forward may result in mandatory reclassification to another MOS you are otherwise fully qualified for. Currently, you are on temporary profile and are not able to take the AFT assessment and for record tests within the implementation guidance timeline. You are required to visit your primary care physician to determine when you are available to take your first AFT so we can create a timeline that gives you similar opportunities as the implementation plan. However, pending medical availability, all phases must be complete NLT 1 January 2026 and you will be subject to current AFT requirements, policies, and regulations. This is a Combat MOS qualification, not an Army-wide qualification. If you score between 300-349 in December and forward, you may be subject to mandatory reclassification to another MOS you are otherwise qualified for.	
OTHER INSTRUCTIONS This form will be destroyed upon: reassignment (other than rehabilitative transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.	

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below). 1. Current AFT Performance & Goals: Goals: _____ 2. Training Plan following profile: Specific Training Activities: This should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommended resources (Army Wellness Center, Master Fitness Trainer, etc.) If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Duration: How often will they train, and for how long each session? Accountability: Who will monitor their progress (leader, buddy team, etc.)? 3. Key Dates and Milestones: AFT assessment dates: Alternate timeline to be completed NLT 1 January 2026 Set deadlines for training goals. This provides interim checkpoints. Schedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial. 4. Points of Contact: List names and contact info for: Squad/Platoon/Section Leader: Unit Career Counselor: Master Fitness Trainer (if applicable): Any other relevant support personnel: _____ Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.) Individual counseled: <input type="checkbox"/> I agree <input type="checkbox"/> I disagree with the information above. Individual counseled remarks: _____ Signature of Individual Counseled: _____ DATE (YYYYMMDD): _____ Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.) Signature of Counselor: _____ Date (YYYYMMDD): _____ PART IV - ASSESSMENT OF THE PLAN OF ACTION Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.) _____ SIGNATURES _____ Note: Both the counselor and the individual counseled should retain a record of the counseling.
