





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**



**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 May 2025 Jan. 1, 2026 June 1, 2026 June 1, 2025 New scoring New scoring **Army Directive** standards for standards for published on Army **Execution Order** Soldiers in 21 AFT becomes official Soldiers in 21 combat Publishing combat military published with military occupational test of record Directorate: Implementation occupational specialties (MOS) https://armypubs.ar specialties (MOS) for Guidance take effect for the my.mil/ the Reserve and active component 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





								Arm	y Fitne	ess T	est Sc	ore Ta	ables								
							Max I		ft (MD					(LBS)							
	17-	21	22-	-26	27-	-31	32-		37-	-	42-		47	. ,	52-	-56	57-	-61	Ove	r 62	
Points	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	M C	F	MIC	F	Poi
100	340	220	350	230	350	240	350	230	350	220	350	210	340	200	330	190	250	170	230	170	10
99			340			230	340	220	340	210	340		330		320		240	160	220	160	9
98	330	210		220	340	220						200		190		180	230		210		9
97		200	330	210	330		330	210	330	200	330		320		310		220				9
96	320					210						190		180			210				9
95			320	200	320	200	320	200	320	190	320		310		300	170			200		9
94	310	190															200		190		9
93			310	190	310		310	190	310		310	180	300	170	290		190		180		9
92	300					190				180	300								170		9
91		180	300		300		300		300				290	-	280	160	180				9
90								180			290	170						150		150	9
89	290		290	180	290	180	290		290	170			280	160	270		170		-		8
88		170							-		280		-		-				-		8
87	280		280		280		280	170	280				-		-				-		8
86			-	170		170					270	160	270		260						8
85	270		270		270		270		270	160	-					150					8
84		160									260		260	150	250						8
83	260		260		260		260	160	260												8
82				160		160					250	150	250		240				160		8
81	250		250		250		250		250												8
80		150								150			240		230			140		140	8
79	240		240		240		240	150	240		240			140		140	160				7
78				150		150					230		230		220						7
77	230		230		230		230		230												7
76											220	140	220		210						7
75	220	140	220		220		220		220	140											7
74								140			210		210		200						7
73	210		210	140	210	140	210		210					130							7
72											200		200		190	130			150	130	7:
71			200		200		200		200								150	130			7
70	200		190		190		190		190		190	130	190		180						7
69	190									130											6
68		130						130			180		180								6
67	180		180	130	180	130	180		180						170						6
66											170		170								6
65	170		170		170		170		170						160						6
64											160		160								6
63	160		160		160		160		160						150						6
62									150		150		150								6.
61							150														6
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50	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	130	110	5
40	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	120	100	4
30	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	110	90	3
20	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	100	80	2
10	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	90	70	11
	80	60	80	60	80	60	80 <b>Ap</b>	60	80	60	80	60	80	60	80	60	80	60	80	60	0

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						The Property Law Co.									titions						
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Points	MIC	F	M C	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	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 55	48	59 57	45 44	60 58	45 43	58 57	44	57 55	41 39	55 53	38 37	53 51	37 35	50 48	34	43	23	41 39	23	99 98
98	54	42	56	42	57	43	55	40	54	38	52	36	50	34	47	32	38	21	37	21	98
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	96
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	1000	2007	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	(444)	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	47		12	15		77
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75 74	31	222	30	19	31	19	30	19	29	18	28	17	26	11	25	16			13		74
73	30	19	29	18	30	18	29	18	28	17	26		25	16	24	10	14		15		73
72	29		28		29		28	17	27		25	16	24		23	15	14				72
71			27	17	28	17	27		25	16	24		23	15	22	10	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		4443			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	222		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			922		63
62	18	12	17		17	12	16	1222	15		15	11	14	11	13	122	740		2227	222	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
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								Arm	y Fitn	ess T	est Sc	ore Ta	ables								
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	17-	-21	22	-26	27	-31	32	-36	37	<b>-4</b> 1	42	46	47	-51	52	-56	57	-61	Ove	r 62	
Points	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	M C	F	Ро
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	2:26	1
99	1:31	1:59	1:32	1:56	1:31	1:57	1:34	201	1:37	2:04	1:42	2:10	1:46	2:13	1:55	2.21	2:02	2:28	2 12	2:28	9
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	-	2:34	9
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	9
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		2:41	g
95	1:37	2.08	1:37	2:06	1:38	2:08	1:41	211	1:45	2:15	1:49	2:20	1:55	2:28	2:03	235	2:09	2:44	2 14	2:44	9
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	ē
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	9
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	1000	2:48	9
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	***	2:52	9
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	- See	2:54	9
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88	1:45	2:18	1:45	2:18	1:47	2:19	1:50	2:23	1:54	2:27	1:58	2:33	2:05	2:40	2:13	246	2:20	2:57	2 18	2:57	8
87	1:46	2:20	1:46	2:20	1:48	2:20	1:51	2 24	1:55	2:29	1:59	2:35	2:06	2.41	2:14	2:48	2:21	2:58	219	2:58	
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	٤
85	1:48	2:22	1:48	2:22	1:50	2:23	1:53	2:27	1:57	2:31	2:01	2:37	2:08	2.44	2:16	2:51	2:23	3:00	2:21	3:00	Ε
84	1:49	2:23	1:49	2:23	1:51	2:24	1:54	2:28	1:58	2:32	2:02	2.38	2:09	2:45	2:17	2:52	2:24	3:01	2:22	3:01	٤
83	1:50	2:24	1:50	2.25	1:52	2:26	1:55	230	1:59	2.34	2:04	2:40	2 10	2:46	2:19	2.54	2:26	3:02	2 23	3:02	٤
82	1:51	2.25	1:51	2:26	1:53	2:27	1:56	231	2:00	2:35	2.05	2:41	2:12	2:47	2:20	2.55	2:27	3:03	2 24	3:03	٤
81	1:52	2:26	1:52	2:27	1:54	2:28	1:57	232	2:01	2:36	2.06	2:42	2:13	2:48	2:21	2:57	2:28	3:04	2 27	3:04	٤
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79	1:54	2:29	1:54	2:30	1:56	2:30	1:59	2:35	2:03	2:39	2:08	2:45	2:15	2:51	2:23	2:59	2:30	3:08	2:33	3:08	7
78	1:55	2:30	1:55	2:31	1:57	2:31	2:00	2:36	2:04	2:40	2:09	2:46	2:16	2:52	2:25	3:00	2:31	3:09	2:35	3:09	7
77	1:56	2:31	1:56	232	1:58	2:32	2:01	2.37	2:05	2.42	2:10	2:47	2.17	2:54	2:26	3:02	2:33	3:11	2.36	3.11	7
76	1:57	233	1:58	2:34	1:59	2:34	2:02	2.39	2:07	2:43	2.12	2:49	2.19	2:56	2:28	3:05	2:35	3:17	2.38	3.17	7
75	1:58	2:34	1:59	2:35	200	2:36	2:03	2.40	2:08	2:45	2.13	2:50	2:20	2.57	2:29	3:07	2:36	3:21	241	3:21	7
74	1:59	2:35	2:00	2:37	2:01	2:37	2:04	2:41	2:09	2:46	2:14	2:52	2:21	2.58	2:30	3:09	2:37	3:25	2:43	3:25	7
73	2:00	2:37	2.01	2:38	2:02	2:38	2:05	2:43	2.10	2:47	2:15	2:53	2:23	2.59	2:31	3:10	2:38	3:32	2:44	3:32	7
72	2.01	2:39	2:02	2:40	2:04	2:40	2:07	2:45	2.12	2:49	2:17	2.55	2:25	3:00	2:32	3:13	2:40	3:34	2:46	3.34	7
71	2.02	2:40	2:03	2.42	2:05	2:41	2:08	2:46	2:13	2.50	2:18	2:56	2.26	3:02	2:34	3:16	2:42	3:35	247	3:35	7
70	2:03	241	2:05	2:43	206	2:43	2:10	247	2:14	2:52	2.20	2:58	2:27	3:05	2:35	3:19	2:43	3:36	249	3:36	7
69		2:44	10000000	10000000	2.08	2:45	200000	- N. M.	15,000,000	MCXXXXX	2000000		2000000	3:08	1500,000	398500	2:45	3:40	1998/50/201	3:40	6
68	2:06	2:45	2:08	2:47	2:10	2:47	2:13	2.51	2:18	2:56	2:23	3:01	2:30	3:10	2:38	3:27	2:47	3:41	2:56	3:41	6
67	2:07	2:47	2:10	2:49	2:11	2:49	2:15	2:53	2:20	2:58	2:25	3:02	2:32	3:14	2:40	3:29	2:48	3:43	2:57	3:43	6
66					2:13	2.51	2:16	2:55	2:21			3:06	2:34	20000		3:33	2:50	3:46	3:00		6
65 64	2.11	2:53	2:14	2.54	2:15	2:54	2:19	2:58	2:24	3:02	2:29	3:10	2.37	3:21	2:44	3:38	2:53	3:54	3:03	3:54	6
20000	2:13	2:55	2:16	2:57	2.17	2:56	2:21	3:00	2:26	3:05	2.31	3:12	2.39	3:24	2:46	3:42 3:45	2:55	4:00	3:09	4:00	6
63 62	2:15	3:00	2:21	3:01	2:20	2:59	2:24	3:02	2:28	3:13	233	3:17	2:41	3:29		3:45	2:57	4:08	3:11	4:08	6
62	1900000	1000000	1774010000	1000000000	10-0314592		1000000	-//////////////////////////////////////	2:31	3:13	236	1025,500	2:44	TO STORY	2:50	100000000000000000000000000000000000000	1000000000		100000	1100000	6
60	2:22	3:08	2:26	3:09	2:28	3:07	2:31	3:15	2:36	3:27	2:45	3:31	2:48	3:42	2:57	3:58 4:03	3:04	4:21	3:14 3:16	4:21	6
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59	2:28	3:15	2:32	3:15	2:32	3:15	2:30	3:22	2:41	3:28	2:45	3:42	2:53	3:51	3:00	4:04	3:12	4.48	3:16	4:48	59
58	2:30	3:17	2:33	3:17	2:34	3:17	2:38	3:24	2:43	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	51
56	2:32	3:19	2:35	3:19	2:36	3:19	2:40	3:28	2:45	3:31	2:49	3:48	2:57	3:55	3:04	4:07	3:16	4:52	3:20	4:52	51
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 53	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 3:58	3:06	4:09	3:18	4:54 4:55	3:22	4:54 4:55	54 53
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								Arm	y Fitn	ess T	est Sc	ore Ta	ables								
				Plank	(PLK	) (mai	ntain p	orope	r strai	ghtlin	e posi	tion (	Time:	minut	es an	d seco	onds))				
	17-	-21	22	-26	27	-31	32-	-36	37	<b>4</b> 1	42	-46	47	-51	52	-56	57	-61	Ove	er 62	
oints	MIC	F	MIC	F	M C	F	M C	F	MIC	F	MIC	F	MIC	F	MIC	F	M C	F	MIC	F	Ро
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92 91	3:14	3:14	3:09 3:06	3:09	3:04	3:04	2:59 2:56	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	9
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- [				Plank	(PLK	) (mai	ntain	prope	r strai	ghtlin	e posi	tion (	Time:	minut	es an	d sec	onds))				
	17-	-21	22	-26	27	-31	32	-36	37	-41	42	-46	47	-51	52	-56	57	-61	Ove	er 62	
ts	MIC	F	MIC	F	M C	F	MIC	F	MC	F	MC	F	M C	F	MIC	F	MIC	F	MIC	F	
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	1:29	1:29	1:24	1:24	1:19	1:19	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	
	8		(2000)						200				(0.000)		(0.00)		(2000)		(2000)		
	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	
	1:27	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	
	(max)	***	(866)	444	***	44×	New Y	West	2000	At their	***	***	20.00	***	(100)	***	***	4.64	1000	***	
	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	1:08	
	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	
	1:24	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	
	1.27	1.27		***		***	1.00		11.04					1.09	1.04				1.04		
	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	
	1:22	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	
						ij			999						1999					-	
	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	
	1:20	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	
- 5	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	
					(***)						Free .										
	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	
	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	
	4.40	4.40	4.44	4.44	4.00	4.00	4.04	4.04		0.50		0.50		0.50				0.50			
	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	
j,	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	
	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	
	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	
	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	
	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	
	7000			- 1		-							1000		10000		1000				
	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	
	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	
	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	
		1:08	1103					0.03	0:48					0:48	U:48					0.48	
	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	
	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	
				***		****	***		***					***				***			
	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	
	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	
	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	
	(Select)	***	(464)	444	***	***	***	www.	***	And so	***	***		***	(1000)	***	(MARK)	***	N. 404	***	
	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	
	1:01	1:01	0:56	0:56	0:51	0:51	0:46	0:46	0:41	0:41	0:41	0:41	0:41	0:41	0:41	0:41	0:41	0:41	0:41	0:41	
	4.00		0.55												0.45			0.45			
	1:00	1:00	0:55	0:55	0:50	0:50	0:45 An	0:45 proved	0:40	0:40	0:40	0:40 tive: 1	0:40 June 2	0:40	0:40	0:40	0:40	0:40	0:40	0:40	





								Arm	y Fitn	ess To	est Sc	ore Ta	ables								
						Two-l	Mile R	un (21	(R)	Overal	I time:	minu	tes ar	nd sec	onds)						ı
	17	-21	22	-26	27	-31	32	-36	37	-41	42	-46	47	-51	52	-56	57-	-61	Ove	er 62	L
oints	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	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	15:09	16:59	15:28	17:18	15:28	17.18	
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	1
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	ı
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	
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	ı
96	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	ı
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	ı
93	15:07	18:02	15:05	17.03	15:05	17:03	15:23	17:48	15.32	17:53	15:45	18:04	16:09	18:31	16.55	19.15	17:45	18:46	17:45	18.46	
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	
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	ĺ
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	ĺ
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	ľ
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	l
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	
86	16.19	18.34	16:19	18.28	16:24	18:50	16.21	19:00	16.39	19:04	16.52	19.16	17:16	19:41	18.04	20:26	18:53	19.41	18:53	19.41	
85	16:28	18:44	16:29	18:38	16:33	18:59	16:30	19:09	16:48	19:13	17:01	19:25	17:25	19:50	18.13	20:35	19:00	19.45	19:00	19:45	
	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	
	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	1
82	16:57	19:12	16:59	19:07	17:02	19:27	16:58	19:36	17:15	19:40	17:28	19:53	17:53	20:17	18:41	21:02	19.27	20.07	19:27	20.07	
81	17:07	19:21	17:08	19.16	17:12	19:36	17:07	19:45	17:24	19:49	17:37	20.01	18:02	20:26	18.51	21:10	19.36	20:17	19:36	20.17	1
80	17:13	19:30		19:25	17:21	19:45	17:16	19:53	17:33	19:57	17:47	20:10	18:12	20:34	19.00	21:19	19:45	20.22	19:45	20.22	
79	17:17	19.39	17:18	19:34	17:30	19:53	17:26	20:01	17:41	20.05	17:56	20:18	18:21	20:42	19.10	21:27	19:51	20.31	19:51	20:31	1
78	17:25	19:47	17:28	19:43	17:38	20:01	17:34	20:09	17:50	20.13	18:06	20:26	18.31	20.50	19.20	21:35	19:59	20.38	19.59	20:38	ı
77	17:34	19.56	17:37	19:52	17:47	20:10	17:42	20.17	17:58	20:21	18.15	20:34	18:41	20.58	19:30	21:43	20:07	20.43	20:07	20.43	ı
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	
75	17:52	20.13	17:55	20:12	18:04	20:26	17:58	20:33	18.14	20:37	18:35	20.50	19:00	21.14	19.49	21:59	20.22	20:44	20:22	20.44	
74	18.00	20:24	18:03	20:24	18:13	20:34	18:07	20:41	18:22	20:45	18:45	20.58	19:10	21:22	19.59	22:07	20:31	20:50	20:31	20.50	ı
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	21:29	20:10	22.14	20:41	21.03	20:41	21:03	
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	21.15	20:46	21:15	Ш
71	18:27	20.56		20:57		20:58		21:05		21:08		21:22		21:45		22:30	20:54	21:32	20.54	21:32	Ш
70	18:35	21:06	18.23	21.00	18:23	21:00	18:30	21:13	18:35	21:16	18,55	21:30	19:30	21:40	20:20	22:38	21:00	21:40	21:00	21.40	Ц
69	18.45	21:17	18:30	21.32	18:30	21.15	18:58	21:21	18.47	21:24	19:15	21:38	19:41	22.01	20:52	22:48	21:01	21:43	21:01	21.43	H
68	18.54	21:28	18:39	21:40	18:39	21:23	19:06	21:29	19.04	21:32	19:36	21,46	20:02	22:09	21:03	22:54	21:19	21:59	21:19	22 02	l
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	H
66	19:13	22:01	18:57	21.58	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	
65	19:23	22 12	19:07	22:07	19:15	21:49	19:34	21:55	19:31	21:58	20:10	22:12	20:50	22:35	21:40	23:20	22.03	22:33	22:03	22:44	H
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	23:29	22.21	22:43	22:21	22 50	
63	19.43	22:38	19:26	22.26	19:35	22.09	19:55	22.14	19.51	22.17	20:52	22.31	21:19	22:54	22:10	23:39	22 39	23:01	22:39	23:04	H
62		22:53	19:36	22.37	200	22.19	20:06	22.24	20.12	22:27	21:09	22.42	21:37	23.04	22.28	23:49	22:58	23:22	22.58	23.22	ı
61	19:54	22.55	40.45	20.45	40.45	22:31	20:18	22:35	20:24	22:38	21:31	22.53	21:59	23:15		24.01	23.12	24 05	23:12	24:11	ļ
60	19.57	22:55	19:45	22.45	19:45	22.45	20:44	22:50 proved	20:44	22.59	22:04	23.15	22:04 June 2	23:30	22.50	24:00	23:36	24:48	23:36	25:00	L

								Arm	y Fitn	ess Te	est Sc	ore Ta	ables							
			Alte	rnate	Event	s (Go	No-G	o) (Ov	erall t	ime fo	r requ	ired o	distan	1 - 90	ninute	s and	seco	nds)		
	17	-21	22-	-26	27-	-31	32-	-36	37	41	42-	-46	47-	51	52-	-56	57-	-61	Ove	r 62
	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F	MIC	F
5-mile Walk	31:00	34:00	30:45	33.30	30:30	33:00	30:45	33:30	31:00	34.00	31:00	34:00	32:00	35:00	32:00	35:00	33:00	36:00	33.00	36.0
2 km Bike	26:25	28:58	26:12	28:31	26:00	28:07	26:12	28:31	26:25	28:58	26:25	28:58	27:16	29:50	27:16	29:50	28:07	30:41	28:07	30:4
km wim	30:48	33:48	30:30	33:18	30:20	32:48	30:30	33:18	30:48	33:48	30:48	33:48	31:48	34:48	31:48	34:48	32:50	35:48	32:50	35:4
km Row	30:48	33:48	30:30	33.18	30:20	32:48	30:30	33:18	30:48	33:48	30.48	33:48	31:48	34:48	31:48	34:48	32:50	35.48	32.50	35:4

								Arm	y Fitn	ess T	est Sc	ore Ta	ables								
							Mile R	un (21	VIR) (0	Overal	_		_		conds	).					
	17-		22	-26	27		32	-36	37	-41	42	-46	47		52	-56	57	-61	Ove	er 62	
oints	MIC		MIC	F	MIC	F	MIC		MIC		MIC	F	MIC	F	MIC	F	MIC		MIC	F	Po
60	19:57	22:55	19:45	22:45	19:45	22:45	20:44	22:50	20:44	22:59	22:04	23:15	22:04	23:30	22:50	24:00	23:36	24.48	23:36	25:00	6
69	20:00	22:58	19:48	22:48	19.48	22.48	20:47	22:53	20:47	23:02	22.07	23.18	22:07	23:33	22:53	24:03	23:39	24:51	23:39	25:03	- 6
58	20:03	23.01	19:51	22.51	19:51	22:51	20:50	22:58	20:50	23:05	22:10	23:21	22:10	23:36	22:56	24:06	23:42	24:54	23:42	25:06	100
57	20:05	23.04	19:53	22:54	19:53	22:54	20:52	22:59	20:52	23.08	22:12	23:24	22.12	23.39	22:58	24:09	23:44	24:57	23:44	26.09	
56	20:08	23:07	19:56	22:57	19:56	22:57	20:55	23:02	20:55	23:11	22:15	23:27	22:15	23:42	23:01	24:12	23:47	25:00	23:47	25:12	- 82
55	20:11	23:10	19:59	23:00	19:59	23:00	20:58	23:05	20:58	23:14	22.18	23:30	22:18	23.45	23:04	24:15	23:50	25:03	23:50	25:15	ŧ
54	20:14	23.12	20:02	23:02	20:02	23.02	21:01	23.07	21:01	23:16	22:21	23:32	22:21	23:47	23:07	24:17	23:53	25:05	23:53	25:17	- 5
53	20:17	23:15	20:05	23:05	20:05	23:05	21:04	23:10	21:04	23:19	22.24	23:35	22:24	23:50	23:10	24:20	23:56	25.08	23:56	25:20	- 6
52 51	20:19	23:18	20:07	23:08	20:07	23:08	21:06	23:13	21:08	23:22	22:26	23:38	22:26	23:53	23:12	24:23	23:58	25:11	23:58	25:23	
50	20:22	23:24	20:10	23:11	20:10	23:11	21:09	23:19	21:09	23:28	22:29	23:41	22:29	23:56	23:15	24:28	24:01	25:14	24:01	25:26	
49	20:25	23:24	20:13	23:14	20:13	23:14	21:12	23:19	21:12		22:32	23:44	22:32	24:02	23:18	24:29	24:04	25:17	24:04	25:29	974
48	20:28	23:27	20:18	23:17	20:19	23.20	21:15	23:22	21:15	23:31	22:38	23.50	22:38	24:05	23:21	24:35	24:07	25:20	24:07	25:32	
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0	22:45	25.50	22:33	25:40	22:33	25:40	23:32	25:45	23:32	25:54	24:52	26:10	24:52	26:25	25:38	28:55	28:24	27:43	26:24	27:55	



### **Enlisted Scheme of Maneuver**



### **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.





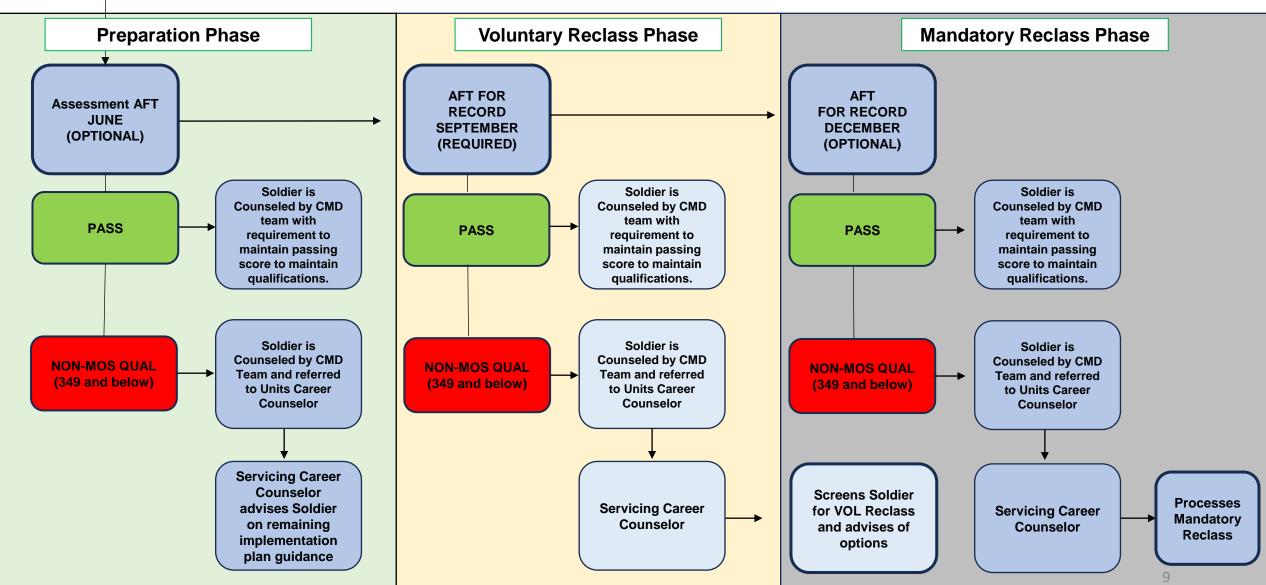
# AFT Implementation Plan Process Maps RA / AGR Enlisted



### AFT (Enlisted) RA / AGR Implementation Plan - Detailed Process



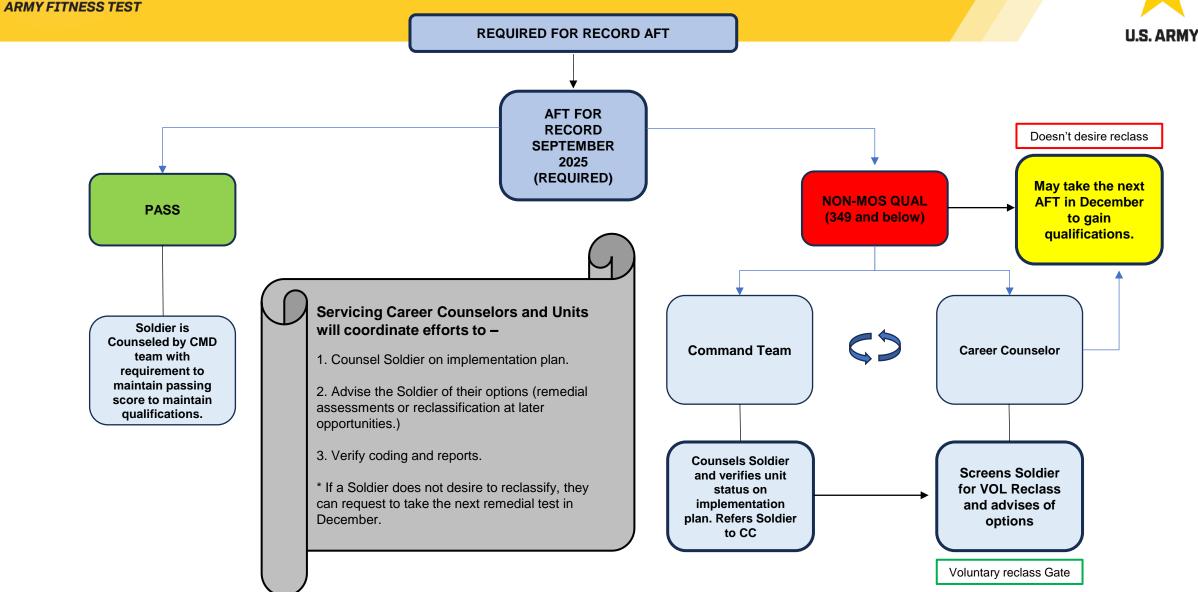
**Guidance Published (May 2025)** 





### AFT (Enlisted) RA Implementation Plan – 2nd AFT – Detailed Process

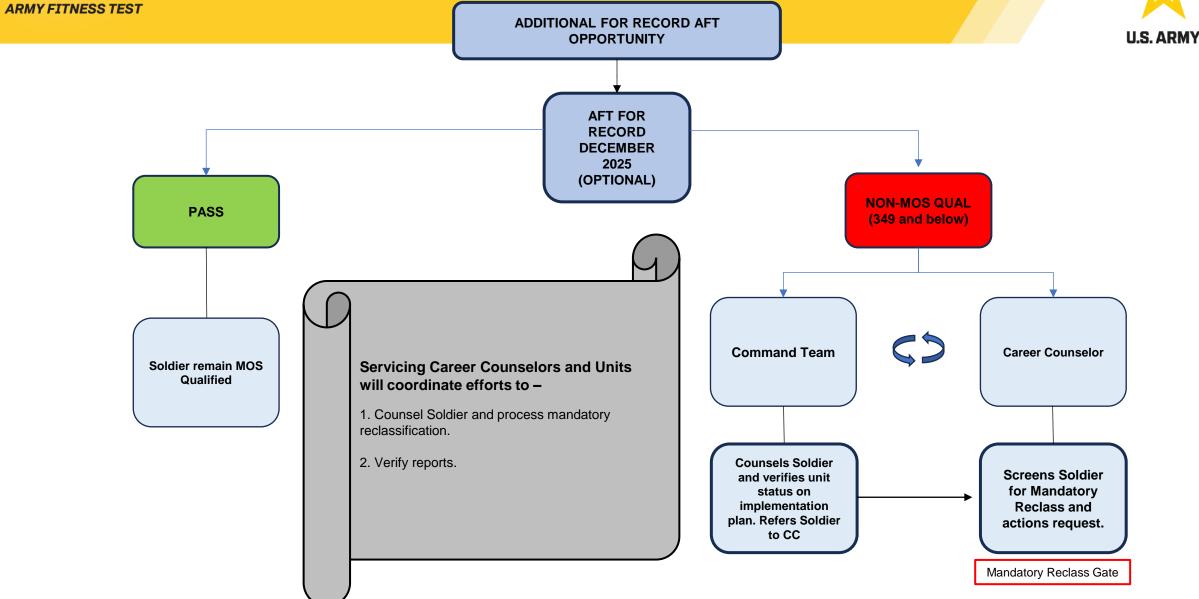




## AFT

### AFT (Enlisted) RA Implementation Plan – 3rd AFT – Detailed Process



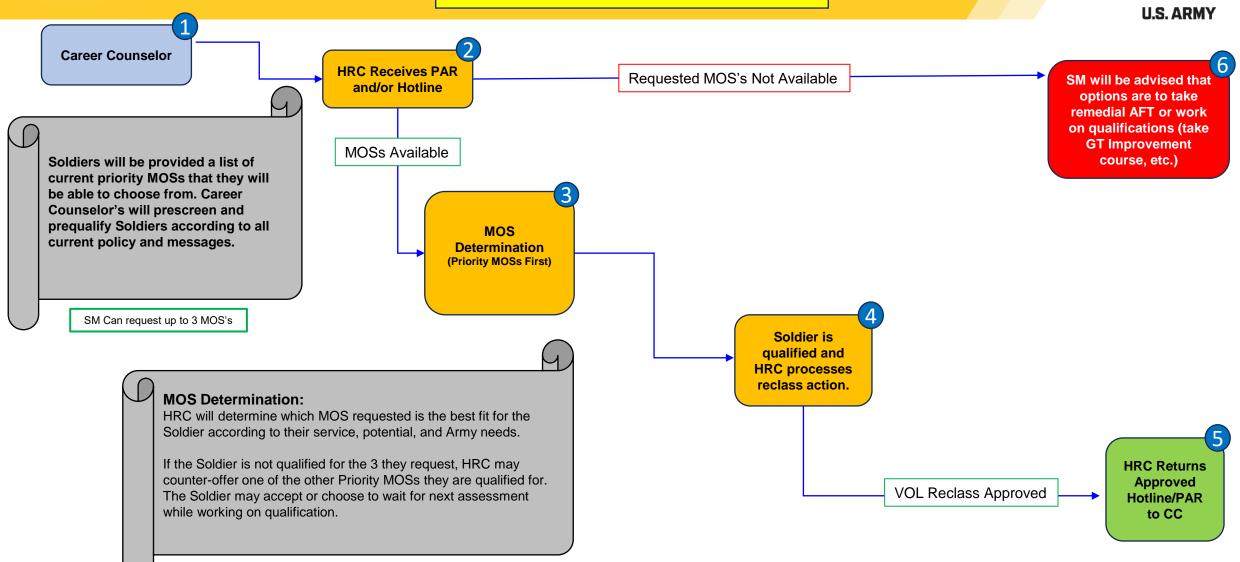


### AFT AFT (Enlisted) RA Implementation Plan – Step 3 – HRC VOL RECLASS Process

ARMY FITNESS TEST

VOL Reclass – SEP to DEC 2025







## Voluntary Reclassification



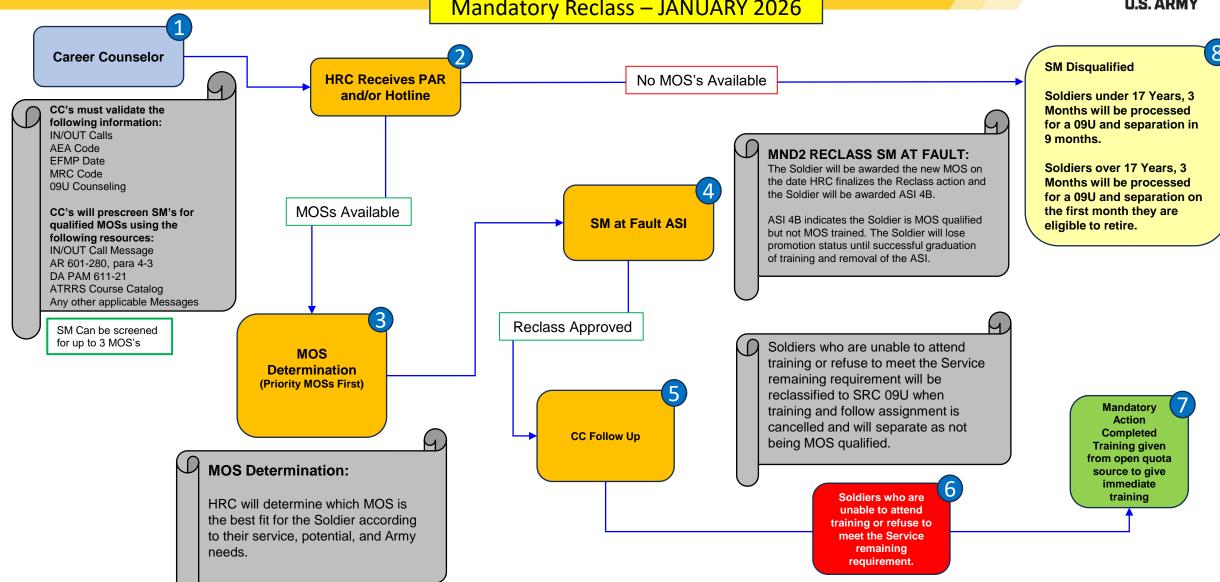
- 1. <u>Career Counselor's</u> will assist Soldiers (PVT-SSG, under 18 years TAFS) in requesting up to three MOSs they are otherwise eligible and qualified for. Reclassification actions are processed based on the strengths of the Soldier's current MOS and the requested MOS. The responsible Career Counselor 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. <u>Soldier Qualified for request</u> 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. <u>Request returned to Career Counselor</u> 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. <u>Soldier not Qualified for request</u> 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. <u>Career Counselor's</u> 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. <u>MOS Determination</u> 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. <u>Soldier at fault ASI</u> 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. <u>Career Counselor Follow-Up</u> 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. <u>Soldiers who refuse training or Service Remaining Requirement</u> 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.









### Officer Scheme of Maneuver



#### **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.

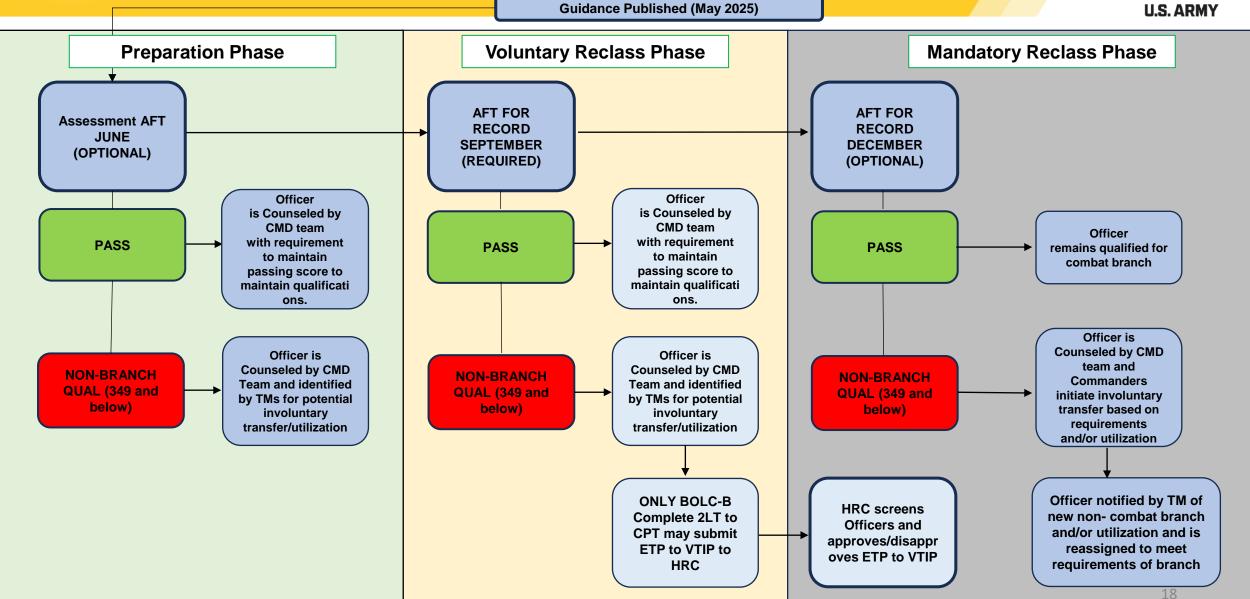
Officers (WO1 to CW5) will be processed for mandatory utilization. Commanders initiate utilization in coordination with HRC and HRC processes requests. Officers will remain in branch and serve in positions not associated with combat.

**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.



## AFT (Officer/Warrant Officer) RA / AGR Implementation Plan - Detailed Process

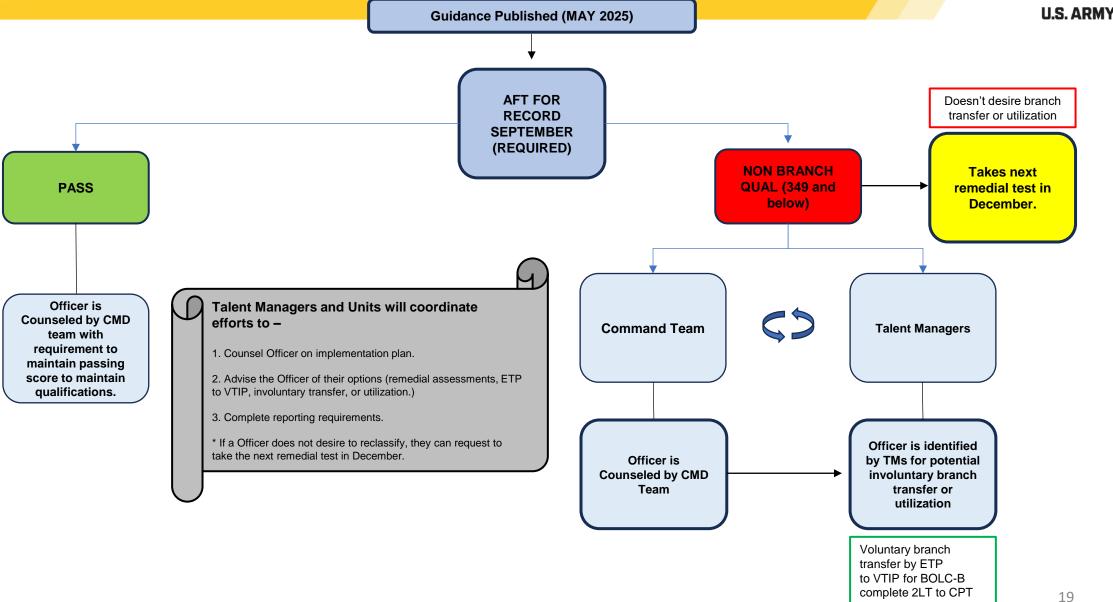






### AFT (Officer/Warrant Officer) RA Implementation Plan – 2nd AFT – Detailed Process

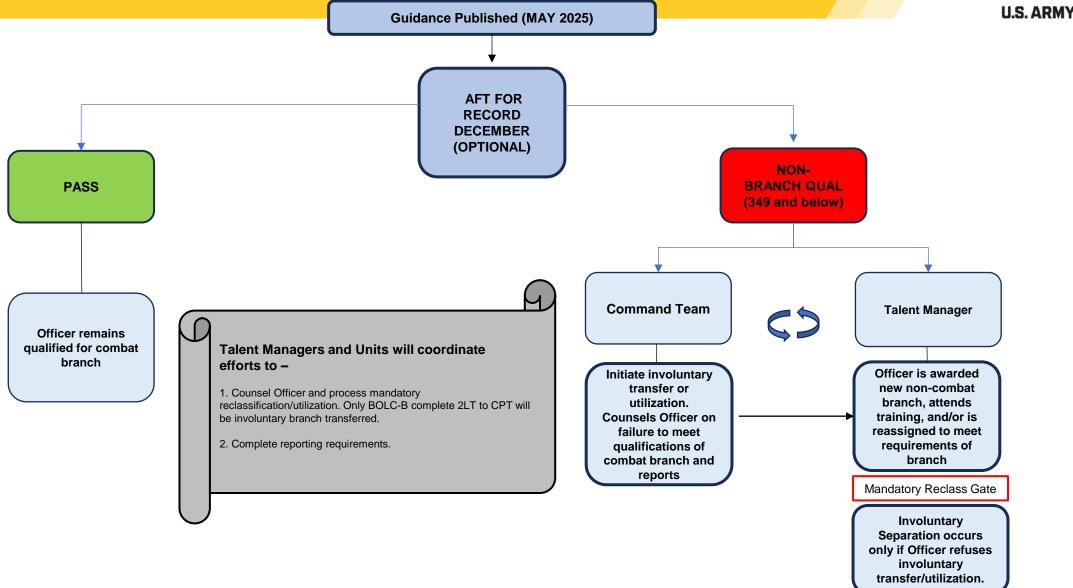






## AFT (Officer/Warrant Officer) RA Implementation Plan – 3rd AFT – Detailed Process







## AFT (Officer/Warrant Officer) RA Implementation Plan – HRC Voluntary RECLASS Process



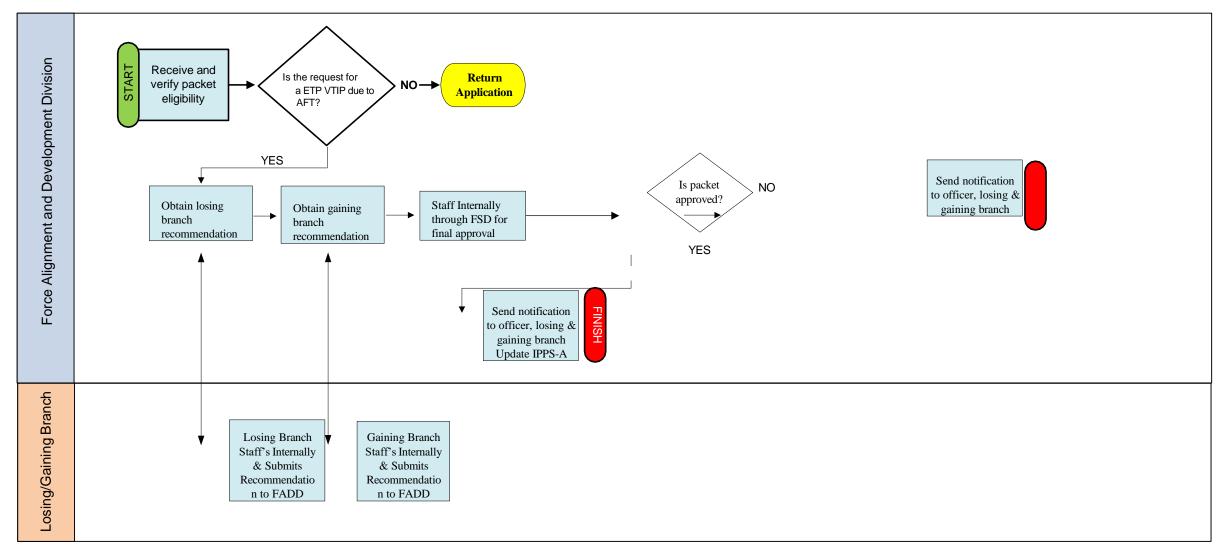
- 1. <u>Officers:</u> Initiate ETP to the Voluntary Transfer Incentive Program (VTIP) branch transfer request to HRC. Officers may request up to five non-combat branches or functional areas that they are otherwise eligible and qualified for. Reclassification actions are processed based on the officer's skillset and available branch strengths in the Army inventory at the time of the request.
- 2. <u>HRC:</u> 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. <u>Branch Determination:</u> 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. <u>Officer Qualified for request:</u> 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. <u>Officer not Qualified for request</u> 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.



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



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## AFT (Officer/Warrant Officer) USAR AGR Implementation Plan – HRC POV

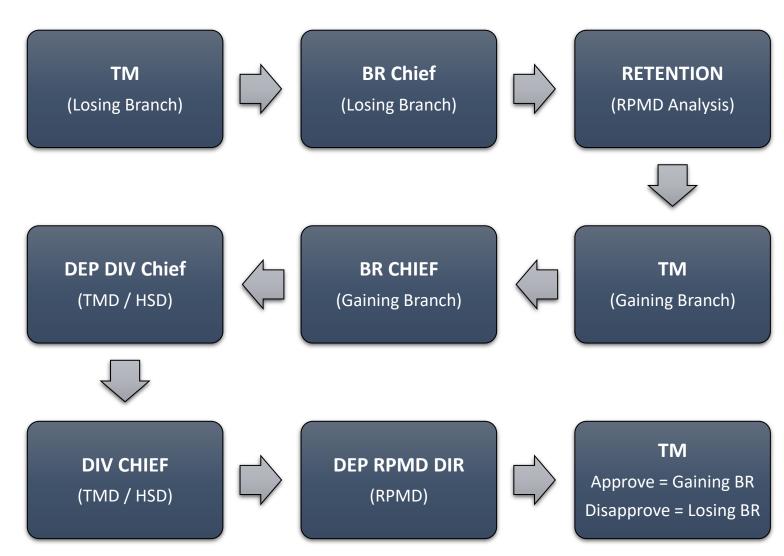


#### **ETP VTIP AFT 350 Required Documents:**

- 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: 00000000010514

- 1. Talent Manager (TM) receives VTIP request via IPPS-A.
- 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.





## AFT (Officer) RA Implementation Plan – HRC Mandatory RECLASS Process

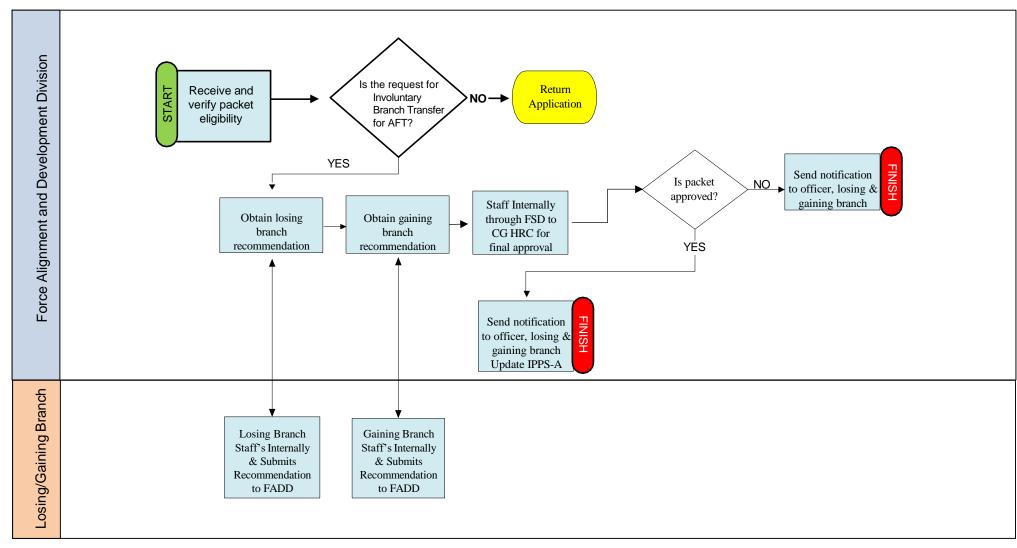


- 1. <u>Commanders:</u> Initiate involuntary branch transfer and/or utilization request to HRC. For involuntary branch transfers, Commanders may include up to five non-combat branches or functional areas on behalf of the officer in the request based on officer interests and/or skills. Mandatory reclassification 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. <u>HRC:</u> 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. <u>Branch Determination:</u> 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. <u>Officer Qualified for request:</u> 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.



## AFT (Officer/Warrant Officer) AGR Implementation Plan – HRC POV

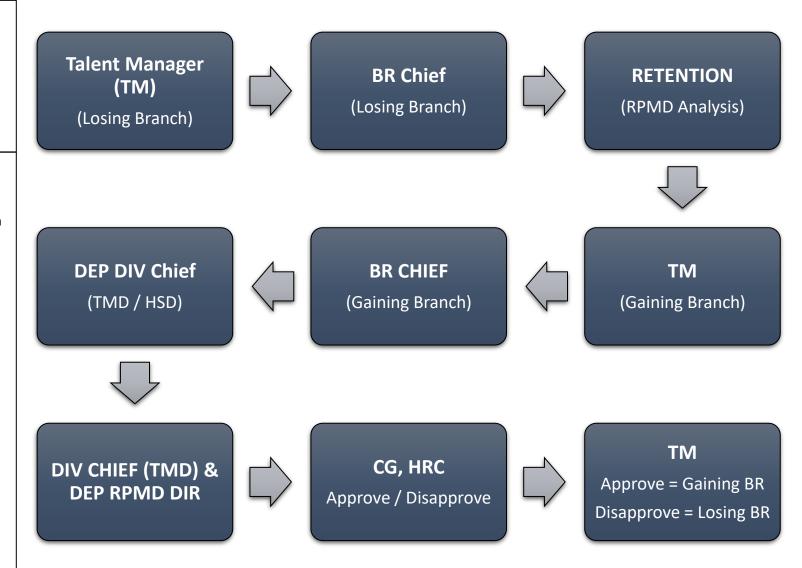


#### **Involuntary Branch Transfer AFT 350 Required Documents:**

- 1. Commander completes PAR in IPPS-A
- 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: 00000000010514

- 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.













- ☐ 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)



## Combat Standard Implementation Plan Identification



### May 2025

	DEVELOPMENTAL COUNSELING FORM  For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.
	PRIVACY ACT STATEMENT
	5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.
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 A0800-8-104b AHRC, https://dpcid.defense.gon/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/ Article/S70051/a0800-8-1046-ahrs/.
	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 Fire	t, Mf) Rank/Grade Date of Counseling
Organization	Name and Title of Counselor
	PART II - BACKGROUND INFORMATION
Aurpose of Cou and observation	inselling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts prior to the counseling.)
Approach:	Non Directive Combined Directive
Type of Count	eling:
Identification	for AFT Implementation Plan and Guidance.
tandard score	rmy National Guard of the United States (ARNS) ARNGUIS), and United States Army Reserve (USAR). The 39-AFT combut goes into offect for Regular Army and Active Guard Reserve (AGR) officers on January 2020. In 839-AFT combut goes into offect for Regular Army and Active Guard Reserve (AGR) officers on January 2020. The State of the Combut for all combut branch officers graduating from Professional Military Education on 1 January 2020.
	PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling.
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2026. As a Of qualified. Thre	g session addresses the new combat standard AFT requirements for your branch, which will become effective on 1 January user in a combat branch, you are required to achieve a 350 point AFT combat standard score by this date to remain branch updnot 2025, multiple opportunities will be provided to achieve the increased requirement, redeasify you into a branch you are
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Key Dates and Milestones FT assessment and for record dates: June 2025, September 2025, December 2025.	
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### Soldiers who meet the 350+ Requirement



### All Assessments AFT'S and For Record Tests

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Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed to modify or maintain the subordinate's behavior and include a specified time line for implementation and ass	d upon goal(s). The actions must be specific enoug essment (Part IV below).
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	For use of this form, see ATP 6-22.1, the proponent agency is T	RADOC.
AUTHORITY	PRIVACY ACT STATEMENT Y: 5 USC 301. Departmental Regulations, 10 USC 3013. Secretary of the Army.	
	<ol> <li>b USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.</li> <li>These records are created and maintained to manage the member's Army and Army National Guard se</li> </ol>	nice effectively to document historically a member's
PURPOSE:	E: military service, and safeguard the rights of the member and the Army.	
	E: For additional information, see the System of Records Notice A0600-8-104b AHRC, https://dpcid.defen. Article/570051/a0600-8-104b-ahrc/.	
ROUTINE USE(S):	<ol> <li>There are no specific routine uses anticipated for this form; however, it may be subject to a number of precords notice specified in the purpose statement above.</li> </ol>	roper and necessary routine uses identified in the system of
DISCLOSURE:	E: Disclosure is voluntary.	
	PART I - ADMINISTRATIVE DATA	year
lame (Last, Fin	First, MI) Rank/Grade	Date of Counseling
Organization	Name and Title of Counsel	lor.
Ji ganizaron	Hame and time of Counse	M.
	PART II - BACKGROUND INFORMATION	
	Counselling: (Leader states the reason for the counseling, e.g. Performance/Professional/Ever	nt-Oriented counseling, and include the leader's fact
	ions prior to the counseling.)	
Approach:	Non Directive Combined Directive	
Type of Coun	unseling: 🗸 General Form 📗 Professional Growth 📗 Performance 📗 Eve	nt Oriented
AFT Impleme	mentation Plan and Guidance - Meeting the Combat Standard Requirement.	
This impleme	nentation guidance pertains to all Soldiers in the identified Military Occupational Sp	recialties (MOSs) and Area of Concentration's
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	nal Guard, and Army Reserve. The Combat standard score (350+) goes into effect t	or Compo 1 and Compo 2 & 3 AGR Soldiers
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1. Current AFT Performance & Goals:			
Record the Soldier's most recent AFT see Goals:	ore:		
Points of Contact: List names and contact info for: SquadPhaton Section Leader: Unit Career Counselor: Master Pitness Trainer (if applicable): Any other relevant support personnel:			
agrees / disagrees and provides remarks if a	the key points of the session and checks if the subordina paperprinted: gree with the information above.	ele understands the plan	of action. The subordinate
Individual counseled remarks:			
Signature of Individual Counseled:			DATE (YYYYMMDD):
Leader Responsibilities: (Leader's responsib	uilities in implementing the plan of action.)		
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## Soldiers who score between 300-349 / Voluntary Reclassification /VTIP Opportunity



### SEPTEMBER 2025

AUTHORITY:  5 USC 201, Departmental Regulations, 10 USC 2013, Desertance of Regulation		DEVELOPMENTAL Co For use of this form, see ATP 6-22.1; t		RADOC.			
PRINCES.  The second as a created and maintened to manage the memor's Amy and Army National Court service effectively, to document historically a member's PURPORES.  The processor of the processor of the processor of the country.  NOTE: For additional influence, see the dystem of Records totale ARMOD a 1948. AHRC, they skided defense and Princes (2008) Analysis of the COUNTRY (INSE).  Proceedings of the purpose additional influence of the processor of the purpose additional total processor.  PART I - ADMINISTRATIVE DATA  Amen (E.ast Frat Mo)  PART I - ADMINISTRATIVE DATA  PART I - ADMINISTRATIVE DATA  Amen (E.ast Frat Mo)  PART I - ADMINISTRATIVE DATA  PART I - ADMINISTRATIVE DATA  PART I - ADMINISTRATIVE DATA  Amen (E.ast Frat Mo)  PART I - ADMINISTRATIVE DATA  PART I - ADMINISTRATIVE DATA  Purposes of Counselling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's fact olderestricts and processor of the counseling.  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counseling).  Page of counseling: (Leader states the reason for the counter states).  Page of couns	AUTHODITY						
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core between 300-349 points, you will have the opportunity to voluntarily reclassify if you are a BOIC-E complete 2LT to CPT or work works improving you score for the final AFT assessment in December 2020, 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 combast standard that will help you meet he combat qualifications and keep you on the team.  This is an horman qualification, not an Army wisk qualification II you score between 300-349 you will not be processed for an adverse action lay you effect with be made defined. The thin adjusted you to the help representation plan in the provided time to meet the increased equirement or be processed for another branch you are otherwise fully eligible for and/or utilization. If you are required to immediately tring this to the attention of your Commander and/or other authorized training efficial for further assessment and action.  OTHER INSTRUCTIONS  This form will be destroyed upon reassignment (other than rehabilistic yearson will be destroyed upon reassignment (other than rehabilistic yearson), separation in ETG, or upon referement. For separation requirements has been destroyed upon reassignment (other than rehabilistic yearson), separation in ETG, or upon referement. For separation requirements and	(ey Points Dis	Complete this section during or imme		ounseling.			
Trainer, ét. D'Évry effort will be mide by us and these organizations to help you achieve the AFT combat standard that will help you meet he 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 lag. You will receive a non-punitive identifier that subjects you to the implementation plan in an effort to provide time to meet the increased equirement or be processed for another branch you are otherwise fully eligible for and/or utilization.  If any point, you provide parameter profile that prohibits you from achieving the score of 350 points, you are required to immediately pring this to the attention of your Commander and/or other authorized nating official for further assessment and action.  OTHER INSTRUCTIONS  This form will be destroyed upon resistingment (other than rehabilitative parameter), separation at ETS, or upon retirement. For separation requirements an	of this standard f fully qualified	Complete this section during or imme- cussion:  this counseling addresses the critical re- liker. It is essential you maintain the AFT score of 350 or grown I January 2016 and forward may result in mandatory if for and/or utilization.	diately subsequent to co quirements to maintain greater to meet the stan- reclassification to anoth	your combat branch qualification as a lards to remain in this branch. Failure to mee			
lag. You will receive a non-punitive identifier that subjects you to the implementation plan in an effort to provide time to meet the increased equirement or be processed for another branchy our are otherwise fully eligible for and/or utilized for another subjects. If at any point, you receive a permanent profile that prohibits you from achieving the score of 350 points, you are required to immediately ring 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 rehabilitable transfers), separation at ETS, or upon retirement. For separation requirements an	off this standard f fully qualified Currently, you You are requires	Complete this section during or imme cussion:  this courseling addresses the critical re- fiser. It is essential you maintain the AFT score of 530 or grown as you will have a consequent in mandatory for and/or utilization.  The area of the critical the conductive and the consequence of the control of the	quirements to maintain reater to meet the stans reclassification to anoth urrent AFT score of	your combat branch qualification as a fards to remain in this branch. Failure to mee are non-combat branch, you are otherwise During the September assessment, if you			
ring this to the attention of your Commander and/or other authorized nating official for further assessment and action.  OTHER INSTRUCTIONS This form will be destroyed upon reassignment (other than rehabilitable transfers), separation at ETS, or upon retirement. For separation requirements an	off this standard f fully qualified Currently, you You are require score between lowards impro to it is imperative trainer, etc.) I	Complete this section during or imme cussion:  this counseling addresses the critical re- lifeer. It is essential you maintain the AFT score of 550 or gronn 1 January 2005, and forward may result in mandatory if or and/or utilization.  are not meeting the combat branch standards and have a cordio continue participating in the following AFT assessment 300-349 points, you will have the opportunity to voluntari wing your score for the final AFT assessment in December 9 you make a training plan and work with services that we every effort will be made by us and these commentations to	quirements to maintain greater to meet the standardereclassification to anoth urrent AFT score of ent in September 2025. ly reclassify if you are 2025. available to support yo available to support yo	your combut branch qualification as a dards to remain in this branch. Failure to mee her non-combut branch, you are otherwise.  During the September assessment, if you a BOLC-B complete ZLT to CPT or work.			
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his form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements an oblication of loss of benefits/consequences see local directives and AR 635-200.	official standard f'fully qualified Currently, you are required to sow and the	Complete this section during or imme consiston:  The constraint you maintain the AFT score of 350 or given I Jamuary 3026 and forward may result in mandatory for an are not meeting the combat branch standards and have a cred to continue participating in the following AFT assessm 300-349 points, you will have the opportunity to voluntain wing your score for the final AFT assessment in December eye out made a training plant and root with services that are viewy effort will be made by us and those organizations to indifications and keep you on the team.  And qualification, not an Army-wide qualification. If you services a non-penuitive identifier that subjects you to be in the processed for another branch you are otherwise fully expressed in the processed for another branch you are otherwise fully expressed.	quirements to maintain preser to meet the stan- crelest for meet the stan- crelestification to ancel urrent AFT score of ent in September 2025. by reclassify if you are 2025. available to support you help you achieve the Al- core between 300-349 y plementation plain in a lightle for meet or of 33.	your combut branch qualification as a dards to remain in this branch. Failure to mee her non-combut branch, you are otherwise.  During the September assessment, if you a BOLC-B complete ZLT to CPT or work.  So, (Army Wellness Center, Master Fitness FT combut standard that will help you meet would not be processed for an adverse action in effort to provide time to meet the increased action.			
	of this standard f fully qualified Currently, you You are requision covered to the control to the combat qualified the combat qualified This is an braziliag. You will equirement or full fat any point for the combat purpose the combat purpose full fat any point full fat full full full fat full fat fu	Complete this section during or immediately and the section during or immediately and the section of \$30 or grown 1 January 2005 and forward may result in mandatory for and/or utilization.  are not meeting the combat branch standards and have a cred to continue participating in the following AFT assessment 300-349 points, you will have the opportunity to voluntar immediately and the section of the final AFT assessment in December 2005 and the final AFT assessment in December 2005 and the final AFT assessment in Dece	quirements to maintain repeter to meet the stan- quirements to maintain repeter to meet the stan- cleastification to anoret  urrent AFT score of ent in September 2025. by reclassify if you are 2025,  veclassify if you are 2025,  available to support you are left to support you are left to support you go between 300-349 by plementation plain in a lightle for and not utilize their wing the score of 3'- tings official for further.	your combat branch qualification as a fards to remain in this branch. Failure to mee her non-combat branch, you are otherwise.  During the September assessment, if you a BOILE-B complete 2L.T to CPT or work as (Army Wellness Center, Master Fitness FT combat standard that will help you meet you will not be processed for an adverse action on effort to provide time to meet the increased action.  50 points, you are required to immediately assessment and action.			

inate's behavior and include a specified time line for implementation and assessment (Part IV below). & Goals:	ist be specific enoug
cent AFT score:	
to to the gym." List specific exercises targeting the AFT events, unit PT sessions, or recommen ter Finness Trainer, etc.) as training on weaknesses: we often will they train, and for how long each session? notify they form the propriets (leader, budy leam, etc.)?	ded resources
s: miber 2025, December 2025 this: This provides interim checkpoints. ng sessions: Regular check-ins with the Soldier are crucial.	
for	
d: DAT	E (YYYYMMDD):
's responsibilities in implementing the plan of action.)	(YYYYMMDD):
Date	
Date	
PART IV - ASSESSMENT OF THE PLAN OF ACTION	
	d and provides use
PART IV - ASSESSMENT OF THE PLAN OF ACTION ction achieve the desired results? This section is completed by both the leader and the individual counseled.	d and provides use
Di	

	For use of this form, see ATP 6-22.1  PRIVACY AC					
AUTHORITY:	5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the					
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					
	For additional information, see the System of Records Notice AD600-8- Article/570051/a0600-8-104b-ahrs/.	104b AHRC	https://dpcld.defense.g	ov/Privac	y/SORNsIndex/DOD-wide-SO	RN-Article-View
	There are no specific routine uses anticipated for this form; however, it records notice specified in the purpose statement above.					
DISCLOSURE:	Disclosure is voluntary.					
	PART I - ADMINISTE				×	
Name (Last, Fir.	t, MI)		Rank/Grade	_ D	ate of Counseling	ř
Organization		Name an	d Title of Counselor			
	PART II - BACKGRO	OUND INFO	DRMATION			
Approach:	s prior to the counseling.)  Non Directive Combined Directive  Judge Combined Combined Combined  Judge Combined Combined Combined  Judge Combined Combined Combined  Judge Combined Com	Performa	-	Oriented		data and
(AOC): 11A, Army (RA), A standard score standard score	ntation guidance pertains to all Soldiers in the identified 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 1: mry National Guard of the United States (ARMG/ARNG) goes into effect for Regular Army and Active Guard Re goes into effect for ARMG/ARMG/US and USAR M-Day to for all combat branch officers graduating from Professi	8C, 18D, 3US), and serve (AC v/TPU of	18E, 18F, 18Z, 19 I United States Am 3R) officers on 1 J ficers on 1 June 20	A, 190 ny Res anuary 326. Th	<ol> <li>19D, 19K, 19Z, acros erve (USAR). The 350- 2026. The 350-AFT or e 350-AFT combat star</li> </ol>	s the Regula AFT comba mbat
	PART III - SUMMAR Complete this section during or imp			veeling		
Key Points Dis		inculation y	sabsequent to cour	isomiy.		
Key Folias Dis	AUSTION,					
officer.	, this counseling addresses the critical	requirem	ents to maintain yo	our brai	nch qualification as a _	
IAW the Sept	mber for record AFT, you are not branch qualified for th th a score of	ne comba	t standard and hav	e a curr	ent AFT as of (Test Da	te)
decide to parti if you are a wa next AFT asse reclassificatio	you are a 2LT to LTC that is BOLC-B complete, you are in the next AFT assessment (December 2025) to a traint officer or COL, you are not authorized to submit a sement (December 2025). However, failure to meet this to another branch you are otherwise fully qualified for a can thrive. Let's work together to explore which option	voluntary standard and/or ut:	e required AFT so y reclassification re in the December 2 dization. We are o	ore for equest a 025 ass commit	combat branch officers and may decide to parti essment will result in n	At this tim cipate in the andatory
Voluntary rec	assification is dependent on your individual qualification DLC-B complete, you can request another non-combat by ry Transfer Incentive Program (VTIP).	ns, skills, ranch you	and the needs of the are otherwise qua	ne Arm dified f	y. Currently, if you are or via an exception to p	a 2LT to olicy (ETP)
to the Volunta	(RA) officers requesting an ETP VTIP will self-initiate	a VTIP re	equest and submit	via ema	ail the completed reque	at to TIDO
to the Volunta Regular Army	my.knox.hrc.mbx.fadd-ac-vtip@army.mil					st to rike
to the Volunta Regular Army Teambox: usa RA officers re including subs reason for req recommendati preferences. F	my knoc hrc mbx field-ae-vtip@army mil questing ETP VTIP will follow ETP VTIP procedures or initing a DA Form 4187 (signed by only the officer requi- sest is "to meet non-combat branch requirements", the ol- on from the first LTC or above commander in the ORC RC VTIP program managers will receive and verify the RC. Questions on the ETP VTIP process may be sent to	esting the fficer's D r's chain request b	transfer), a signed A 705, the officer of command. The efore forwarding i	s Soldi MFR m t up to	orandum for Record (M er Talent Profile, and o nay include 5 non-comb the Talent Manager and	ER message FR) stating ne letter of at branch
to the Volunta Regular Army Teambox: usa RA officers re including subs reason for req recommendati preferences. F	questing ETP VTIP will follow ETP VTIP procedures or nitting a DA Form 4187 (signed by only the officer requ- sest is To meet non-combat branch requirements", the ol- on from the first LTC or above commander in the officer RC VTIP program managers will receive and verify the	esting the fficer's D r's chain request b usarmy.l	transfer), a signed A 705, the officer of command. The efore forwarding i mox hrc.mbx.fadd	s Soldi MFR m t up to	orandum for Record (M er Talent Profile, and o nay include 5 non-comb the Talent Manager and	ER message FR) stating ne letter of at branch
to the Volunta Regular Army Teambox: usa RA officers re including sub- reason for req recommendati preferences. H command at F	questing ETP VTIP will follow ETP VTIP procedures or intiting a DA Form 4187 (signed by only the officer requests is "one ent on-combat branch requirements", the own from the first LTC or above commander in the officer RC VTIP program managers will receive and verify the RC. Questions on the ETP VTIP process may be sent to OTHER INS destroyed upon reassignment (other than rehabilitable and destroyed upon reassignment).	esting the fficer's D r's chain request b usarmy.l TRUCTIO sfers), sep	transfer), a signed A 705, the officer of command. The i efore forwarding i cnox hrc. mbx. fadd	I Memo s Soldi MFR m t up to ac-vtip	orandum for Record (M er Talent Profile, and o lay include 5 non-comb the Talent Manager and h@army mil	ER message FR) stating ne letter of at branch chain of
to the Volunta Regular Army Teambox: usa RA officers re including sub- reason for req recommendati preferences. H command at F	questing ETP VTIP will follow ETP VTIP procedures or inting a DA Form 4187 (signed by only the officer requests is To meet non-combat branch requirements, the dists is To meet non-combat branch requirements, the dists is To meet non-combat branch requirements. All the combat is the combat branch requirements of the CR VTIP program managers will receive and verify the RC Questions on the ETP VTIP process may be sent to OTHER NOS destroyed upon reassignment (other than rehabilishes to arm so of benefits/consequences see local derivers and AR 625-XIP.	esting the fficer's D r's chain request b usarmy.l TRUCTIO sfers), sep	transfer), a signed A 705, the officer of command. The i efore forwarding i cnox hrc. mbx. fadd	I Memo s Soldi MFR m t up to ac-vtip	orandum for Record (M er Talent Profile, and o lay include 5 non-comb the Talent Manager and h@army mil	ER message FR) stating ne letter of at branch chain of

or USAR AGR officers, the ETP VTIP process is a multi-step, hierarchical approval workflow. It begins bersonnel action request (PAR) in Integrated Personnel Pay System Army (IPPSA) and submitting the PA 000000000010514. Any ETP VTIP PAR must include a DA Form 705, Soldier Talent Profile, and a mem officer is unable to meet the AFT combot standard and transfer is to meet non-combot branch requirements.	R to IPPSA UDL: orandum for record stating the
he voluntary reclassification ETP VTIP opportunity is only available up until the final AFT for record in wait and take that assessment if you would like to achieve the required score to remain in your branch, cow.	
his is an branch qualification, not an Army-wide qualification.	
tan of Action (Guillines actions that the subordinate will do after the counseling session to reach the agreed upon goals mostly or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Ph.	
Current AFT Performance & Goals: ecord the Officer's most recent AFT score: loads: Reclassify or attempt December AFT	
Training Plan: If desired to conduct December AFT	
specific Training Activities:	20
his should be more than "Go to the gym." List specific exercises targeting the AFT events, unit PT session Army Wellness Center, Master Fitness Trainer, etc.)	ns, or recommended resources
f the Soldier is already proficient in some events, focus training on weaknesses.	
requency and Duration: How often will they train, and for how long each session? accountability: Who will monitor their progress (leader, buddy team, etc.)?	
<ul> <li>Key Dates and Milestones.</li> <li>/oluntary Reclassification window: Now until the December 2025 AFT assessment.</li> </ul>	
AFT assessment dates: December 2025.	
set deadlines for training goals: This provides interim checkpoints. chedule follow-up counseling sessions: Regular check-ins with the Soldier are crucial.	
Points of Contact:	
ist 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:	
tession Closing: (The leader summarizes the key points of the session and checks if the subordinate understan grees / disagrees and provides remarks if appropriate.)	ds the plan of action. The subordina
ndividual counseled: I agree disagree with the information above.	
ndvidual counseled remarks:	
ignature of Individual Counseled:	DATE (YYYYMMDD):
eader Responsibilities: (Leader's responsibilities in implementing the plan of action.)	
Note: Both the counselor and the individual counseled should retain a record	



## Soldiers who score between 300-349 / Voluntary Reclassification /VTIP Opportunity



### SEPTEMBER 2025

	For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.					
	PRIVACY ACT STATEMENT 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.					
PRINCIPAL	5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.  These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's					
PURPOSE:						
NOTE:	For additional information, see the System of Records Notice A0600-8-104b AHRC, https://dpcld.defense.gov/Privacy/SORNsIndew/DOD-wide-SORN-Article-View Article/S70051/a0800-8-104b-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, Fir.	t, MI) Rank/Grade Date of Counseling					
ination	Name and Title of Counselor					
Organization	Name and little of Counselor					
	PART II - BACKGROUND INFORMATION					
	inselling: (Leader states the reason for the counselling, e.g. Performance/Professional/Event-Oriented counselling, and include the leader's fact					
	s prior to the counseling.)  Non Directive Combined Directive					
-						
Type of Coun	elling: 🗸 General Form Professional Growth Performance Event Oriented					
Failing to achi	eve the Combat Standard - Voluntary Reclassification and Additional AFT For Record Opportunity Guidance.					
This implement	ntation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration':					
Army Nationa	11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Army, Guard, and Army Reserve. The Combat standard score (550+) goes into effect for Compo 1 and Compo 2 & 3 AGR Soldiers The Combat standard score goes into effect for Compo 2 & 3 A-Day/TPU Soldiers on 1 June 2026.					
on 1 Jan 2026	The Combat standard score goes into effect for Compo 2 & 3 M-Day/TPU Soldiers on 1 June 2026.					
	NOT III ANNUAL OF CANDAGO USA					
	PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counselling.					
Key Points Dis	Complete this section during or immediately subsequent to counseling.					
Key Points Dis	Complete this section during or immediately subsequent to counseling. sussion:					
Key Points Dis	Complete this section during or immediately subsequent to counseling.					
IAW the Sept	Complete this section during or immediately subsequent to counseling. sussion:					
IAW the Septi	Complete this section during or immediately subsequent to counseling.  ussion:					
At this time, y	Complete this section during or immediately subsequent to counseling.  ussion:  this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (Test Date) ith a score of  us are required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment 251 to achieve the required AFT score for combat MOSs. However, failure to meet this standard in the December 2025					
At this time, y	Complete this section during or immediately subsequent to counselling.  sussion:  this counselling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (Test Date) that a score of  our required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment					
At this time, y December 20 assessment wi you in finding	Complete this section during or immediately subsequent to counseling.  ussion:  , this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (Test Date) with a score of  out are required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment 25) to achieve the required AFT score for combat MOSs. However, failure to meet this standard in the December 2025 to result in mandatory reclassification to another MOS you are otherwise fully qualified for. We are committed to supporting are let where you can threve. Let's work together to explore which opton aligns best with your goals.					
At this time, y  Output  At this time, y  December 20  assessment with the second of t	Complete this section during or immediately subsequent to counseling.  ussion:  , this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (Test Date) with a score of  out are required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment 25) to achieve the required AFT score for combat MOSs. However, failure to meet this standard in the December 2025 to result in mandatory reclassification to another MOS you are otherwise fully qualified for. We are committed to supporting are let where you can threve. Let's work together to explore which opton aligns best with your goals.					
At this time, y December 20 assessment wi you in finding Voluntary reciyou are othery 35W, 68W, 92	Complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
At this time, y The comber 20 assessment with your in finding Voluntary recipion are others you are others 35W, 68W, 92 Soldiers reque	Complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
At this time, y (December 20 assessment wiyou in finding Voluntary reciyou are othery you are othery 35W, 68W, 92 Soldiers reque will validate e	complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
AW the Septer V At this time, y December 20 assessment wit oou in finding Voluntary recivou are other 35W, 68W, 92 Soldiers reque will validate e	complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (Test Date)  was are required to either submit a voluntary reclassification request or decide to participate in the next AFT assessment  25) to solhieve the required AFT accer for combat MOSs. However, failure to meet this standard in the December 2025  It result in mandatory reclassification to another MOS you are otherwise fully qualified for. We are committed to supporting a role where you can thrive. Let's work together to explore which option aligns best with your goals.  assification is dependent on your individual qualifications and the Army's needs. Currently, you can request another MOS that  the qualified for that is included in the Army's prismity MOS list. 181, 131, 13M, 13R, 14E, 14G, 14H, 14P, 14T, 17E, 29H,  29B, 29B, 59H. (Subject to change at any time)  the participate of the complete of the priority MOSs may choose their top 3 preferences and the unit Career Counselor  ingibility and process the request through HRC. If you would like to see your voluntary reclassification on one of the priority MOSs may choose their top 3 preferences and the unit Career Counselor  ingibility and process the request through HRC. If you would like to see your voluntary reclassification on properturity is only available up until the final AFT for record in December 0 2005 if you decide to participate  se to wait and talke that assessment in your MOS, or solunt your					
At this time, y  At this time, y  December 20  Sees sees ment with your in findings  Voluntary recipous are other  Voluntary recipous are other  Soldiers reque  Will validate e  The voluntary  You may choo  reclassification	complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
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At this time, y December 20 20 At this time, y December 20 20 20 20 20 20 20 20 20 20 20 20 20 2	complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
At this time, y December 20 20 At this time, y December 20 20 20 20 20 20 20 20 20 20 20 20 20 2	ussion:  this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (fest Date) thin a score of  so are required to either submit a voluntary reclassification request or decide to participate in the neet AFT assessment 25) to achieve the required AFT acore for combat MOSs. However, failure to meet this standard in the December 2025 on a read required to either submit a voluntary reclassification to another MOS and the standard in the December 2025 are related to the standard of the December 2025 on a red chevise fully qualified for. We are committed to supporting a role where you can thrive. Let's work together to explore which option aligns best with your goals. The seasofication is dependent on your individual equalifications and the Army's needs. Currently, you can request another MOS that the qualified for that is nebaled in the Army's priority MOS list. 188, 131, 13M, 13K, 14E, 14G, 14H, 14P, 14T, 17E, 25H, 25H, 25H, 25H, 25H, 25H, 25H, 25H					
At this time, y  At this time, y  December 20  Assessment with the control of the control  Voluntary recipion and of the control  Voluntary recipion are other state of the control  Soldiers reque will validate e  The voluntary you may choose reclassificatio  This is an MC mandatory rec	complete this section during or immediately subsequent to counseling.  this counseling addresses the critical requirements to maintain your MOS qualification as a					
At this time, y  At this time, y  December 20  At this time, y  December 20  Sassessment with the time  At this time, y  At t	ussion:  this counseling addresses the critical requirements to maintain your MOS qualification as a  mber for record AFT, you are not MOS qualified IAW the combat standards and have a current AFT as of (fest Date) thin a score of  so are required to either submit a voluntary reclassification request or decide to participate in the neet AFT assessment 25) to achieve the required AFT acore for combat MOSs. However, failure to meet this standard in the December 2025 on a read required to either submit a voluntary reclassification to another MOS and the standard in the December 2025 are relatively reclassification to another MOS you are otherwise fully qualified for. We are committed to supporting a role where you can thrive. Let's work together to explore which option aligns best with your goals. The seasofication is dependent on your individual equalifications and the Army's needs. Currently, you can request another MOS that the qualified for that is nebaled in the Army's priority MOS list. 181, 131, 13M, 13K, 14E, 14G, 14H, 14P, 14T, 17E, 25H, 59E, 94S, 94S, 94T. (Subject to change at any time.)  string voluntary reclassification to one of the priority MOSs may choose their top 3 preferences and the unit Career Counselor lingtibility and process the request through HRC. If you would like to see your voluntary reclassification options, visit (Unit Career Counselor Information)  reclassification opportunity is only available up until the final AFT for record in December of 2025 if you decide to participate as to wait and talke that assessment if you would like to achieve the required score to remain in your MOS, or submit your packet now.  Squalification, not an Army-wride qualification. If you score between 300-349 in December and forward, you may be subject t issuffication to another MOS you are otherwise qualified for.					

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon the modify or maintain the subordinate's behavior and include a considered time line for involvementation and acceptance.	
to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessin L'Current AFT Performance & Goales: Record the Soldier's most recent AFT socre: Goals: Reclassity or attempt December AFT 2. Tenining Plan: If desired to conduct December AFT 2. Tenining Plan: If desired to conduct December AFT 3. Expected Tenining Activities: This should be more than "Go to the gym". List specific exercises targeting the AFT events, unit PT (Army Wellness Centert, Master Finess Frainer, etc.) If the Soldier is already proficient in some events, focus training on weaknesses. Frequency and Danation: How often will they train, and for how long each session? Accountability. Who will monitor their progress (leader, baddy team, etc.)? 3. Key Dates and Mielstones: Voluntary Reclassification window: Now until the December 2025 AFT assessment. As of 1 January AT-1 Combat Standard and failed to process a voluntary reclass prior to the DEC test, you will be suit Additional AFT for record opportunity. December 2025. Schedule follow-up-counseling sessions: Regular check-ins with the Soldier are crucial.  4. Points of Contact: List names and contact info for: Unit Career Counselor.	sessions, or recommended resources  y 2026, if you are still not meeting the
Master Fitness Trainer (if applicable): Any other relevant support personnel:	
agrees / disagrees and provides remarks if appropriate.)	
	DATE (YYYYMMDD):
Individual counseled remarks:  Signature of Individual Counseled:	DATE (YYYYMMDD):
Individual counseled remarks:	DATE (YYYYMMOD):  Date (YYYYMMOD):
Individual counseled remarks:    Signature of Individual Counseled:   Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)   Signature of Counselor:	
Individual counseled remarks:    Signature of Individual Counseled:   Leader Responsibilities: (Leader's responsibilities in implementing the plan of action)   Signature of Counselor:   PART IV - ASSESSMENT OF THE PLAN OF ACTION	Date (YYYYMMOD):
Individual counseled remarks:  Signature of Individual Counseled:  Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)  Signature of Counselor:  PARTIV - ASSESSMENT OF THE PLAN OF ACTION  Assessment: (Did the plan of action achieve the deared results? This section is completed by both the leader a	Date (YYYYMMOD):
Individual counseled remarks:  Signature of individual Counseled:  Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)  Signature of Counselor:	Date (YYYYMMDD):



DEVELOPMENTAL COUNSELING FORM

### Soldiers who score between 300-349



### MANDATORY RECLASS PHASE / December 2025

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.		
PRIVACY ACT STATEMENT		
THORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.  RINCIPAL These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's		
INITIAL Initials records are created and manager for manager and m		
NOTE: For additional information, see the System of Records Notice A0800-8-104b AHRC, https://dpcid.defense.gow/Privacy/SORNs/index/DOD-wide-SORN-Article-View/ Article/S70051/s0000-8-104b-shrc/.		
NE 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.		
CLOBURE: Disclosure is voluntary.		
PART I - ADMINISTRATIVE DATA		
(Last First, MI) Rank/Grade Date of Counseling		
Name and Title of Counselor		
reame and rate of Counselor		
PART II - BACKGROUND INFORMATION		
ose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts been allowed the leader's facts been allowed to the counseling.)		
roach: Non Directive Combined Directive	Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).	be specific e
e of Counseling:   General Form Professional Growth Performance Event Oriented	Commander Responsibilities:	
ng to achieve the increased qualification for the AFT Implementation Plan and Guidance - Mandatory Reclassification.	Submission of Mandatory Reclassification Involuntary Branch Transfer: [Insert Target Date, if applicable]	
implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration's CY, 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Regular	Officer's Responsibilities:	
(RA), Army National Guard of the United States (ARNG/ARNGUS), and United States Army Reserve (USAR). The 350-AFT combat and score goes into effect for Regular Army and Active Guard Reserve (AGR) officers on 1 January 2026. The 350-AFT combat	Schedule a meeting with your HRC Talent Manager NLT [Insert Date]:	
ard score goes into effect for ARNG/ARNGUS and USAR M-Day/TPU officers on 1 June 2026. The 350-AFT combat standard score into effect for all combat branch officers graduating from Professional Military Education on 1 January 2026.	Bring a copy of this counseling and any questions you have about the reclassification process, potential branch options, or car Reflect on your career goals. Consider your long-term aspirations within the Army and how different branches might support goals.	eer impact or impact t
PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling.	Prepare a list of at least five branch/functional area preferences: Prioritize them based on your interests and research. Be prepared to the prepared of the p	
Points Discussion:	Maintain a positive and proactive attitude: While reclassification can feel disruptive, approach it as an opportunity to explore	new possib
CB complete 2LT to CPT, this counseling addresses the critical requirements to maintain your branch floation as a	within your Army career. 3. Timeline:	
	Counseling Date: [Insert Date]	
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	Meeting with Talent Manager, NLT [Insert Date]	
While you have not achieved the branch qualifications for combat roles, you are still a valuable member of the United States You still meet AFT general standard score requirements and every effort will be made to find you branch you otherwise qualify for will provide opportunities for continued growth. We are here to support you through this process.	Submission of Mandatory Reclassification Involuntary Branch Transfer [Insert Target Date, if applicable] Anticipated HRC Decision [Provide a realistic timeframe, understanding that this can vary]	
is time, you will be processed for a mandatory reclassification involuntary branch transfer into another branch that you are otherwise fied for and determined by the needs of the Army. You may have the opportunity to identify up to 5 non-combat branch preferences that	Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action agrees / disagrees and provides remarks if appropriate.)	1. The subor
fied for and determined by the needs of the Army. You may have the opportunity to identify up to 5 non-combat branch preferences that be submitted in your involuntary branch transfer. Your reclassification action will be processed through HRC, ultimately, they will	Individual counseled: I agree disagree with the information above.	
mine your branch outcome based on your qualifications, potential, and needs of the Army.	Individual counseled remarks:	
A officers, You are required to notify your Talent Manager of your impending involuntary branch transfer. I am required to initiate the		
untary transfer request and submit it via email to usarmy knox fro.mbx fadd-ac-vtip@army.mil nvoluntary transfer request must include a signed Memorandum for Record (MFR) stating reason for request is "to meet non-combat		
th requirements". MFR will include this statement "demonstrated inability to perform effectively in the current branch or to assimilate		
th related training". I will also submit your DA 705. The MFR may include up to 5 non-combat branch preferences as selected by You.		
JSAR AGR officers, You are required to notify your Talent Manager of your impending involuntary branch transfer. I am required to	Signature of Individual Counseled: DATE (	(YYYYMMDI
te the involuntary transfer request and submit it via Personnel Action Request (PAR) in Integrated Personnel Pay System Army (IPPSA) PSA UDL: 00000000010514		
nvoluntary transfer request must include the latest DA Form 705 and the PAR must state the transfer is to meet non-combat branch	Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)	
rements. PAR will include this statement "demonstrated inability to perform effectively in the current branch or to assimilate branch or training". The PAR may include 5 non-combat branch preferences as selected by You.		
xi training . The PAR may include 5 non-combat orance preferences as selected by 1 ou.		
you receive your branch determination, you will be awarded the new branch on the date HRC finalizes the reclassification action.		
OTHER INSTRUCTIONS	Signature of Counselor: Date (Y	YYYYMMDD
form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and ation of loss of benefits/consequences see local directives and AR 635-200.	agnature or counselor:	TTTMMDL
DRM 4856, MAR 2023 Page 1 of 3	PART IV - ASSESSMENT OF THE PLAN OF ACTION	
IS EDITIONS ARE OBSOLETE	Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled a	and provides
	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 counselir	ng.
		RZES Pag

While you have not achieved the MOS qualifications for destrified combat roles, you are still a valuable member of the United States Army. You still meet the general APT is core requirements and every effort will be made to find you an MOS you cherwise qualify from his will provide opportunities for continued growth. We are here to support you through this process. At the Army was a support you through this process of the Army. You will have the opportunity to identify up to 3 MOS preference that the unit Career Counselor will validate your lightfully and qualifications. Four reclaimfulstones are considerations are considerable to prove that the unit Career Counselor will validate your lightfully and qualifications. Four reclaimfulstones are considerable to the Army. You will have the opportunity to identify up to 3 MOS preference that the unit Career Counselor will validate your lightfully and provide the considerable to the Army of the received the providerable to the Army of the received the Army of the Army of the received the Army of the Arm	AUTHORITY: 8 USC 201, Department Regulations, 9 USC 2013, Secretary of the Jerry, 1916 PRINCEAL PURPORE In this process and selected on mediates the manage in members Army and Army Intelligence and	agency is TRADO	oc.	
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Accide 1500 Standard Section 1500 Standard	Accided Stokes (1996) - 1996-1996-1996-1996-1996-1996-1996-19	hase records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's niltery service, and safeguard the rights of the member and the Army.		
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PART I - ADMINISTRATIVE DATA  Harner and Title of Counseling  Cognization  PART I - ADMINISTRATIVE DATA  Harner and Title of Counseling  PART I - BACKGROUND INFORMATION  PARTIE - BACKGROUND INFORMATION  PARTIE - BACKGROUND INFORMATION  PARTIE - BACKGROUND INFORMATION  PARTIE - BACKGROUND INFORMATION  PUrpose of Counseling: (Leader states the reason for the counseling), and include the leader's feed and observations price to the counseling.  Partie - Background - Browning - Performance -	PARTI - ADMINISTRATIVE DATA  None d.ext. Fest. Mil  Organization  PARTI - ADMINISTRATIVE DATA  Reador  Partiti - Backer  PARTI - Backer  PARTII - Backer  Partiti - Backer  Professional Growth  Performance  Podessin  John Derective  Combined  Orestive  Partiti - Backer  Performance  Partiti - Backer  Performance  Partiti - Backer  Complete this section during or immediately subsection  And the final for record AFT opportunity, you are not MoS qualified for the combat.  All the final for record AFT opportunity, you are not MoS qualified for the combat.  All the final for record AFT opportunity, you are not MoS qualified for the combat.  All the final for record AFT opportunity, you are not MoS qualified for the combat.  All the final for record AFT opportunity, you are not MoS qualified for the combat.  All the final for record AFT opportunity you are not MoS qualified for the combat.  All the final for record AFT opportunity you are not MoS qualified for the combat.  All the many you will be processed for a mandatory reclassification in another MoS yeal  Partiti - Backer Partition of the processed through Hills will be processed through Hills will be processed on your qualifications, potential, and necks of the four another will be processed through Hills will be processed through Hills will be processed for a mandatory or clean of the partition o			
Part II - BACKGON DESCRIPTION   Name and Title of Counseling   Date of Counseling   Part II - BACKGON DESCRIPTION   Name and Title of Counseling   Part II - BACKGON DESCRIPTION   Name and Title of Counseling   Part II - BACKGON DESCRIPTION   Part III - BACKGON DESCRIPTION DESCRIP	Name and Tile.    Partial BACKGROUND INFORMATION   Name and Tile.			
PART II - BUMMARY OF COUNSELING  Complete This section during or immediately subsequent to counseling.  Also become the section of the counseling of the counseling of the counseling of the counseling of the section during or immediately subsequent to counseling.  Approach:  So Describe Counseling: (Leader states the reason for the counseling, and include the leader's fact adderwards are to the counseling.)  Approach:  So Directive Combat Standard - Mandatory Reclassification.  This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MDSs) and Area of Concentration (ACSS) 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 16A, 18A, 18A, 18B, 18C, 18B, 18B, 18Z, 18Z, 18Z, 18Z, 18Z, 18Z, 18Z, 18Z	Departation    Name and Tite.   PARTII - BACKGROUND INFORMAT   Purpose of Courselling: (Leader states the reason for the counseling, e.g. Performance/Potess Indicateristics)		Na	
PART II - BACKGROUND INFORMATION  Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance-Professional-Civent-Oriented counseling, and include the leader's fice and obtenviolatory size for the counseling.  Approach: Into Directive Combined Combined Developer of Counseling (Part of Counseling)	PARTI-BACKGROUND INFORMAT Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance-Protest and otherwistons parts to the counseling).  Approach: No Directive Combined Directive Proper Counseling of Performance Protest and otherwistons parts to the counseling. Performance Protest and Counseling Performance Protest and Counseling Performance Performance  Failing to achieve the Combat Standard - Manufactory Reclassification.  This implementation guidance portains to all Soddiers in the identified Military Occupa (AGCS). 11A-118, 113, 113, 113, 113, 113, 113, 113,	Grade	Date of Counseling	
PART II - BACKGROUND INFORMATION  Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance-Professional-Civent-Oriented counseling, and include the leader's fice and obtenviolatory size for the counseling.  Approach: Into Directive Combined Combined Developer of Counseling (Part of Counseling)	PARTI-BACKGROUND INFORMAT Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance-Protest and otherwistons parts to the counseling).  Approach: No Directive Combined Directive Proper Counseling of Performance Protest and otherwistons parts to the counseling. Performance Protest and Counseling Performance Protest and Counseling Performance Performance  Failing to achieve the Combat Standard - Manufactory Reclassification.  This implementation guidance portains to all Soddiers in the identified Military Occupa (AGCS). 11A-118, 113, 113, 113, 113, 113, 113, 113,	of Counselor		
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Approach: Interpret Counseling   Conceiled   Decedive   Type of Counseling   Conceiled   Performance   Event Oriented   Performance   Performance   Event Oriented   Performance   Performance   Event Oriented   Performance   P	Approach: whon Directive Combined Drective Pipe of Counseling   Consenting   Drective	ssional/Event-Orie	ented counseling, and include the leader's fact	
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Eailing to schieve the Combat Standard - Mandatory Reclassification.  This implementation guidance pertains to all Soldiers in the identified Military Occupational Specialties (NDSs) and Area of Concentration (AOSS) 11A, 11B, 11C, 11Z, 12B, 12B, 13B, 18B, 18M, 18M, 18M, 18M, 18B, 18C, 10D, 18B, 18C, 19D, 18M, 18Z, across the Army AOSS, 11A, 11B, 11C, 11Z, 12B, 12B, 12B, 12B, 18B, 18B, 18B, 18B, 18B, 18B, 18B, 18	Eailing to achieve the Combat Stundard - Mandatory Reclassification. This implementation guidance portains to all Sodiules in the identified Military Occupe (AGCS). 11A. 11B, 11G. 11Z. Da. 12G. 12B, 13B, 13B, 13B, 13B, 13B, 13B, 13B, 13			
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(ACCs) 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 18A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 10C, 19D, 19K, 19Z, across the Army Award Marry National Outside of the Army National Outside	(ACCs) 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18D, 18D, 18D, 18D, 18D, 18D, 18D, 18D	entional Special	trian (2.405a) and Area of Concentration's	
Complete this section during or immediately subsequent to counseling.  Key Points Discussion:	Complete this section during or immediately subsect  Complete this section during or immediately subsect  this counseling addresses the critical requirements to the properties of the combet, while you have not earlier to the MOS qualifications for identified combet.  While you have not earlieved the MOS qualifications for identified combet.  While you have not earlieved the MOS qualifications for identified combet.  While you have not earlieved the MOS qualifications for identified combet.  All this time, you will have the percent and enter yelfort will have the provide opportunities for continued growth. We are here to support you through the modes of the Army. You will have the opportunity to identify up to 3 MOS preferred the provided of the Army. You will have the opportunity to identify up to 3 MOS preferred the provided of the Army. You will have the opportunity to intensify upon upon the processor for the modes of the Army. You will have the opportunity of the provided of the Army. You will have the opportunity to a support you through the reclassification process and will answer any questions you mandatory reclassification of the Army.  Once you receive your MOS determination, you will be awarded the new MOS on the warded ASI 4B IAW AR 601-280, para 4-3 (4). ASI 4B indicates you are MOS qualifighbility; the ASI will be removed once you attend scheduled training and successful the processor of the provided once you attend scheduled training and successful the form will be destroyed upon: reassignment (other than rehabilitate transfers), separation not declaration of loss of benefits/consequences see load directives and AR 855-200.	18F 18Z 19A	A 100 19D 19K 19Z, across the Army.	
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	14 FORM 40FC 114D 0000			
			APD AEM VI.82ES Page 1 of	
	REVIOUS EDITIONS ARE OBSOLETE.			

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(i). The actions must be specific enough monthly 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 questiens you have about the reclassificat Related to you career goals. Consider your long-term apprisations within the Army Prepare a list of at least three MOS preferences. Prioritize them based on your inte with the Career Counselor. Maintain a positive and proactive attitude: While reclassification can feel disruptive within your Army career.	and how different MOSs might support or impact those crests and research. Be prepared to discuss your reasoning	
2. Timeline:		
Courseling Date: [Insert Date] Meeting with Career Courselor: NLT [Insert Date] Submission of Naturality 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:		
Individual counseled remarks:		
Signature of Individual Counseled:	DATE (YYYYMMOD):	
Leader Responsibilities: (Leader's responsibilities in implementing the pilen of action.)		
Signature of Counselor:	Date (YYYYMMDD):	
PART IV - ASSESSMENT OF THE PLA		
Assessment: (Did the plan of action achieve the desired results? This section is completed information for follow-up counseling.)	by both the leader and the individual counseled and provides useful	
New MOS and Training/Assignment Date: [To be determined by HRC]		
SIGNATURES		
Note: Both the counselor and the individual counseled sl	hould retain a record of the counseling.	
DA FORM 4856. MAR 2023	APD AEM VI 92ES Page 2 of	



### Soldiers who score between 300-349



### MANDATORY RECLASS PHASE / December 2025

	DEVELOPMENTAL COUNSELING FORM For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.		
AUTHORITY:	PRIVACY ACT STATEMENT 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army,		
PRINCIPAL	L. 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.		
	For additional information, see the System of Records Notice A0600-8-104b AHRC, https://dpcid.defense.gov/Privacy/SORNs/index/DOD-wide-SORN-Article-Via Article-570051/a0600-8-104b-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 syste records notice specified in the purpose statement above.		
DISCLOSURE:	Disclosure is voluntary.		
	PART I - ADMINISTRATIVE DATA		
Name (Last, Fir:	st, MI) Rank/Grade Date of Counseling		
Organization	Name and Title of Counselor		
	ALBAU BLOVERS IND INFORMATION		
Sumore of Co	PARTII - BACKGROUND INFORMATION unselling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's		
and observation	s prior to the counseling.)		
Approach:	Non Directive Combined Directive		
Type of Coun-	seling:   General Form Professional Growth Performance Event Oriented		
Failing to achi	eve the increased qualification for the AFT Implementation Plan and Guidance - Mandatory Utilization.		
AOC): 11A, Army (RA), A standard score	ntation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration [11], 11(-11), 21, 22, 23, 21, 23, 23, 21, 23, 24, 23, 24, 23, 24, 23, 24, 24, 24, 24, 24, 24, 24, 24, 24, 24		
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Key Points Dis- WO1-CW5, M qualification a LAW the final WArmy. You strapport you th At this time, y ac assigned to positions. If otherwise el You may only	Et or 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.  Counseling addresses the critical requirements to maintain your branch as a officer.  (AJ-COL		
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	ifter the counseling session to reach the agreed upon goal(s). To specified time line for implementation and assessment (Part IV	
Officer's Responsibilities:		
If you are otherwise cligible, consider submitting a req Incentive Program (VTIP). Maintain a positive and proactive attitude: While utilize within your Army career. 2. Timeline: Counseling Date: [Insert Date] Meeting with Talent Manager: NLT [Insert Date]	have about the utilization process or career impacts, asspirations within the Army and how utilization might student to transfer to another branch or functional area via t attion can feel disruptive, approach it as an opportunity to the control of the control o	he Voluntary Transfer  explore new possibilities
	of the session and checks if the subordinate understands th	e plan of action. The subordinate
agrees / disagrees and provides remarks if appropriate.) Individual counseled: I agree disagree with the in	formation shows	
Individual counseled remarks:	or manufacture.	
Signature of Individual Counseled:		DATE (YYYYMMDD):
Leader Responsibilities: (Leader's responsibilities in implem	enting 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 information for follow-up counseling.)	alts? This section is completed by both the leader and the individ	dual counseled and provides useful
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 t	he counseling.
DA FORM 4856, MAR 2023		APD AEM v1.02ES Page 2 of 3



## 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

	For use of this form, see ATP 6-22.1;	OUNSELING FORM the proponent agency is TRAD	IOC.	
Naucocopy - may	PRIVACY ACT	STATEMENT		
AUTHORITY: PRINCIPAL	5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Ar		effectively to descripted biotography a man-	
PURPOSE:	EPAL. These records are created and ministrated to manage the member's Army and Army National Quard service effectively, to document historically a member's office: military services and safegacified from pricing of the member and the Army.  For additional information, see the System of Records Notice A0000-8-1049. AHRC, https://doi.org/10.1049/nacy/50/RNshader/000-wide-SDRN-Article-View/ Article-50/SDRN-0000-8-109-buth.			
NOTE:				
ROUTINE USE(S):	There are no specific routine uses anticipated for this form; however, it m records notice specified in the purpose statement above.	ay be subject to a number of proper	and necessary routine uses identified in the system of	
DISCLOSURE:	Disclosure is voluntary.			
	PART I - ADMINISTRA	ATIVE DATA	29	
Name (Last, Fin	st, MI)	Rank/Grade	Date of Counseling	
Organization	1	Name and Title of Counselor		
		Name of the last o		
	PARTII - BACKGROU			
Purpose of Cor and observation	unselling: (Leader states the reason for the counseling, e.g. Perfi is prior to the counseling.)	ormance/Professional/Event-On	lented counseling, and include the leader's facts	
Approach:	Non Directive Combined Directive			
Type of Coun	seling: V General Form Professional Growth	Performance Event Or	riented	
	for AFT Implementation Plan and Guidance.			
(AOC): 11A, Army (RA), A standard score standard score	ntation guidance pertains to all Soldiers in the identified N 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18 trmy National Guard of the United States (ARNG/ARNG) is goes into effect for Regular Army and Active Guard Res goes into effect for ARNG/ARNGUS and USAR M-Day ct for all combat branch officers graduating from Profession.	C, 18D, 18E, 18F, 18Z, 19A US), and United States Arm erve (AGR) officers on 1 Ja TPU officers on 1 June 202	A. 19C, 19D, 19K, 19Z, across the Regular y Reserve (USAR). The 350-AFT combat nuary 2026. The 350-AFT combat 26. The 350-AFT combat standard score	
goes into effe	er tot mi comon cimen citteria Binnessille trom i rotrone	oral Military Education on 1	January 2026.	
goes into errec	PART III - SUMMARY	r of counseling		
goes into effec	PART III - SUMMAR' Complete this section during or imm	r of counseling		
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Current AFT Performance & Goals:	
Record the Officer's most recent AFT score: Goals:	
Training Plan following profile:	
Specific Transma Activities: On the gym *1 list specific exercises targeting the AFT events from should be more than 'Guter Florest', etc.).  If the Solidier is already prediction that some events, focus training on weaknesses. If the Solidier is already prediction that some events, focus training on weaknesses. The Solidier is already prediction that the solid prediction of the Solidier is already prediction that the solidier is already solidier in the Soli	s, unit PT sessions, or recommended resources
4. Points of Confact: List names and contact info for: Commander or other Authorized: Rating Official: Human Resources Command Tallent 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 subor	dinate understands the plan of action. The subordi
agrees / disagrees and provides remarks if appropriate.)  Individual counseled:   I agree   disagree with the information above.	
Individual counseled remarks:	
Individual counseled remarks:  Signature of Individual Counseled:	DATE (YYYYMMDD):
Signature of Individual Counseled:	DATE (????/MMDD):
Signature of Individual Counseled:	DATE (?YYYMMDD)  Date (YYYYMMDD)
Signature of Individual Counseled:  Leader Responsibilities: (Leader's reaponabilities in implementing the plan of action.)	Date (YYYYMMDO):
Signature of individual Counseled:  Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)  Signature of Counselor:	Oute (????MMICO):
Signature of individual Counseled:  Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)  Signature of Counselor:  PART IV - ASSESSMENT OF THE PLAN OF ACA  Assessment: (Did the plan of action achieve the desired results? This section is compileted by both the	Oute (????MMICO):

VIII. STATE OF THE	For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.		
	PRIVACY ACT STATEMENT		
	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:	NOTE: For additional information, see the System of Records Notice A0800-8-104b AHRC, https://dpcld.defense.gov/Privacy/SORNsindex/DOD-wide-SORN-Article-Vie		
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 records notice specified in the purpose statement above.		
DISCLOSURE:	Disclosure is voluntary.		
	PART I - ADMINISTRATIVE DATA		
Name (Last, Fir	st, MI) Rank/Grade Date of Counseling		
Organization	Name and Title of Counselor		
	PARTII - BACKGROUND INFORMATION		
and observation	unselling: (Leader states the reason for the counselling, e.g. Performance/Professional/Event-Oriented counselling, and include the leader's fa- is prior to the counselling.)		
Approach:	Non Directive Combined Directive		
Total Control of the	seling:  General Form Professional Growth Performance Event Oriented		
1765 31 3330	Total Tall Proposition Country Continued		
AFT Impleme	ntation Plan and Guidance - Temporary Profiles		
This issue	and a substantial		
(AOCs): 114	ntation guidance pertains to all Soldiers in the identified Military Occupational Specialties (MOSs) and Area of Concentration		
Army Nations	. 11B, 1 <sup>T</sup> C, 11Z, <sup>1</sup> 2A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 1 <sup>8</sup> D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, across the Arm il Guard, and Army Reserve. The Combat standard score (350+) goes into effect for Compo 1 and Compo 2 & 3 AGR Soldier		
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 Dis	cussion:		
essential you	this counseling addresses the critical requirements to maintain your MOS qualification as a  It 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.		
	2026 and forward may result in mandatory reclassification to another MOS you are otherwise fully qualified for.		
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	SIGNATURE	.0
	SIGNATURE	
information for follow-up counseling		
Assessment: /Did libe plan of act	PART IV - ASSESSMENT OF TH	HE PLAN OF ACTION pleted by both the leader and the individual counseled and provides
Leader Responsibilities: (Leade	е голученность не верхнятьсяму вер рада от всада.	Oate (????MMDD
Signature of Individual Counseled	's responsibilities in implementing the plan of action .	DATE (YYYYMMD)
Individual counseled:	disagree with the information above.	
agrees / disagrees and provides	remarks if appropriate.)	rcks if the subordinate understands the plan of action. The subo
Points of Contact: List names and contact info fo Squad/Platoon/Section Leader Unit Career Counselor. Master Fitness Trainer (if app Any other relevant support pe	icable):	
Set deadlines for training goal	te timeline to be completed NLT I January 20 This provides interim checkpoints, sessions: Regular check-ins with the Soldier	
(Army Wellness Center, Mast If the Soldier is already profic Frequency and Duration: How	to the gym." List specific exercises targeting t	the AFT events, unit PT sessions, or recommended resourcesses.  sees.
Goals:		