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Insights from the Career Management Team, Reserve Affairs (RA)

Career Corner

MARADMIN Update:

MARADMIN 491/20 Official photos are not required for selection boards

MARADMIN 499/20 Reserve Program Enlisted Career Force Controls (ECFC) Program

MARADMIN 504/20 Provides details of lateral move, career progression military occupational specialty (MOS) and Proficiency programs available within Reserve Component (RC)

MARADMIN 505/20 Implementation of the Junior Enlisted Performance Evaluation System (JEPES)

MARADMIN 513/20 Physical Fitness Test (PFT), Combat Fitness Test (CFT), and Body Composition Program (BCP) Advisory 2-20 released per

MARADMIN 552/20 Reserve Command Screening and Senior Leader Board results

MARADMIN 605/20 Fiscal Year 2021 (FY21) Inactive Duty Training (IDT) Travel Reimbursement

MARADMIN 608/20 FY21 Active Reserve (AR) Enlisted Accession Bonus

MARADMIN 640/20 FY21 Selected Marine Corps Reserve (SMCR), Individual Mobilization Augmentee (IMA), Individual Ready Reserve (IRR), Staff Noncommissioned Officer (SNCO) Selection Board

Enlisted Board Promotions

What to do in the final hour to prepare

By MSgt Vasquez

As the end of the year draws near, Reserve enlisted promotion boards are quickly approaching. This is when Marines realize that there are considerable amounts of areas in their record that need corrections. It is easy for Marines to become anxious and overwhelmed with correcting everything within the time constraints before the board convenes.

Career Counselors are available to identify areas for improvement and offer recommendations on the priorities for action. Every record is unique, but in the last hours before the board, there are few things every Marine can do to prepare.

Typically, it is too late to complete longer course corrections, such as improving your fitness report (FITREP) history. Some workable items you can improve are; training scores (i.e. CFT, PFT, and the Marine Corps Martial Arts Program (MCMAP)); updated records; and completion of online course.

Work on what you can control and impact before the board. Create a checklist and follow through.

1) Top out your training

Per MARADMIN 491/20, official photos are no longer viewed on selection boards. Therefore, the importance of your training data is even more critical because it helps to paint your overall picture. Lower training scores might decrease your value to the board. Making any improvements you can be beneficial.

2) Verify accuracy / upload documents

It is imperative to verify your record is accurate and upload civilian and military certificates, diplomas, awards, and any relevant documentation. Missing documents can cause unnecessary inquiries from board members, which could degrade your competitiveness if not resolved. Uncorrected errors in your record may contribute to failure of selection. Additionally, doing a self-audit and annotating your efforts to correct deficiencies may increase your chances for remedial consideration, if you fail selection.

3) Complete online courses

Senior Enlisted Joint Professional Military Education (SEJPME) 1 is a 40-hour web-based course for sergeants and above and populates to your MBS once you submit your certificates. SEJPME 2 is a 45-hour web-based course for gunnery sergeants and above and is a prerequisite for resident SEJPME.

SEJPME increases competitiveness for promotion and supports the Marine Corps' operational education in the joint environment. SEJPME is on Joint Knowledge Online (JKO) website. It is also highly encouraged to complete MarineNet MOS enhancing courses that you can complete prior to the selection board.

The Marine Corps is a top tier organization with pride for being above the rest in fitness, training, and education. Prepare your record and present the best of yourself to continue the Corps' tradition of excellence.



FY 20 Roll Up: Comparative statistics from the Reserve (AR, SMCR, IMA) SNCO Selection Board

By MSgt Guerrero

ACTIVE RESERVE

MGvSgt (of eligible MSgts):

Above Zone: 1 / 2 (Selection rate 50%)
In Zone: 3 / 4 (Selection rate 75%)
Below Zone: 0 / 0
PME: 100% Civilian Education: 50%
PFT: 273 CFT: 274 MCMAP: Brown

MSgt (of eligible GvSgts):

Above Zone: 5 / 13 (Selection Rate 39%)
In Zone: 9 / 17 (Selection rate 53%)
Below Zone: 0 / 0
PME: 93% Civilian Education: 38%
PFT: 243 CFT: 273 MCMAP: Black

GvSgt (of eligible SSgts):

Above Zone: 13 / 43 (Selection rate 30%)
In Zone: 24 / 45 (Selection rate 53%)
Below Zone: 0 / 0
PME: 86.4% Civilian Education: 38%
PFT: 250 CFT: 260 MCMAP: Brown

SSgt (of eligible Sgts):

Above Zone: 16 / 45 (Selection rate 36%)
In Zone: 89 / 136 (Selection rate 57%)
Below Zone: *2 / 2 (Selection rate 100%)
PME: 89% Civilian Education: 16%
PFT: 249 CFT: 263 MCMAP: Brown

LEGEND

*Below zone percentages are based on Marines that were briefed, not the total number of Marines who were in the below zone.

Civilian education includes Marines with an associate's degree or higher.

SMCR / IMA

SgtMaj (of eligible 1stSgts):

Above Zone: 6 / 8 (Selection rate 75%)
In Zone: 12 / 18 (Selection rate 67%)
Below Zone: 0 / 0
PME: 96% Civilian Education: 58%
PFT: 247 CFT: 274 MCMAP: Green

MGvSgt (of eligible MSgts):

Above Zone: 4 / 7 (Selection rate 57%)
In Zone: 4 / 7 (Selection rate 57%)
Below Zone: 0 / 0
PME: 86% Civilian Education: 44%
PFT: 255 CFT: 267 MCMAP: Green

MSgt (of eligible GvSgts):

Above Zone: 11 / 24 (Selection rate 46%)
In Zone: 21 / 36 (Selection rate 58%)
Below Zone: 0 / 0
PME: 78% Civilian Education: 48%
PFT: 231 CFT: 255 MCMAP: Green

1stSgt (of eligible GvSgts):

Above Zone: 0 / 0
In Zone: 42 / 112 (Selection rate 38%)
Below Zone: 0 / 0
PME: 74% Civilian Education: 53%
PFT: 242 CFT: 260 MCMAP: Brown

GvSgt (of eligible SSgts):

Above Zone: 45 / 78 (Selection rate 58%)
In Zone: 102 / 163 (Selection rate 63%)
Below Zone: *4 / 4 (Selection Rate 100%)
PME: 81% Civilian Education: 30%
PFT: 234 CFT: 255 MCMAP: Brown

SSgt (of eligible Sgts):

Above Zone: 47 / 88 (Selection rate 53%)
In Zone: 247 / 407 (Selection rate 61%)
Below Zone: *2 / 2 (Selection rate 100%)
PME: 71% Civilian Education: 17%
PFT: 239 CFT: 263 MCMAP: Green



The FY20 Reserve SNCO promotion selection boards convened on 11 Jan 2020 (AR) and 22 Jan 2020 (SMCR/IMA). The selectees were approved on 3 Feb 2020 (AR) and 4 Mar 2020 (SMCR/IMA). The selection rates and average physical fitness scores, in this article, show how competitive the selection process is. With limited allocations, the board selected only the most qualified Marines.

How do you stack up?

The statistics, on the left, show that there were a significant number of Marines eligible for promotion but not selected. There are many reasons for this, but the figure that stands out is the number of Marines that were PME incomplete. Now more than ever, enlisted Marines have several options to complete their PME; resident or distance education, weekend and weekday schedules are available. The needs of each MOS may be unique year to year, but the promotion standards (PME, training, education, etc.) remain the same. With this in mind, compare your performance and set goals to improve your overall competitiveness.

Semper Fidelis!

Navy Reserve Officer Training Course-Reserve (NROTC-R)

By Capt Harmon

Beginning in 2020, NROTC offers a Reserve Option Service Agreement that forms the fourth commissioning source for the Reserve Officer Commissioning Program (ROCP). This commissioning source will form roughly 20 percent of Reserve officer accessions into the Marine Corps, annually. The NROTC program offers scholarships for select universities and colleges across the country. Requirements, eligibility, and the application process are found in MARADMIN 613/20. Upon acceptance of a commission, a Military Service Obligation (MSO) of eight-years begins in the Marine Corps Reserve from the date of appointment of commissioned grade.

A minimum of seventy-two consecutive months will be in a SMCR unit from the completion of MOS school and check-in to the officer's SMCR unit.

After successfully completing the seventy-two-month obligation in an SMCR unit, officers can serve the remainder of the service agreement as a member in an SMCR unit, the IMA program or the IRR, or as the needs of the service may then require.

Marines interested in the NROTC-R scholarship program can communicate with the point of contact in MARADMIN 613/20. Marines interested in a Marine Corps Reserve commission may contact the ROCP Program Manager at RAM-4@usmc.mil.



Initial Observations from the FY21 Reserve Command Screening, Senior Leader, and PME Boards

By Col Moore & Maj Johnson

The mission of the board is to select the most highly qualified candidates for each position. This is easier said than done. Board members from the Reserve Command Screening Board (RCSB), Reserve Senior Leader Board (RSLB), and Reserve PME board noted the quality of candidates as being some of the most highly qualified they had seen. The competition was significantly tight, and we expect this trend to continue. There were some common trends noted during each board, which can increase your competitiveness for future boards.

Board Focus:

Boards primarily focus on four major areas: Physical (rifle, pistol, PFT, CFT, MCMAP), PME (military and civilian education), Performance (RS/RO relative value), and Participation (SMCR/IMA/IRR time, or points 27/50/50+). Collectively, in the end, performance definitely matters!

Date Gaps:

Officers should do everything in their power to correct or minimize date gaps. Records with date gaps were not favorably briefed, and the Marine(s) were less competitive. If you cannot correct date gaps prior to the start of the board, it is highly encourage you address this deficiency in a letter to the board.

No letter and no RQS, no chance! Prepare your record and communicate with the board.

Letters to the Board:

Write a letter to the board. The material within the letter should address any issues or questions a briefer may have about your record. A letter not submitted leaves a letter was not submitted, it left unanswered questions to the briefer. Even if the letter is short, it assists the briefer to better understand you, how you care about your career,



RPME Board:

A board member stated the quality of Reserve applicants were as competitive if not more competitive than their Active Duty counterparts. A Marine Corps University board member stated, "many students were at the top, if not the top, of the graduating class." This is favorable for Marine Reservists and affords more PME opportunities.

Command Screening Board:

The RCSB was very competitive. Apply again next year if selected as an alternate. If you will take any command, include this in your submission. Explain to the board if you are not willing to take certain commands; and any specific constraints or concerns (i.e. family, civilian job, etc.) you may have.



Career path advice >>>

Counseling or Mentorship?

By Col Burke

Counseling sessions are to help you prepare for upcoming selection boards such as promotion, command screening, Reserve PME or selection for AR. The CMT counselors will review your MBS, FITREPs, and other important documents in your Official Military Personnel File (OMPF). Counselors provide you with an assessment of how your record currently looks and offer guidance on administrative corrections, Reporting Senior (RS) and Reviewing Officer (RO) summaries, and any other concerns. They analyze the details of your FITREPs to confirm with you the grading and give recommendations if there are issues or errors. They also provide a comparative assessment within your MOS and grade so you know where you stand.

We are highly encouraged you to contact your Career Counselor prior to your board or after the selection results post if you were not selected. The Career Counselors can discuss potential reasons for non-selection and come up with an improvement plan for the next board.

We focus mentoring sessions on your long-term career goals and recommendations on how to accomplish those goals. There are four Career Mentors to support Reserve officers and four master sergeants to support the enlisted Marines organized like a Marine Air Ground Task Force (MAGTF). Your mentors are; Aviation Combat Element (ACE), Col Moore and MSgt Alicea; Ground Combat Element (GCE), Col Delgado and MSgt Vasquez; Logistics Combat Element (LCE), Col Burke and MSgt Guerrero; and Command Element (CE), Col Theriot and MSgt Owens. We have a varied background of command, PME graduates, deployments, and extensive experience in the IRR, SMCR, and IMA. Your chain of command is your primary mentors, but we can offer an additional point of view on your career. We can assist with finding your next billet, help determine if you want to do a 20-year career or be competitive for command.

Our primary focus is to guide you on your Reserve career path, and help develop a strategic plan for you to achieve your Reserve career goals.

Letters to the Board: Amplify and Explain

By LtCol Johansen

Your briefer has limited time to get to know you. Your letter can help amplify anything you really want to highlight or explain something you think might come up as a question. Things to explain might be IRR time, PME status and plan for completion, why you are not in an SMCR unit and any anomalies in your record. Things to amplify could be anything that makes you stand out from the rest. Answer the question before it is asked.

MBS 101: How to use to your advantage

By MSgt Vasquez

The Master Brief Sheet (MBS) is a reference document that provides important personal data and a summary of a Marine's performance evaluation record. It can be accessed through the "My OMPF" tab on MOL. Listed below are a few simple ways to use it to your advantage.



1. Understand how to read it

Many Marines are not able to use the MBS to their benefit primarily because they do not know how to read it. This is, unfortunately, extremely common and it is important to seek out the knowledge. It is crucial to know what each item in the MBS represents, and what it means to you and your career. An explanation of your MBS can be found in the Performance Evaluation System MCO 1610.7a, Appendix C and D.

It is your responsibility to ensure your file is accurate and up to date.

2. Confirm accuracy

The header data provides service information extracted directly from the Marine Corps Total Force System (MCTFS) so it is a great single point of review to check what is posted to your record. Verify accuracy for all key dates, awards, training and education. Ensure primary military occupational specialty (PMOS), additional military occupational specialty (AMOS), date of rank, and any other administrative data is correct. If they are not, submit an electronic personnel action request (EPAR) or contact your administrative section for assistance. It is your responsibility to ensure your file is accurate and updated.

3. Know where you stand and set a plan for improvement

The FITREP listing provides a synopsis of all your reports and reflects data from each FITREP. It includes the RS/RO profile and how your reports rank, cumulatively. It is a great tool to see how you compare against your peer group in terms of performance markings. Are you improving in markings as you gain experience within your grade or are you declining? Identify the areas you are consistently lower in and communicate with your RS on how you can improve. Ask for tangible targets and set achievable goals throughout the reporting period with your RS. Follow-up and track where you are by scheduling in progress FITREP review sessions with your RS. Recognizing where you are is the first step to getting to where you want to be.

4. PES Brief

Manpower Management Records & Performance (MMRP) has a brief, see below link, to help understand how to read your MBS. Brief is under the section PES Briefs, titled Road Show. <https://www.manpower.usmc.mil/webcenter/port al/MMRP30>



Quick Tip: Same RS

FITREPs where the RS is the same is an opportunity to show growth and upward trajectory. If your report average is the same, it does not show improvement. Ensure you communicate with your RS to understand their expectations and strive to improve. The same RS is a great opportunity to show your growth, make sure it counts.

Career Progression MOS Training

By MSgt Guerrero

What is it? Training that leads to a higher degree of proficiency within an MOS. Such training may change a Marine's PMOS.

In accordance with NAVMC 1200.1F FY21 MOS Manual, the following PMOSs require career progression training: 0202, 0363, 0369, 0393, 0491, 0629, 0639, 0679, 0681, 0848, 0869, 1169, 1349, 1799, 2149, 2181, 2336, 2621, 2629, 2631, 2862, 2874, 2891, 3529, 3537, 5769, 5821, 5831 (reference MARADMIN 504/20).

Senior leaders are encouraged to stress the requirement and importance of attending these courses, and their possible effect on promotion and limited career opportunities.

Career progression requirements can be found in NAVMC 1200.1F and respective MOS Roadmaps. Class descriptions, dates, and requirements are available in the Marine Corps Training Information Management System (MCTIMS) under the student registrar module. Work with your unit's training section to register for a course.

ask the Counselors

Q: *I am approaching service limitations and have never been looked at for promotion, what are my options?*

A: *Extension Waiver may be an option*

MARADMIN 499/20 provides information about Enlisted Career Force Controls (ECFC) Program and provides guidance for waiver submission and other requirements.

Final thoughts...

"There are no secrets to success. It is the result of preparation, hard work, and learning from failure."
~ Colin Powell

Sergeant Major's Message:

Professional Military Education sets the foundation for the development of our Marines. Conversely, MOS enhancing schools are equally as important to complete to progress in your military career. If you are in an MOS that requires career progression training, make this a targeted goal to complete.



SgtMaj David T. Orsi Jr.
SgtMaj, Reserve Affairs

As you prepare for upcoming selection boards, **do a self-assessment!** No one knows your record better than you do, so make sure it is accurate, up-to-date, and set a game plan for anything that requires improvement.

The enlisted section of the Career Management Team is growing, and they are here to assist and guide you as you progress in your military career. I want to take the time to welcome our new enlisted counselors, MSgt Wilkerson, GySgt Lambaria, GySgt Marks and SSgt BaezSalcedo. They bring a unique experience and skillset to the team, as we are happy they are part of the team.

Guidance from the General...

MajGen Helen G. Pratt
Director, Reserve Affairs

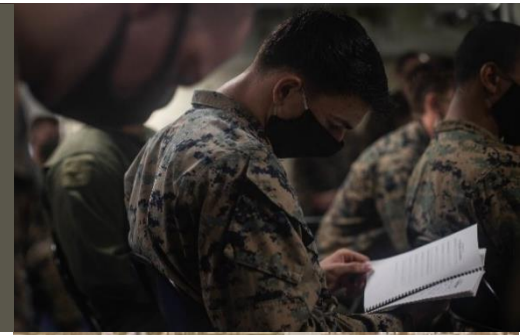


I would like to personally congratulate the Marines selected for command and acceptance to PME. The RCSB, RSLB, and RPME boards were very competitive with high quality applicants to lead our Marines and represent the Marines Corps at the various PME schools.

In addition, I would like to thank the Marines who volunteered to take ADOS orders in support of high visibility billet requests from the Department of Defense, Veterans Affairs, and Headquarters Marine Corps. The knowledge and skillset our Marines bring to the force, outside of their primary military occupational specialty, is what makes the Reserve Component unique. We will continue to vet opportunities and integrate with the Active Component to support requests from higher headquarters with highly qualified Marines.

To better assist you with career guidance and counseling, the Career Management Team (CMT) added new members to the team to enable you to be as competitive as possible for future boards. The CMT is a resource for you and will strive to meet your goals with the best guidance and advice as you progress in your individual career. With this in mind, several members of the CMT participated in each of the recent selection boards and captured trends from each one to educate the SELRES. The team is here to help, utilize them.

Finally, as we continue to publish these newsletters, I ask that you provide the team with issues/items of interest you wish to receive more information on as it relates to your career and future success. As we work through COVID-19 and all of its challenges - I wish you all the best as you balance taking care of yourself, protecting your families, and managing your civilian careers. Stay healthy and remain vigilant. Semper Fi.



coming soon >>>>

In The Next Issue

- Reserve Retirement: Maximize your time
- Blended Retirement Program
- Satisfactory Year: How to earn points
- Remedial Boards: Do I qualify?
- Managing your profile: What RS/ROs need to know

Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to the CMT at the email below.



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