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INFORMATION PAPER

DAPE-TM
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SUBJECT: US Army Reserve Talent Management Task Force Overview

1. Background.

a. In 2015, the Army established the Talent Management Task Force (TMTF) to integrate and synchronize Army efforts to acquire, develop, employ, and retain a high quality force that can fight and win against any adversary in the world on the battlefield.

b. The Army Reserve established an office, under the Chief of Army Reserve, to integrate with Army talent management efforts and to ensure reserve component equities are considered.

c. The Fiscal Year 2019 National Defense Authorization Act (NDAA) gave the Defense Department (and the Army) nine new authorities to implement a variety of Talent Management initiatives. About half of the legislative changes apply to the Reserve.

2. Facts.

a. Talent Management is how the Army Acquires, Develops, Employs and Retains its people to enhance readiness by maximizing human potential.

b. Talent is defined as the unique intersection of knowledge, skills, behaviors, and preferences (KSB-P) inherent in every officer. Individual capabilities are aligned with the Army's needs while optimizing human performance and engagement.

c. Due to different authorities, force structure, and geographic constraints, the Reserve executes officer personnel management differently than Regular Army. Collaboration efforts are ongoing to identify required policy and resources to support modernization efforts and address unique problem sets within Compo 3.

3. Army Reserve Initiatives.

a. The Army Reserve's talent management initiatives broaden and develop its Soldiers, preparing them for continued service and future leadership roles while enhancing readiness. Current Army Reserve initiatives include:

b. Individual Ready Reserve (IRR) Reform: Reforming the IRR will improve muster participation, better educate Soldiers on obligation requirements, and provide seamless voluntary transition between Regular Army or the Selected Reserve (SELRES). The IRR mobile app will launch a pilot in the spring of 2021, to increase virtual muster participation, allow IRR Soldiers to communicate with HRC, find local career counselors, and access pertinent information.

c. Opt-Out of Promotion: Officers who opt-out of a promotion board will elongate the amount of time spent in their current grade allowing more time for developmental experiences. An Army Directive for this RC authority is currently in staffing.

d. Direct Commission: This allows qualified applicants to directly commission up to the grade of O-6 in any career field in which the service secretary deems there is an operational need. This can apply to either an existing or emerging career field.

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e. Regular Retired Warrant Officer to Selected Reserve: Regular Army Warrant Officers with critical skills and experience would transfer into the Reserve while retaining their retirement pay in order to capitalize on their technical proficiencies.

f. Officer Strategic Development Program: Designed to offer premiere assignment opportunities to develop mid-grade officers and provide experience at the strategic level to better prepare them for senior executive levels of service.

g. Emerging Technology Leader: This initiative aims to determine new specialized technical areas the Army needs to support multi-domain operations (MDO) and subsequently develop the career lifecycle for those emerging requirements.

h. Appoint Permeability: In order to improve the transition between components, the TMTF is pursuing three lines of effort: 1) Changing legislation to remove statutory impediments, 2) Streamlining processes to improve efficiency, and 3) Developing an automated total force solution to improve transparency.

i. CESEC: Civilian Education, Skills, Experience and Certification (CESEC) is a database that will capture Soldiers' civilian education, skills, experiences, and certifications allowing leaders and supervisors to identify and employ talent more effectively.

4. Way Ahead. The Army Reserve will continue to develop and leverage talent management initiatives in order to facilitate total force integration in accordance with NDAA recommendations and the Army's People Strategy.

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