







# ACT Career Map - 42A - Human Resources Specialist

		SKILL LEVEL	1	2	3	4	5	6
		TIS	0-4	4-8	8-12	12-18	18-22	22+
		GRADE / RANK RCP	PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS	SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS	SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS	MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS	SGM/CSM (E9) 30 YEARS
		RCP Info...						
SOLDIER FOR LIFE	DA PAM 600-25	More Info...	More Info...					
	More Info...							
Organizational	HUMAN DIMENSION	Operating	<ul style="list-style-type: none"> <li>HR SPC (MTOE: HR CO, BN, BDE, DIV, CORPS, ASCC, HROC, HROB, CLT, TPOC, HR Squad) Postal Clerk/SPC -</li> <li>TPU: (HR SPC, EXECUTIVE ADMIN ASST, POSTAL CLERK/SPC) -</li> <li>NO AGR POSITION -</li> </ul>	<ul style="list-style-type: none"> <li>HR SGT (MTOE: HR CO, BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, CLT, HR Squad, TPOC) -</li> <li>Postal Supervisor -</li> <li>AGR: HR SGT (HR CO/POSTAL/BN/BDE/G1/J1) POSTAL SGT, EXECUTIVE ADMIN ASST, ASSIST OPERATIONS SGT, ASSIST OPERATIONS SGT) -</li> <li>TPU: HR SGT (HR CO/POSTAL/BN/BDE/G1/J1) POSTAL SGT, EXECUTIVE ADMIN ASST, SQD LDR, REC PROC NCO, IPPS-A FIELD INTEGRATION, TRAINING SGT -</li> </ul>	<ul style="list-style-type: none"> <li>BN S1 SR HR SGT (MTOE: BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, TPOC), Postal Supervisor, HR Squad Leader -</li> <li>HR CO Squad Leader -</li> <li>Postal Supervisor -</li> <li>Operations NCO -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (MTOE: BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, G1, HROC, HROB, HRSC) -</li> <li>HR CO Platoon SGT -</li> <li>Postal Platoon SGT -</li> <li>HR Operations NCO -</li> </ul>	<ul style="list-style-type: none"> <li>BDE S1 SR HR SGT, HR CO PLT SGT, Postal Supervisor, Platoon Sergeant -</li> <li>First Sergeant (MEPS, HR CO, NATO, Garrison) *42 Pure Preferred -</li> <li>Postal Supervisor -</li> </ul>	<ul style="list-style-type: none"> <li>G1 SGM (ACOM - 8T) -</li> <li>G1 SGM (DIV, CORPS, MSC, DRU, ASCC) -</li> <li>NATO BDE/BN CSM -</li> <li>TPOC SGM -</li> </ul>
		Generating	<ul style="list-style-type: none"> <li>HR SPC (TDA: CO, BN, BDE, DIV, EXEC ADMIN ASST) -</li> <li>NO AGR POSITION -</li> <li>TPU: HR SPC, EXECUTIVE ADMIN ASST -</li> </ul>	<ul style="list-style-type: none"> <li>HR SGT (TDA: HR CO, BN, BDE, NATO, Joint) Postal Instructor, MEPS NCO, Exec Admin Asst, IPPS-A Field Integration -</li> <li>Postal Instructor -</li> <li>MEPS NCO -</li> <li>IPPS-A Field Integration -</li> <li>AGR: HR SGT (BN/BDE/G1/J1), EXECUTIVE ADMIN ASST -</li> <li>TPU: HR SGT (BN/BDE/G1/J1), EXECUTIVE ADMIN ASST, TRAINING SGT -</li> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA: BN, BDE, DIV, Corps, ASCC, NATO, Joint, G1), Career Management NCO, Exec Admin Asst, IPPS-A Field Integration -</li> <li>Career Management NCO (Proponent) -</li> <li>Writer/Developer -</li> <li>HRC HR SGT -</li> <li>AC/RC Advisor -</li> <li>ROTC Instructor -</li> <li>IPPS-A Field Integration -</li> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA, NATO, Joint, G1) -</li> <li>HRC PDNCO -</li> <li>Writer/Developer -</li> <li>MEPS Processing NCO -</li> <li>AC/RC Advisor -</li> <li>ROTC Instructor -</li> <li>DOTD NCOIC -</li> <li>IPPS-A Field Integration -</li> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>SR HR SGT (TDA: BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, NATO, Joint G1) Career Management NCO, Operations NCO -</li> <li>1SG MEPS -</li> <li>HRC SR HR SGT (Branch Manager- PDNCO) -</li> <li>TDD NCOIC -</li> <li>HRC OPS NCO -</li> <li>Force Development NCO -</li> <li>ROTC Instructor -</li> <li>IPPS-A Field Integration -</li> <li>Manpower/Force Management NCO -</li> </ul>	<ul style="list-style-type: none"> <li>DA G1 SGM (NOM) -</li> <li>HRC CSM (NOM) -</li> <li>DMPM SGM (8T) -</li> <li>TAG SGM (8S) -</li> <li>TADD SGM (8S) -</li> <li>SSI CSM (8C) -</li> <li>AG CORPS CSM -</li> <li>MEPS BDE CSM -</li> <li>REC BN CSM -</li> <li>AG Proponent SGM -</li> <li>AIT - D SGM -</li> <li>HRC DIV/Branch SGM -</li> </ul>
		Broadening		<ul style="list-style-type: none"> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>Recruiter -</li> </ul>	<ul style="list-style-type: none"> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>NCOA DEP CMDT -</li> </ul>

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		GRADE / RANK RCP	 PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	 SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS	 SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS	 SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS	 MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS	 SGM/CSM (E9) 30 YEARS	
		DA PAM 600-25	More Info...	More Info...	RCP Info...				
<div style="background-color: #004a99; color: white; padding: 5px; text-align: center;">SOLDIER FOR LIFE</div> <div style="background-color: #004a99; color: white; padding: 5px; text-align: center; margin-top: 5px;">More Info...</div>	<div style="background-color: #004a99; color: white; padding: 5px; text-align: center;">DA PAM 600-25</div> <div style="background-color: #004a99; color: white; padding: 5px; text-align: center; margin-top: 5px;">More Info...</div>	<div style="background-color: #004a99; color: white; padding: 5px; text-align: center;">RCP Info...</div>	<ul style="list-style-type: none"> <li>Unit Operations/Schools, Additional Duties -</li> </ul>	<ul style="list-style-type: none"> <li>Recruiter -</li> <li>DOD/Joint/NATO Staff -</li> <li>BN/BDE S3 NCO -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> </ul>	<ul style="list-style-type: none"> <li>DOD/Joint/NATO Staff -</li> <li>BN/BDE S3 NCO -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> <li>AIT Instructor -</li> <li>NCOA SGL -</li> <li>Drill Sergeant -</li> </ul>	<ul style="list-style-type: none"> <li>Recruiter -</li> <li>EO Advisor -</li> <li>Assistant IG -</li> <li>SARC/SHARP -</li> <li>CTC O/C -</li> <li>Training With Industry -</li> <li>Defense Attaché -</li> <li>Defense Courier -</li> <li>Senior AIT Instructor -</li> <li>SR NCOA SGL -</li> </ul>	<ul style="list-style-type: none"> <li>NCOA 1SG -</li> <li>EO Advisor -</li> <li>Assistant IG -</li> <li>SARC/SHARP -</li> <li>Training With Industry -</li> <li>Defense Attaché -</li> <li>DOD/Joint Staff NCO -</li> </ul>	<ul style="list-style-type: none"> <li>BDE CSM (Garrison, WTU) -</li> <li>BN CSM (HHBN, STB, WTU) -</li> <li>M&amp;RA SGM -</li> <li>IG SGM -</li> <li>EO Proponent -</li> <li>EO SGM -</li> <li>USASMA INSTR/Fellowship -</li> <li>SSI NCOA CMDT -</li> </ul>	
			PME	<ul style="list-style-type: none"> <li>Basic Leader Course -</li> <li>Basic Leader Course (BLC) -</li> </ul>	<ul style="list-style-type: none"> <li>Advanced Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Senior Leader Course -</li> </ul>	<ul style="list-style-type: none"> <li>Master Leader Course (MLC) -</li> </ul>	<ul style="list-style-type: none"> <li>U.S. Army Sergeants Major Academy (USASMA) -</li> <li>Sergeants Major Course (SMC) -</li> </ul>	<ul style="list-style-type: none"> <li>BDE CSM PCC -</li> <li>BN CSM PCC -</li> <li>Keystone Course -</li> <li>Nominative Leader Course -</li> <li>Nominative Leader Course (NLC) -</li> </ul>
			JPME		<ul style="list-style-type: none"> <li>Enlisted Joint Professional Military Education (EJPME) -</li> </ul>	<ul style="list-style-type: none"> <li>Enlisted Joint Professional Military Education (EJPME) -</li> </ul>	<ul style="list-style-type: none"> <li>Enlisted Joint Professional Military Education II (EJPMEII) -</li> </ul>	<ul style="list-style-type: none"> <li>SR ENL JNT PME (SEJPME) -</li> <li>Enlisted Joint Professional Military Education II (EJPMEII) -</li> </ul>	<ul style="list-style-type: none"> <li>SEJPME -</li> <li>Enlisted Joint Professional Military Education II (EJPMEII) -</li> </ul>
			Functional Training	<ul style="list-style-type: none"> <li>Postal Operations (ASI F5) -</li> <li>Airborne School (SQI P) -</li> <li>Air Assault School (ASI 2B) -</li> <li>Ranger School (SQI V) -</li> <li>AIRBORNE -</li> </ul>	<ul style="list-style-type: none"> <li>Postal Operations (ASI F5) -</li> <li>Postal Supervisor (ASI F4) -</li> <li>Airborne (SQI P) -</li> <li>Air Assault (ASI 2B) -</li> <li>Ranger School (SQI V) -</li> <li>Security Forces Assistance Advisor Course (SQI 3) -</li> <li>AIRBORNE -</li> </ul>	<ul style="list-style-type: none"> <li>Postal Operations (ASI F5) -</li> <li>Postal Supervisor (ASI F4) -</li> <li>Manpower/Force Development -</li> <li>Battle Staff (ASI 2S) -</li> <li>Airborne (SQI P) -</li> <li>Air Assault (ASI 2B) -</li> <li>Ranger School (SQI V) -</li> <li>AIRBORNE -</li> <li>Battle Staff NCO -</li> <li>Company Leader Development Course (CLDC) -</li> <li>Force Management and Manpower (FMM) -</li> </ul>	<ul style="list-style-type: none"> <li>Postal Supervisor (ASI F4) -</li> <li>Postal Operations (ASI F5) -</li> <li>Battle Staff (ASI 2S) -</li> <li>Manpower/Force Development -</li> <li>Airborne (SQI P) -</li> <li>Air Assault (ASI 2B) -</li> <li>Ranger School (SQI V) -</li> <li>AIRBORNE -</li> <li>Battle Staff NCO -</li> <li>Company Leader Development Course (CLDC) -</li> <li>Force Management and Manpower (FMM) -</li> </ul>	<ul style="list-style-type: none"> <li>Postal Supervisor (ASI F4) -</li> <li>Postal Operations (ASI F5) -</li> <li>Battle Staff (ASI 2S) -</li> <li>Manpower/Force Development -</li> <li>Airborne (SQI P) -</li> <li>Air Assault (ASI 2B) -</li> <li>Ranger School (SQI V) -</li> <li>AIRBORNE -</li> <li>Battle Staff NCO -</li> <li>Company Leader Development Course (CLDC) -</li> <li>CO CDR First Sergeant Course -</li> <li>Force Management and Manpower (FMM) -</li> </ul>	<ul style="list-style-type: none"> <li>Airborne (SQI P) -</li> <li>Air Assault (ASI 2B) -</li> <li>Manpower/Force Development -</li> <li>SGM Force Management Course -</li> <li>AIRBORNE -</li> <li>Manpower &amp; Force Management Course (MFMC) -</li> <li>Postal Operations (ASI F5) -</li> <li>Senior Leader Orientation Course (SLOC) -</li> <li>USAR BATTALION BRIGADE PRE-COMMAND (BBPCC) -</li> </ul>

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<b>SOLDIER FOR LIFE</b>  More Info...	DA PAM 600-25  More Info...	<b>SKILL LEVEL</b>	1	2	3	4	5	6
		<b>TIS</b>	0-4	4-8	8-12	12-18	18-22	22+
		<b>GRADE / RANK RCP</b>						
		<b>RCP Info...</b>	PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS	SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS	SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS	MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS	SGM/CSM (E9) 30 YEARS

<b>Institutional</b>  <b>Lifelong Learning</b>  <b>Self Development</b>  <b>Credentials / Certifications</b>  More Info...	<b>HUMAN DIMENSION</b>	<b>Civilian Education</b>	<ul style="list-style-type: none"> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>ArmyIgnitED -</li> <li>Joint Service Transcript -</li> <li>Associate's Degree -</li> </ul>	<ul style="list-style-type: none"> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>GoArmyEd -</li> <li>Joint Service Transcript -</li> <li>Associate's Degree -</li> </ul>	<ul style="list-style-type: none"> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>GoArmyEd -</li> <li>Joint Service Transcript -</li> <li>Associate's Degree -</li> </ul>	<ul style="list-style-type: none"> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>GoArmyEd -</li> <li>Joint Service Transcript -</li> <li>Bachelor's Degree -</li> </ul>	<ul style="list-style-type: none"> <li>Manpower &amp; Force Management Course (MFMC) -</li> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>GoArmyEd -</li> <li>Joint Service Transcript -</li> <li>Master's Degree -</li> </ul>	<ul style="list-style-type: none"> <li>Army Continuing Education System -</li> <li>Army Correspondence Course Program -</li> <li>Army eLearning -</li> <li>Army University -</li> <li>Defense Activity for Non-Traditional Education Support -</li> <li>GoArmyEd -</li> <li>Joint Service Transcript -</li> <li>Master's Degree -</li> </ul>
		<b>Competitive Boards</b>	<ul style="list-style-type: none"> <li>Soldier of the Month/Quarter/Year Board; -</li> <li>AG Soldier of the Month/Quarter/Year Board -</li> </ul>	<ul style="list-style-type: none"> <li>Sergeant Audie Murphy Board -</li> <li>Sergeant Morales Board -</li> <li>NCO of the Month/Quarter/Year Board -</li> <li>AG NCO of the Month/Quarter/Year Board -</li> </ul>	<ul style="list-style-type: none"> <li>Sergeant Audie Murphy Board -</li> <li>Sergeant Morales Board -</li> <li>NCO of the Month/Quarter/Year Board; -</li> <li>AG NCO of the Month/Quarter/Year Board -</li> </ul>	<ul style="list-style-type: none"> <li>Sergeant Audie Murphy Board -</li> <li>Sergeant Morales Board -</li> <li>NCO of the Month/Quarter/Year Board -</li> <li>AG NCO of the Month/Quarter/Year Board -</li> </ul>		
		<b>STAR Credentials</b>						
		<b>Proponent Recommended</b>	<ul style="list-style-type: none"> <li>Microsoft Office Specialist (MOS); Microsoft Office 2013 -</li> <li>Microsoft Office Specialist (MOS); Microsoft Office 2016 -</li> <li>Associate Professional in Human Resources (aPHR) -</li> </ul>	<ul style="list-style-type: none"> <li>Associate Professional in Human Resource (aPHR) -</li> <li>Associate Professional in Human Resources (aPHR) -</li> </ul>	<ul style="list-style-type: none"> <li>Associate Professional in Human Resources (aPHR) -</li> <li>Professional in Human Resources (PHR) -</li> </ul>	<ul style="list-style-type: none"> <li>Professional in Human Resources (PHR) -</li> <li>Senior Professional in Human Resources (SPHR) -</li> </ul>	<ul style="list-style-type: none"> <li>Senior Professional in Human Resources (SPHR) -</li> <li>Professional in Human Resources (PHR) -</li> </ul>	<ul style="list-style-type: none"> <li>Certified Associate in Project Management -</li> <li>Project Management Professional -</li> <li>Senior Professional in Human Resources (SPHR) -</li> </ul>



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		 PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	 SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS	 SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS	 SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS	 MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS	 SGM/CSM (E9) 30 YEARS		
<b>SOLDIER FOR LIFE</b>  More Info...	DA PAM 600-25  More Info...	RCP Info...							
	<b>Career Readiness Standards (CRS) During Soldier Life Cycle (SLC)</b>								
	<b>Touch Points</b>								
	<b>Career Readiness Standards (CRS) During Transition</b>								
		<a href="#">IDP&gt;ITP</a>	<a href="#">Budget</a>	<a href="#">eBenefits</a>	<a href="#">Gap Analysis</a>	<a href="#">Self Assessment</a>	<a href="#">Resume</a>	<a href="#">Credentials</a>	
Transition		<a href="#">Deployment/Mobilization</a>			<a href="#">Promotions</a>		<a href="#">Transition</a>		
More Info...		<a href="#">Personnel Actions</a>		<a href="#">AC to RC Counseling</a>	<a href="#">RSO / Presep Counseling</a>	<a href="#">Employment Workshops Career Skills</a>	<a href="#">VA Benefits I / II Physical</a>	<a href="#">Transition GPS Career Tracks</a>	<a href="#">Capstone</a>
<b>Soldier Life Cycle (SLC)</b>  AR 600-81		<b>Initial Phase</b> 0 - 1 Years	<ul style="list-style-type: none"> <li><a href="#">MOS Credentialing</a></li> <li><a href="#">Financial Readiness / eBenefits / Budget</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">IDP in ACT</a></li> <li><a href="#">First Duty Station / Home Station Drill Touch Point</a></li> <li><a href="#">First Year Touch Point</a></li> </ul>						
		<b>Service Phase</b> 1+ Years	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Reenlistment Touch Point</a></li> <li><a href="#">MOS Crosswalk</a></li> <li><a href="#">GAP Analysis</a></li> <li><a href="#">Self Assessment</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Annual IDP Update</a></li> <li><a href="#">Annual Budget Update</a></li> <li><a href="#">Develop a Resume and Reference List</a></li> </ul>	

