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

Career Corner

MARADMIN Update:

614/21: FY22 Marine Option Naval Reserve Officers Training Corps Scholarship Programs
616/21: FY22 Meritorious Promotion Allocations for Prior Service Recruiters, Extended Active Duty Recruiters, and Selected Marine Corps Reserve Staff Non-Commissioned Officers
650/21: FY23 Active Reserve Special Duty Assignment Volunteer Period
691/21: Continuation Pay Program for Calendar Year 2022 for blended Retirement System Participants
693/21: Update to Transfer of Post-9/11 GI Bill Education Benefits to Dependents Process
695/21: Reserve Affiliation Junior Enlisted Performance Evaluation System Score Points Incentive
696/21: Selected Marine Corps Reserve Billet Identification Code Incentive
712/21: FY22 SMCR Lateral Move, Career Progression MOS and MOS Proficiency Training Programs
713/21: Announcement of FY22 Officer Retention Board Number 1 (Return to Active Duty, Career Designation, Interservice Transfer, redesignation)
720/21: Change 1 to the FY 2022 Active Reserve Staff Non-Commissioned Officer Selection Board
724/21: Change 2 to the FY 2022 Reserve (SMCR-IRR) Staff Non-Commissioned Officer Selection Board
733/21: Change 1 to Supplemental Guidance (2) to Mandatory COVID-19 Vaccination of Marine Corps Active and Reserve Components
734/21: Convening of the FY23 U.S. Marine Corps Reserve Chief Warrant Officer Promotion Selection Board
735/21: Change to Annual Fitness Report Schedule for Reserve Component Field Grade Officers
002/22: FY 22-2 Active Reserve Program Officer Accession and Career Designation Boards

Deciding Your Career Path: First Sergeant or Master Sergeant?

By MSgt Guerrero

There are various reasons (professional and personal) that a Marine considers when deciding to go the 1stSgt or MSgt career route. When deciding on the 1stSgt or MSgt career path, SNCOs have a better understanding of the difference between “senior advisor v. PMOS subject matter expert”. This is due to senior leader mentorship, professional military education (PME), and other resources. However, many Marines are often ill informed on significant data that should be a part of their decision process. The purpose of this article is to inform you of this data.

This is one of the few times when knowing your MOS is not referring to MOS proficiency. Knowing your MOS in this instance includes, but is not limited to, understanding tools and factors such as your Rank/MOS report via Marine Online, force controls, average TIG for promotions, and tracking annual promotion allocations to make an informed decision concerning selecting a career path.

By using the recommendations in the diagram, a GySgt with the 3043 PMOS informing themselves on whether to select the 1stSgt or MSgt route, should note that there is (1) MGySgt in their MOS. They also should consider that service limits may factor into their career (possibly preventing them from achieving their goal of becoming a MSgt or MGySgt and/or serving for 30 years).

Marines should NOT select the 1stSgt route simply to avoid the longer wait for a look at selection within their PMOS. However, Marines should know how to research their MOS and use this data to make an informed decision that significantly affects their career. Several high-performing Marines contact the Career Management Team concerned that they have reached or are reaching service limitations and have not received a look (for MSgt or MGySgt). In most cases, the Marine is in a MOS with a handful of MSgts and/or zero to two MGySgts in their MOS, and this leads to a longer than average wait for promotion. This is why it is so important for you “know your MOS” (and all the data discussed in this article) early in your career. Stay informed and set yourself up for success!

How to do your research Data below displays some “know your MOS” recommendations for a small and large PMOS and the 8999 PMOS.

- Track your MOS totals (peers & senior ranks)

| 3043 | 0369 (0399) | 8999 |
|------------|-------------|--------------|
| GySgts: 17 | GySgts: 97 | ----- |
| MSgts: 5 | MSgts: 25 | 1stSgts: 128 |
| MGySgts: 1 | MGySgts: 10 | SgtsMaj: 51 |

*Totals include SMCR & IRR

- Track promotion allocations for your PMOS

| | FY21 | FY20 | FY19 | FY18 | FY17 | FY16 |
|--------------------|------|------|------|------|------|------|
| 3043 | | | | | | |
| MSgt: | 1 | 0 | 1 | 0 | 0 | 0 |
| MGySgt: | 0 | 0 | 1 | 0 | 0 | 0 |
| 0369 / 0399 | | | | | | |
| MSgt: | 0 | 0 | 0 | 18 | 10 | 10 |
| MGySgt: | 4 | 0 | 3 | 2 | 4 | 0 |
| 8999 | | | | | | |
| 1stSgt: | 22 | 42 | 50 | 39 | 22 | 33 |
| SgtMaj: | 9 | 18 | 10 | 14 | 13 | 14 |

- Compare the Avg TIG for selection in your PMOS with the Avg years for Promotion in the Reserve

E6: 5.94 to E7: 6.61 to E8: 5.73 to E9

Change to Annual Fitness Report Schedule for Reserve Component Field Grade Officers!!!

On 28 Dec 21, Headquarters Marine Corps published MARADMIN 735/21, which changes the annual reporting period end date for all Reserve Component field grade officers (major, lieutenant colonel, and colonel). The new end date is 30 April. The adjustment allows time for fitness report processing and inclusion in a Marines' Official Military Personnel File (OMPF) prior to the commencement of the Reserve Command Screening Boards and Reserve Professional Military Education Selection Boards.

Click the link below to read this MARADMIN.

<https://www.marines.mil/News/Messages/Messages-Display/Article/2884764/change-to-annual-fitness-report-schedule-for-reserve-component-field-grade-offi/>

Meet your Mentors >>>

Colonel Samuel DiBianca

CMT Command Element Mentor

Commissioned in 1994, Colonel DiBianca served in a variety of billets during more than nine years on active duty. Assignments included service as Platoon Leader, Officer-In-Charge (OIC), and special staff officer during tours in Kansas City and MCAS Yuma, at Marine Aviation Weapons & Tactics Squadron One. Duties included support to WTI courses and special program and S-2 classified systems management.

In 2005, Colonel DiBianca affiliated with the Selected Marine Corps Reserve, and was assigned to Intelligence Support Battalion where he was a battalion "plank owner." From 2005-2013 Colonel DiBianca served as OIC, Detachment Commander, and Company Commander. After sourcing Marines for Operation Iraqi Freedom his entire detachment mobilized for Operation Enduring Freedom in 2009.

In theater, Colonel DiBianca served as OIC, Detachment Commander, Fusion Officer, and Company Commander with 1st Intelligence Battalion; supporting 2nd MEB, I MEF, NATO Regional Command South and Southwest, 1st Marine Division, and during Operation Moshtarak.

In 2011, while assigned to the Mexican Marine Corps, Colonel DiBianca served as Detachment Commander and trainer/advisor in Mexico. In 2014, Colonel DiBianca transferred to 1st Marine Division as an Individual Mobilization Augmentee in the G-2 and in 2015, re-assigned to the I MEF G-2. Later in 2015, Colonel DiBianca mobilized as the Task Force Al Asad S-2 and Foreign Intelligence Advisor for Operation Inherent Resolve. In theater, Colonel DiBianca led a combined joint intelligence section and served as the Iraqi Army 7th Division's G-2.



In 2018, Colonel DiBianca transferred to USINDOPACOM, in the J-2, as the Joint Intelligence Operations Center Senior Reserve Service Leader and Deputy Director Joint Detachment 5. In 2021, Colonel DiBianca transferred to his current assignment with the Career Management Team in Quantico, Virginia.

Master Sergeant Thomas Guerrero

CMT Enlisted Career Counselor

Master Sergeant Guerrero graduated from recruit training at MCRD San Diego in 1996, and served on active duty for 11 years. Master Sergeant Guerrero joined the CMT from the Individual Ready Reserve after completing activation orders with Wounded Warrior Regiment. He has previously served as the Motor Transport Chief, 6th Communications Battalion in Brooklyn, NY; the Senior Enlisted Advisor for Marine Central Command-Forward Coordination Element, Kuwait; and the Motor Transport Operations Chief, Marine Tactical Air Command Squadron-48, Marine Air Command Control Group-48, Great Lakes, IL. In 2003, he deployed to An Numaniyah, Iraq in support of Operation Iraqi Freedom. He also completed two tours of Marine Security Guard duty in 2001 and 2006.

In 2007, Master Sergeant Guerrero was selected for the Military Security Force, Joint Staff, National Military Command Center. Two weeks after his honorable discharge from active duty, Master Sergeant Guerrero began a career in federal law enforcement and currently serves as a Criminal Investigator with Homeland Security Investigations. In 2008, Master Sergeant Guerrero joined the SMCR. His mobilizations include deployments to Iraq (2009) and Kuwait (2015). In 2012/2013, Master Sergeant Guerrero deployed to Italy, Morocco, Cameroon, and Burkina Faso with Special Purpose Marine Air Ground Task Force (SPMAGTF) 13.1, Marine Forces Africa as a Non-Lethal Weapons Instructor. Master Sergeant Guerrero has more than 25 years of military split between active duty, IRR, SMCR, and IMA. His worldwide service and experience in numerous capacities of the Active and Reserve Components of the Marine Corps have prepared him well as a Career Counselor for the Career Management Team.



Career Management Team: More Than Just To Review Your OMPF

By Maj Arnold & MSgt Campbell

If it has to do with your career, contact us!

Whether it has to do with getting promoted, finding a new unit, transferring to the IRR, or questions about how Reserve retirements work, we at the Career Management Team are here to help answer those questions, and more. The common misconception about the CMT is that we only look at your Master Brief Sheet (MBS) and counsel you before promotion boards. While we do offer those services, we are a host of additional information and resources.

The CMT's mission is to be a one stop shop for all Marines in the Ready Reserve (AR, SMCR, IMA, IRR) that have questions concerning their career. Some of the questions we hear are:

- Enlisted to officer commissioning opportunities
- MOS lateral moves
- How to transfer to a new drilling unit
- IMA/SMCR billet opportunities
- Direct Affiliation Program (AC to RC)
- PME options

Some of the other services the CMT provides are:

- Unit Briefs
- Sit as recorders or observers on Reserve selection boards (e.g. promotion, PME, etc.)
- Assist units with advertising available SMCR/IMA billets
- Limited ADOS opportunity advertisement
- Basic inquiries about Reserve retirement
- Non-resident PME & excess BIC option
- The "what next" for Marines that are twice passed for promotion

Upcoming CMT unit briefs:

- Promotions Branch
- 4th MAW
- CLR-4
- Total Force Integration Staff Training (TFIST)

If you or any of your Marines have questions about their careers or would like us to give your command a CMT brief, please contact us at:

SMB_MANPOWER_CAC@usmc.mil



Unit Spotlight >>>

Marine Innovation Unit (MIU)

By LtCol Hallinan

The Marine Innovation Unit is coming online and looking for top talent! The MIU leverages Marine Reserve talent to accelerate capability development across the Force. Marine Reservists with high-demand, low-density skills will solve complex problem and provide new approaches and cost-effective solutions while engaging commercial companies and government science and technology (S&T) and innovation organizations.

During FY22, MIU will hire up to 125 Marine Reservists with experience across startups, venture investing, or management consulting. Expertise with emerging "dual-use" technologies is also needed – visit the MIU job board for the list of areas.

A few additional highlights about MIU include:

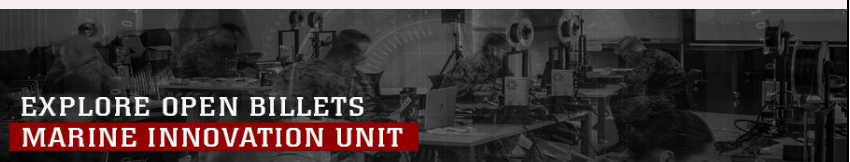
- The unit operates virtually and globally using distributed teams
- MOS mismatches are welcome – civilian and academic skills are what matters most
- Grades E-1 to O-6 are eligible to apply

Additionally, a select number of full-time mobilized Liaison/S&T Officer roles are becoming available. Liaison/S&T Officers will receive military orders complete with PCS entitlements at the beginning and end of tour for up to three-year tour lengths. To be considered this specific role, candidates must possess as Top-Secret (TS) clearance with Sensitive Compartmentalized Information (SCI) eligibility at the time of application.

The Application process to join the unit in any capacity is highly competitive and involves a skills screening, panel interview, and talent board. Space is limited so the first and finest to apply stand the best chance of success. ***Do not wait to apply, see below!***

If you have experience in these areas, or you know Marines that do, contact the unit ASAP; <https://www.marforres.marines.mil/MIU/> or browse open billets at <https://miu.applytojob.com/> or email miu@usmc.mil

- Unit overview at <https://www.marforres.marines.mil/MIU/>
- Browse open billets at <https://miu.applytojob.com/>
- MIU Talent Team contact at miu@usmc.mil



ask the Counselors >>>

Q: *I am PME complete in grade, what other PME can I complete to be competitive?*

A: *You can complete the Basic and Primary PME courses through the Naval War College, visit the link below for courses; https://learning.nel.navy.mil/ELIAASv2p/?utm_source=mnp20private*



Highlight on Resources

By Ms. Lorei

- **The Marine and Family INFORMATION, REFERRAL AND RELOCATION PROGRAM** (IR&R) connects service members and their families to resources and programs that support them during their mobile military lifestyle. The program is the primary conduit of relocation support, including the Marine Corps Sponsorship Program. (Refs. MCO 1754.10A and MCO 1320.11G).
- **Military OneSource** is available 24/7 to you and your family until 365 days after separation. Call 1-800-342-9647 or go to <https://www.militaryonesource.mil> to access OCONUS calling features and Live Chat options.
- The **Marine for Life Network** (M4LN) connects transitioning Marines, military spouses and veterans to employment opportunities, education resources and Veteran Service Organizations. To connect with the Marine for Life Network visit them at www.marineforlife.org or join them on LinkedIn at <https://www.linkedin.com/company/marine-for-life-network>.
- A list of **worldwide installations** with program information can be found at <https://installations.militaryonesource.mil/>.
- **USMC Connect app** is an enterprise-wide mobile application that delivers portable, customizable information to USMC Reservists. **The app includes a Mobile Common Access Card (CAC) portal and** allows Marines to pair their device with a mobile CAC reader to access some CAC-secured sites. The app will not touch or transmit data to or from the MCEN, MCDSUS, or any other government network.
 - Anyone can download the app - the main page contains publicly available information that can assist anyone in the Marine Corps.
 - The USMC Connect App was piloted with 4th Marine Division and will be expanded in FY22 to all MARFORRES MSCs.
 - Download the app from the Apple App Store for iPhones and from the Play Store for Android devices.
- The **Psychological Health Outreach Program** (PHOP) provides Reservists (*including IRR*) access to psychological health care services. Services are offered by a team of Licensed Clinical Professionals including many former military members and military dependents. All services are free and confidential. The PHOP can be reached at 1-866-578-7467.
- **Ask VA** (AVA is the new secure online tool that replaced the Veterans Affairs Information Routing and Inquiry Service (IRIS) and the BI Bill Help Portal). Use Ask VA to send in questions, updates, and documents online <https://ask.va.gov/>
- Looking for a **community resource**? Call 2-1-1 from your phone, or go to www.211.org to be connected with the United Way's 211 center nearest you.
- Do you need assistance with marital conflicts, stress management, coping with grief, deployment adjustments, or any other stressors? Help is available through Military OneSource. For help call 1-800-342-9647.
- Veterans Crisis Line 1-800-273-8255 press 1; Text 838255 or find live chat options at <https://www.veteranscrisisline.net/>.
- For more program and resource information contact: MARFORRES MCCS 1-866-305-9058; tracy.touchard@usmc.mil and/or HQMC IR&R PM Lucinda Lorei at Info_Referral@usmc.mil.





What the Retirement Process Taught Me

By MSgt Torres



Retirement. Many of us strive for that goal. There are milestones along the way, but the finish line is that blue ID card and eccentric license plate frame announcing our sacrifice of at least 20 years in the best fighting force in the world. As I navigate through this transition, I have learned more about myself, and Marines in general, in the last 18 months than I have in the last 20 years. All who have done this before me have taken the knowledge with them about this retirement guessing game, which is a uniquely individual process. No two Marines will exit the Marine Corps the same way and that is what can make this a very fuzzy process. Some of the most valuable information I learned about and honed in on is the Thrift Savings Plan (TSP), the Skillbridge Program, and the Veterans Affairs (VA) process.

When I left home at 17, I imagined retirement as a beautiful oasis filled with hobbies, sleeping, and world travel. I was blissfully ignorant of the funding required for these activities. I know now that I did not maximize the potential of the TSP because I was unaware of the benefits and processes of it. I was not financially intelligent until I was a Staff Sergeant. At that point, the rest of my career has been a game of catch up to reach the financial future I wanted. As senior Marines with this knowledge and experience, I beg of you to please educate the younger generation about the importance of investing in their future. As a young Marine, actively seek out this information for your own future. More information can be found at <https://www.tsp.gov/index.html>.

Skillbridge is a program most are unaware of. I had no idea the opportunities and benefits this program would have on my transition and my future. Skillbridge is an excellent opportunity as you plan for your post-military life by matching civilian occupations to your own training and work experience, or even providing you the freedom to learn a completely new trade. Every rank is eligible to apply for Skillbridge, which permits the use of up to 180 days of service to learn and train with an industry partner. During Skillbridge, you continue to receive military compensation and maintain your benefits. This program is for Marines transitioning from active duty and select groups of Reserves. Skillbridge industry partners may have pathways specifically for spouses and Veterans as well. Connect with them directly for more information regarding these benefits.

A lifetime ago, I quit my job at Subway to go to boot camp. I have no idea how to be an adult civilian and provide for myself outside of this uniform. The Skillbridge program I am approved for is an intern at a local gym, while still being on the Active Reserve Program. I maintain the safety net of my benefits while simultaneously gaining experience in a civilian job, providing for a more successful and easy transition. The possibilities of this program are potentially endless and can only set you up for success. More information can be found by contacting your local unit transition coordinator, or visiting <https://skillbridge.osd.mil> or <https://skillbridge.osd.mil/faq.htm>.

The VA process can be extremely intimidating and there is no set way to go about it. The first step is requesting copies of your medical records, which can be done in person at the medical treatment facility that physically holds your records. The estimated request process is about 30 days, but I have never waited more than 10 days to receive mine. They will make sure you have all instructions on how to access your records. Next, you can contact a Veterans Support Organization (VSO) in your area. This is an optional step completely up to you, but they are experts in the VA process and can provide much needed clarification and insight. You can file a claim on your own, but VSO's are specifically trained to assist you through this process. VSO's can be chosen based on location or organization affiliation. A list of recognized VSO's can be found at <https://www.ebenefits.va.gov/ebenefits/vso-search>.

The transition process is stressful enough on its own. You have earned the right to take advantage of programs and resources the Marine Corps has to alleviate a portion of that stress. While you may have 20+ years of leadership and decision making skills, you owe it to yourself to think of yourself and your transition. Changing your mindset is not easy, but no one can transition and retire for you. It is up to you to build your own foundation to have a seamless transition and enjoy the next chapter in life.

In The Next Issue

- Remedial Promotions
- Unit Spotlight
- SMCR Support to II MEF
- IMA Opportunities
- Deployment Opportunities
- Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to our OMB email.



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