

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

1. Accession standards for Officer hires are at Tab 1 to this Annex.
2. Accession standards for Warrant Officer hires are at Tab 2 to this Annex.
3. Accession standards for Enlisted hires are at Tab 3 to this Annex.

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

1. This memorandum governs the qualifications required for entry into the Title 10 AGR program for Officer regular hires – that is, for Officers who may be considered for Career Status upon successful completion of the initial three-year probationary tour. This memorandum is not applicable to Soldiers hired for One Time Occasional Tours (OTOT) or other special programs.

2. Qualifications. In addition to the requirements provided in AR 135-18 and other applicable authority, officer regular hires into the Title 10 AGR program will meet the following prerequisites:

a. Grade: New regular hires will be made in the rank of Major. On a case-by-case basis, the ARNG Deputy Director may authorize a new regular hire in the rank of Captain, provided that the officer has at least four years time in grade and meets all other prerequisites.

b. Service:

(1) Years Commissioned Service: New regular hires will have a minimum of eight years of commissioned service.

(2) Years ARNG Service: New regular hires will have a minimum of four years of prior ARNG service.

c. Command or Key Developmental (KD) Experience:

(1) Except as provided below, new regular hires must have a minimum of 18 months of successful company command. Other things being equal, applicants having MTOE command experience will be deemed to be more qualified than applicants having only TDA command experience.

(2) Army doctrine has designated certain branches as “staff centric” and does not expect officers in those branches to have company command experience. Therefore, officers of the branches and functional areas listed at Annex A will have either 18 months experience in company command, or 18 months experience in one of the key developmental positions listed for that branch at Appendix i to this Tab.

(3) Chief, ARNG-HCM will verify that the individual has successfully completed a company command or KD assignment appropriate to his/her branch as specified in appendix (i).

(4) Officers hired on the basis of KD experience rather than command must serve their initial tour in the branch or functional area in which the KD experience was performed.

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

d. Education:

(1) Civilian Education. All new officer regular hires will hold at least a Bachelor's Degree. This requirement will not be waived. Other factors being equal, applicants with Masters Degrees, Doctorates, or professional degrees beyond the Bachelors Degree level will be deemed more qualified than applicants with only a Bachelor's Degree.

(2) Military Education. All new officer regular hires will have completed at least a Captains Career Course (CCC). Other things being equal, applicants having completed Intermediate Level Education (ILE) will be deemed more qualified than those who have completed only the CCC.

3. Waivers and Exceptions:

a. Request for waivers or exceptions to these requirements must be approved by the Deputy Director, ARNG.

b. Requests will be submitted to ARNG-HCM, and routed through ARNG-HRH-M to DDARNG.

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

Appendix i: Staff Centric and Special Branch Key Developmental Positions

BRANCH/FUNCTIONAL AREAS	KD ASSIGNMENTS (IAW DA PAM 600-3)
SIGNAL CORPS	Non-signal Battalion S-6 Transition Team (TT) Signal Mentor/Advisor
MILITARY INTELLIGENCE	Battalion S2 BCT A/S2 S2X Collection Manager/Targeting Officer/Watch Officer USAIC Instructor CTC Observer/Controller (OC) MI Advisor-Combat (foreign nation TT)
FINANCIAL MANAGEMENT	FM Company Executive Officer G-8 Budget Officer Transition Team Member (01A) G-8 Program Analyst STB Operations Officer Financial Management Center (FMC) Officer (for example, Cash Management, Accounting, Internal Control, Policy) Sustainment Brigade Support Operations Office (SPO) (Operations/Plans) Separate Brigade DCS, G-8 Transition Team Member (36A/01A)
ADJUTANT GENERAL CORPS	S1/Adjutant (Brigade) Division Deputy DCS, G-1 HR Plans & Operations Officer (SBDE, ESC, TSC including HRSC, Air and Missile Defense Commands (AAMDC) and HQ, Corps organizations) Transition Team (TT) 42C - Associate Band Master Special and 42C - Executive Officer
CHEMICAL, BIOLOGICAL, RADIOLOGICAL	CBRN officer in a Brigade Combat Team.
JAG	Legal Assistance officer Claims Judge Advocate Administrative, Contract/Fiscal, Operational or Environmental Law Attorney Labor Counselor Appellate Attorney
CHAPLAIN	Battalion Staff Chaplain
SPECIAL FORCES*	Special Forces Operational Detachment Commander
PUBLIC AFFAIRS - FA 46*	Public Affairs Detachment Commander

Title 10 AGR LCM Strategy and Plan
 Annex A: Accessions Standards for New Hires

AMEDD**	For more specific information please refer to DA Pam 600-4 and coordinate with the AMEDD Personnel Program Manager (ARNG-CSG-RM)
KD Assignments for Medical Service Corps Officers consists of training and experience within the following Medical Functional Areas:	70E Patient administration 70F Health Services Human Resources 70H Health Services plans, operations, security, and training 70K Health Services materiel 67J Aeromedical evacuation 72D Environmental science and engineering
KD Assignments for AMEDD clinical specialties consists of experience and competency within their recognized scope of practice.	
* While command is a KD assignment for these officers, the command positions are at the detachment level - not company level. ** Command is not a KD assignment for AMEDD officers, competency and experience within their Medical Functional Area is considered more relevant as most AMEDD command positions are at the Field Grade Level.	

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

Annex A, Tab 2: Warrant Officer New Hires into the T10 AGR Program

1. This Tab governs the qualifications required for entry into the Title 10 AGR program for Warrant Officer regular hires – that is, for Warrant Officers who may be considered for Career Status upon successful completion of the initial three-year probationary tour. This tab is not applicable to Soldiers hired for One Time Occasional Tours (OTOT) or other special programs.

2. Qualifications. In addition to the requirements provided in AR 135-18 and other applicable authority, Warrant Officer regular hires into the Title 10 AGR program will meet the following prerequisites:

a. Grade: Warrant Officer regular hires will be in the grade of CW3 or higher. On a case-by-case basis, the ARNG Chief of Staff may approve a Warrant Officer regular-hire in the grade of CW2, with not less than two years time in grade.

b. Service: Warrant Officer regular hires will have not less than four years of prior ARNG service.

c. Military Qualification: Warrant Officer regular hires will be qualified in the military occupational specialty of the position into which they are hired. Warrant officers will not be accessed into T10 AGR program into positions coded 011A.

d. Education:

(1) Military Education. Warrant Officer regular hires will have completed the Warrant Officer Advanced Course.

(2) Civilian Education. Warrant Officer regular hires in the grade of CW3 and below, other things being equal, candidates holding at least an Associate's Degree will be deemed better qualified than those without any degree; for applicants in the grade of CW4 and CW5, the same educational requirements apply, except that other things being equal, candidates holding a Bachelor's Degree will be deemed better qualified than candidates with lesser educational qualifications.

3. Waivers and Exceptions:

a. Request for waivers or exceptions to these requirements must be approved by the Deputy Director, ARNG.

b. Requests will be submitted to ARNG-HCM, and routed through ARNG-HRH-M to DDARNG.

Title 10 AGR LCM Strategy and Plan
Annex A: Accessions Standards for New Hires

Annex A, Tab 3: Enlisted New Hires Into the T10 AGR Program

1. This Tab provides policy on the qualifications for required for entry into the Title 10 AGR program for Enlisted regular hires – that is, for Enlisted Soldiers who may be considered for Career Status upon successful completion of the initial probationary tour. It does not apply to Soldiers hired for OTOT or other special programs.

2. Qualifications:

a. Grade: Enlisted regular hires will be in the grade of Staff Sergeant (E6) or higher.

b. Service: Enlisted regular hires into the Title 10 AGR program must have four years of ARNG service.

c. Military Qualifications:

(1) Enlisted applicants for regular hire into the Title 10 AGR program must have the endorsement of their State Command Sergeant Major.

(2) Applicants must have completed initial entry training.

(3) Applicants must possess an Army MOS, and be MOS qualified for the position for which they are hired.

(4) Applicants must have completed the NCOES training appropriate to their current grade. (See Annex E, tab 3, para 6. Refer to the “Qualified” column.)

3. Waivers and Exceptions:

a. Request for waivers or exceptions to these requirements must be approved by the Deputy Director, ARNG.

b. Requests will be submitted to ARNG-HCM, and routed through ARNG-HRH-M to DDARNG.